Introducing the New NMC Code

New professional standards for nurses and midwives

- prioritise people
- practise effectively
- preserve safety
- promote professionalism and trust
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Introduction

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“The Code will strike a chord with the nurses and midwives who already demonstrate these principles in their practice. It will put patients and service users at the heart of practice, and will help us to protect the public better.

Public expectations of care have changed since the Code was last reviewed in 2008. It is essential that the Code reflects patients’ and service users’ needs, modern healthcare practice and the recommendations of reviews such as the Francis Inquiry.”

Jackie Smith  
Chief Executive and Registrar, NMC
Introducing the new Code

The NMC has updated its Code of professional standards.

It sets out the revised universal standards expected of nurses and midwives, which they must uphold every day in order to be registered to practise in the UK.

The new Code is effective from 31 March 2015.
At the heart of nursing and midwifery practice

More than 680,000 nurses and midwives are registered with the NMC – all are required to uphold the new Code of professional standards of practice and behaviours.

The new Code builds on the existing foundation of good nursing and midwifery practice, reflecting current professional and public expectations of today’s professionals.
One Code, four themes

Together they signify good nursing and midwifery practice.

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public protection
NMC professionals mirror organisational priorities of safety and care through the new Code

Organisational priorities

- Personalisation
  - Access
  - Involvement
  - Rights

- Clinical guidelines
  - Learning
  - Innovation
  - Quality control

- Safety systems
  - Safety culture
  - Monitoring

- Transparency
  - Leadership
  - Governance

People

- Care
  - Compassion
  - Listening
  - Dignity

Effective

- Evidence-based practice
  - CPD
  - Technical skills
  - Experimentation

Safety

- Safety behaviours
  - Human factors
  - Team orientation
  - Reporting

Trust

- Honesty
  - Probity
  - Professionalism

Individual professionals upholding Code
The Code: For everyone’s protection
Regulation in action

Our role is to set the standards in the Code, but these are not just our standards. They are the standards that patients, service users and the public tell us they expect.

Across the UK, nurses and midwives are proud to uphold these standards every day.

The Code is useful for everyone who cares about nursing and midwifery.

Educators can use the Code to help students understand what it means to be a registered professional

Employers can use it to support their staff in upholding standards as part of providing quality and safety

Nurses and midwives can use it as a way of reinforcing their professionalism

Patients and service users and those who care for them can use it to provide feedback about the care they receive
Who needs to know about the new Code?

- Nurses and midwives
- Employers
- Educators
- Students
- Patients and service users
- General public
- Unions and professional groups
- Other regulators and policy makers

What is the new Code?

Why is it important to me?

How will it make a difference?
The Code: Developed in collaboration

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Why did we revise the Code?

• As a responsible regulator, it is our role to ensure our Code of professional standards of practice and behaviour remains relevant

• The Code was last updated in 2008 and, since that time, there has been environmental and societal change, which has an impact on nursing and midwifery practice

• It is important that the Code reflects the world in which we live and work today, and changing roles and expectations of nurses and midwives. It needs to:
  - Align with other health regulatory processes across the UK
  - Respond to high profile reports on the state of health and social care provision in the UK
  - Acknowledge and regulate the changing and wider role of nurses and midwives in the UK
A consultative approach

- Gap analysis
- Focus on needs
- Regulatory codes for other healthcare professionals
- Healthcare reviews
- Advisory groups

Review of 2008 Code

- New elements
- Four themes
- Focus on key areas

Consultation phase 1

- 200 organisations and 6,000 individuals
- Nurses and midwives
- NHS
- Employers
- Nursing and midwifery educational organisations

Consultation phase 2

- Online
- Social media
- Discussion groups
- Patient and public engagement forum
“Listening to the feedback

“It is everything you would want, if you were a patient. It is everything you would want if going into hospital and nurses and midwives should give this care expected of them.”

“Having read this more updated version I think I would be more likely to pick it up now because it seems so much clearer and straightforward to understand.”

“Tends to be over wordy...clearly it’s necessary to cover all aspects of each area, but I would like to see even more editing to create less verbose statements.”

“I have found the ‘new Code’ easier to read (and) easier to understand and therefore application will be easier (...). It was thought provoking and will help me implement key elements in the care I give.”
Our collaboration

- Patient advocacy and interest groups
- Departments of Health
- Registered nurses and midwives
- CNOs
- Professional bodies
- Social care organisations
- Health and social care charities
- Senior nurses
- Senior midwives
- Independent sector employers
- Nursing and midwifery unions
- NHS employers
- The public
- Educational organisations
- NHS employers
- Patient advocacy and interest groups
- Educational organisations
- Social care organisations
- NMC
The Code: What’s new? What’s changed?

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What’s new in the Code?

**Duty of Candour**
Every healthcare professional must be open and honest with patients when something goes wrong with their treatment or care which causes, or has the potential to cause harm or distress.

**Social media**
The Code recognises the changing nature of communications and sets standards for acting responsibly including the use of social media.

**Fundamentals of care**
The Code sets standards of fundamental care and provides examples of what this includes such as nutrition, hydration and environmental cleanliness.
What’s new in the Code?

**Medicines management and prescribing**
Standards that clearly set the context for prescribing, supply, dispensing and administering medications.

**Conscientious objection**
Nurses and midwives must act in the best interests of people at all times and can only make conscientious objections to a particular procedure in limited circumstances.

**End of life care**
Specific reference is made to the needs of those in the last days and hours of life.
What changed in the Code?

A greater focus on:

**Compassionate care** – kindness, respect and compassion

**Teamwork** – work co-operatively

**Record keeping** – six clear standards to support all record keeping

**Delegation and accountability** – delegate responsibly, be accountable

**Raising concerns** – this aligns the Code with the re-launched *Raising Concerns Guidance* published in 2013

**Cooperating with investigations and audits** – includes those against individuals or organisations and acting as a witness at hearings.
The Code: Where next? Looking towards revalidation
What’s next?

The Code was published on the NMC website on 29 January 2015.

Every registered nurse and midwife will receive a printed copy of the Code before it becomes effective on 31 March 2015.

A leaflet about the Code for patients and the public will be available 31 March 2015.
Revalidation of professional practice

The purpose of revalidation is to improve public protection ensuring nurses and midwives remain fit to practise throughout their careers.
Revalidation of professional practice: The Code is the first step

Read and practise according to the Code from 31 March 2015.

Undertake CPD and reflective practice.

Find out when you need to revalidate. This happens every 3 years.
What do nurses and midwives need to do next?

• Familiarise themselves with the Code for current practice and in preparation for revalidation requirements, which will apply from the end of 2015

• Discuss the Code with peers, managers and students

• Learn more from the NMC website, Royal Colleges, representative organisations and professional journals

• Register with the NMC online
For more information:

www.nmc-uk.org/Code
#newCode
#revalidation

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