

The impact of the NMC's processes on professionals with different protected characteristics

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NMC Nursing & Midwifery Council



Outline

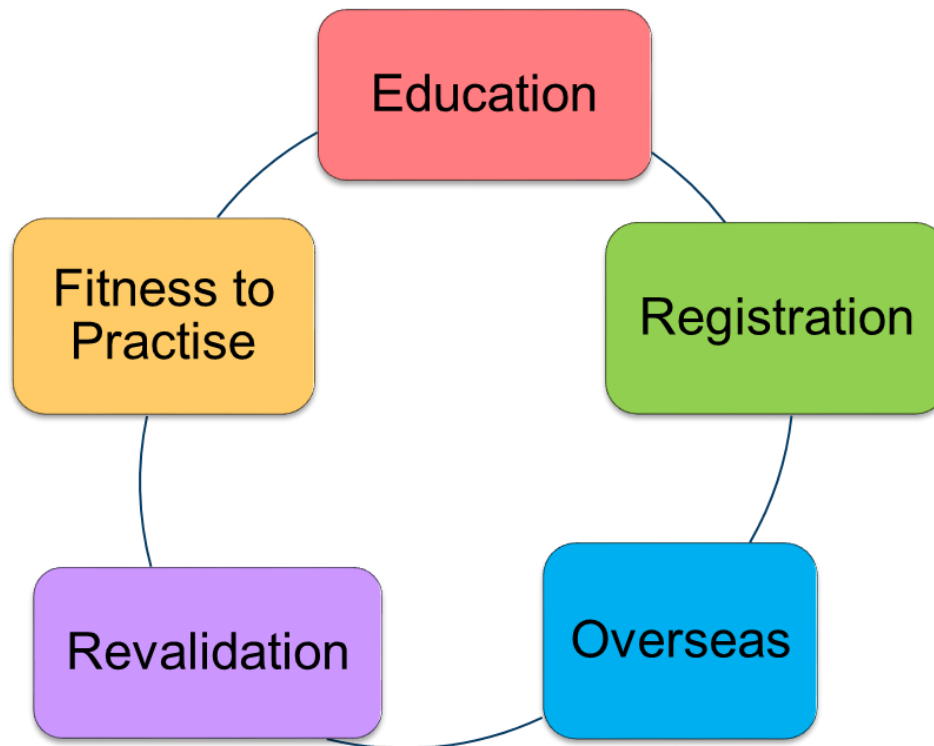
1. What are we doing? Why are we doing this?
2. What do we know already?
3. How are we going about it?
4. What are the challenges?



What are we doing? What research questions are we trying to answer?

1. Do particular groups of nurses, midwives and nursing associates have different outcomes from our processes?
2. Why are such differences occurring?
3. What impact does this have on the people involved?
4. What can we do about these differences?

What processes are we looking at?



Why are we doing this?

- To ensure our regulatory processes are fair and do not discriminate unfairly on the basis of protected characteristics
- To meet our obligations under the Public Sector Equality Duty (PSED)
- Demonstrate compliance with the new PSA EDI standard of good regulation

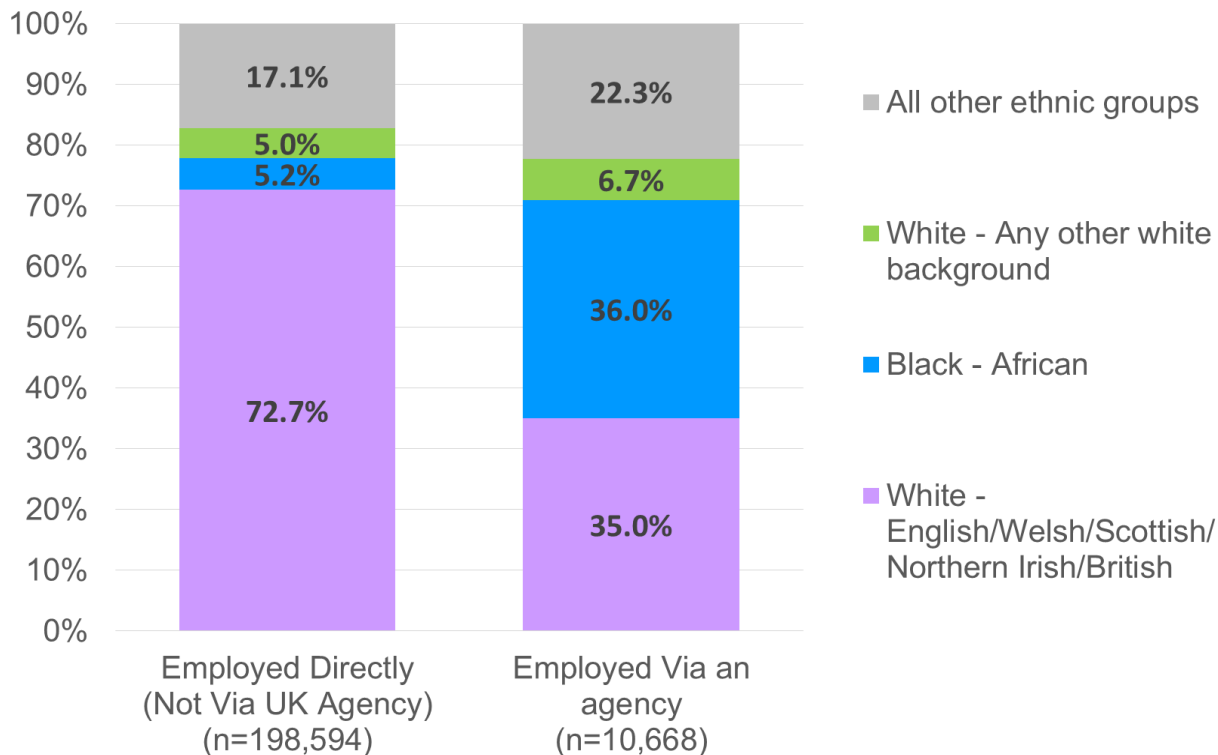
What do we know already?

- Disproportionate referrals to our FtP processes by gender, age, ethnicity and country of training.
- Source of referral, ethnicity and country of training are linked to case progression
- Seriousness of outcome varies by gender, ethnicity and source of referral

What do we know already? (2)

- Revalidation rates vary by gender, age, ethnicity and disability
- Perceptions of how easy it is to complete revalidation requirements vary by gender, ethnicity and work setting
- Differences in where people work and what job they do by age, gender, ethnicity, country of initial training

Revalidation – employer type by ethnic group



What does the wider literature tell us?

- Negative perceptions, experiences and worse outcomes by ethnicity, disability, gender, age and country of training
- Factors associated with negative outcomes/experiences include: years of practice; socioeconomic background; some work settings; and cultural differences
- Mitigating factors include: having a social network in the UK; working in a supportive environment; and individual motivation

Data & Methods

Mixed Methods → Quantitative & Qualitative Analysis

Quantitative analysis of NMC processes:

- based on data gathered between 01/04/2016 and 31/03/2019
- conducted in-house
- academic consultant

Qualitative analysis of prominent issues:

- based on results of quantitative analysis
- commissioned

Quantitative Analysis: Data

The **NMC Processes** and **Outcomes** we are focusing on:

- *Registrations* → Successful/Unsuccessful Applications
- *Readmissions* → Successful/Unsuccessful Readmission
- *Appeals* → In Favour/Against Registrant

Quantitative Analysis: Data

The **NMC Processes** and **Outcomes** continued:

- *Revalidation* → Successful/Unsuccessful Revalidation
- *Revalidation* → Extension Awarded or Not
- *Fitness to Practice* → Referred or Not
- Fitness to Practice → Type of result

Quantitative Analysis: Data

EDI characteristics:

- Age
- Gender
- Gender Identity
- Sexual Orientation
- Disability
- Ethnicity
- Religion

Other factors:

- Profession
- Country of Residence
- Training Country
- Universities
- Employer related
- FtP related

Quantitative Analysis: Methods

Type of Analysis	Tests & Methods
Univariate Analysis	Descriptive Statistics
Bivariate Analysis	Chi-square tests
Multivariate Analysis	Binary & Ordinal Logistic Regressions

Software packages used: SPSS & R

Research Challenges

□ *Data*

- Access
- Missingness
- Duplication

□ *Methods*

- Average Marginal Effects
- Interactions



Thank you

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