2015 Delegate Assembly Resolution: Explore Expanded Membership Eligibility

• Whereas, membership in NCSBN is extended to those BONs that agree to use, under specified terms and conditions, one or more types of licensing examinations developed by NCSBN; and

• Whereas, The NCLEX RN is now administered by 10 nursing regulatory bodies in Canada; therefore, be it

• RESOLVED, That the Delegate Assembly direct the Board of Directors to explore development of a procedure and criteria for eligibility for full membership by a non-State or US Territory nursing regulatory body that uses a licensing examination developed by NCSBN; and be it further

• RESOLVED, That the Board report on this investigation by the 2017 annual meeting
Shaping Our Future

• 2007 – Associate Membership Category Created by Delegate Assembly
• 2010 – The Delegate Assembly agreed A Vision to Advance Regulatory Excellence World Wide.
• 2011 - Establishment of the International Nurse Regulatory Collaborative
• 2015 Canadian Provinces began requiring NCLEX for licensure
The Path To Proposals

- Resolution from Delegate Assembly August 2015
- Establishment of BOD Subcommittee, Research, Interviews, & Draft Proposal
- Testing of Draft Proposals at Midyear Meeting March 2017 & at EO Summit
- Specific Proposals to Delegate Assembly August 2017
- Further Work to continue on Membership Categories and Nursys Participation in FY18
Dimensions Considered

- Legal
- Political
- Logistic
- Financial
- Governmental
General Observations

• Organizations similar to us in purpose and membership structures, have multiple levels of membership and are increasingly engaging international stakeholders

• Some similar organizations already include Canadian regulatory body members along side US regulatory body members
Key Issues
From “Most Like” Interviews (US/Canadian Organizations)
• Participation has been successful in broadening thinking
• Language that is relevant and appropriate (e.g. Jurisdiction rather than States/Provinces)
• Priorities that are policy sensitive to different governmental models (Socialized Medicine & Affordable Care Act)
• Currency & fluctuations in exchange rates.
• Data transfer (Privacy of information)
Guiding Our Proposals

• Is the proposal consistent with the purpose of the organization as established by our founding mothers in the Articles of Incorporation?
• Is the proposal consistent with our Mission and Vision?
• Do the membership categories show progression of rights and responsibilities among different levels of membership?
• Does the proposal address the Delegate Assembly directive to the BOD?
• Does proposal protect the achievements in public safety secured by existing members?
Articles of Incorporation (Slide 1)

• Article III....incorporated for the following purpose or purposes: Educational and charitable purposes including the lessening of the burdens of government by providing an organization through which Boards of Nursing act on matters of common interest and concern affecting the public health, safety, and welfare including the development of licensing examinations in nursing.
• Article X

The Corporation shall have members. The class or classes of membership, the qualifications, rights and method of acceptance of members shall be set forth in the Corporation’s Bylaws.

Mission

• NCSBN provides education, service, and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection.

Vision

• Advance regulatory excellence worldwide.
Potential Types of Members

- Member Board
- Exam User Member
- Associate Member
- Affiliate Member
- Emeritus Member

Organizational Level Member (To be approved by the Delegate Assembly – with differing levels of rights & responsibilities)

Entity with a mandate harmonious with NCSBN’s purpose, mission, and vision

Individual Person (Appointed by the Board for 3 years but renewable)

Further work during FY18 regarding criteria, operational policies and conflict of interest management to be addressed
Membership Levels to be Considered by Delegate Assembly

• **Member Board.** A Member Board is a jurisdictional board of nursing, which is approved by the Delegate Assembly as a member of NCSBN.

• **Exam User Member.** An Exam User Member is a jurisdictional board of nursing that has an organizational mandate exclusively related to the regulation of the profession and protection of the public and uses the pre-licensure exam developed by NCSBN, which is approved by the Delegate Assembly as an Exam User Member of NCSBN.

• **Associate Member.** An Associate Member is a nursing regulatory body or empowered regulatory authority that is in whole or in part empowered by government to license and regulate nursing practice in the jurisdiction, which is approved by the Delegate Assembly.
To Summarize

• Consistent with Article of incorporation
• The vast majority of Boards already are participating in licensure & discipline
• Means of reducing vulnerability to fraud
• Enhances the efficiency and effective of decision making.
• Improves the accuracy and currency of all our systems (deduplication)
• Improves the capacity for disaster recovery
Member Responsibility Changes

• Fraudulent documents are becoming more sophisticated and common.
• Secure systems transfer can reduce risk to all members and enhance public protection
• Work with those members that are not using verification for endorsement and bring back proposals for consideration at a future Delegate Assembly
Member Responsibility Changes

• Require participation by all in the Nursys® licensure and discipline system.

• Have a delayed implementation date for those that are already members.

• Work with those members that are not using verification for endorsement and bring back firm proposals for this aspect at the FY18 Delegate Assembly.
Exam User Member – Single Mandate

Interactions and Relationships between Actors [Modified from OECD (2017)]
Exam User Member – Single Mandate

- Regulatory Body
- Professional Association
- Trade Union
<table>
<thead>
<tr>
<th>Theme</th>
<th>Regulatory Bodies</th>
<th>Professional Organization</th>
<th>Trade Union</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary Purpose</td>
<td>To protect the public</td>
<td>To advance the profession</td>
<td>To advocate for the nurse (member).</td>
</tr>
<tr>
<td>Organizational Nomenclature</td>
<td>Board, Body, Chamber, College, Commission, Council, Division, Order, Ordem.</td>
<td>Academy, Association, Body, College, Guild, Society.</td>
<td>Union, Syndicate, Society</td>
</tr>
<tr>
<td>Membership Status</td>
<td>Predominantly mandatory</td>
<td>Predominantly voluntary</td>
<td>Predominantly voluntary.</td>
</tr>
<tr>
<td>Individual Designation</td>
<td>Licensee, Registrant</td>
<td>Member</td>
<td>Member</td>
</tr>
<tr>
<td>Coverage</td>
<td>All those who authorized to practice and use the protected title.</td>
<td>Principally those that have affiliated with the association but often seeks to speak for the profession as a whole.</td>
<td>Those that have affiliated with the union.</td>
</tr>
<tr>
<td>Cultural alignment</td>
<td>Impartial and evidentiary approach empowered by legal &amp; societal mandate</td>
<td>Advocate and promote profession</td>
<td>Represent and defend the nurse</td>
</tr>
<tr>
<td>Rights and Responsibilities</td>
<td>Curtailed to public protection</td>
<td>Broadly based and self-determined</td>
<td>Generally, curtailed to labor issues and employment matters.</td>
</tr>
<tr>
<td>Typical Activities</td>
<td>Set minimum licensure, practice, education and discipline standards, maintain register, enforce discipline.</td>
<td>Advocate for the profession, set aspirational standards, offer advanced credentials</td>
<td>Negotiate terms and conditions, promote positive work environments, protect and defend member rights.</td>
</tr>
<tr>
<td>Principle Policy Focus</td>
<td>Regulatory policy</td>
<td>Professional &amp; health policy</td>
<td>Labour policy</td>
</tr>
<tr>
<td>Political Partisanship</td>
<td>No</td>
<td>Sometimes</td>
<td>Usually</td>
</tr>
<tr>
<td>Methods of advocacy</td>
<td>Often indirect or alternatively through formal consultative processes and limited to mandate.</td>
<td>Mostly direct and broadly based advocacy and uses a wide range of mobilization techniques.</td>
<td>Mostly direct, focused on benefits, worker’s rights and conditions of service, use a wide range of mobilization techniques.</td>
</tr>
<tr>
<td>Board Composition</td>
<td>Primarily appointed</td>
<td>Elected</td>
<td>Elected</td>
</tr>
<tr>
<td>Accountability</td>
<td>To public via legislative/governmental structures</td>
<td>To members</td>
<td>To members</td>
</tr>
<tr>
<td>Continuing Professional Development Purpose</td>
<td>Continuing competence of the practitioner</td>
<td>Career progression and professional development</td>
<td>Benefit to the employee</td>
</tr>
<tr>
<td>Continuing Professional Development Role</td>
<td>Validate participation in approved offerings ensure licensee meet requirements.</td>
<td>Provide learning content/opportunities and offer accreditation of learning.</td>
<td>Provide Learning content/opportunities</td>
</tr>
</tbody>
</table>
Exam User Member Rights & Responsibilities

• See matrix for details (pg. 116 in business book)
• One vote at Delegate Assembly
• May run for director-at-large position from FY20 onward
• May serve on both Finance and NEC Committees
Associate Member

• There are no proposed changes to the existing associate member criteria, rights or responsibilities.
Synopsis of Impacts

• Proposals strengthen public protection for all members
• Proposal supports the overwhelming intent of the Delegate Assembly vote of 2015.
• Proposals are aligned with Articles of Incorporation and organizational mission and vision.
• Proposals are compliant with OECD best practices.
• Rights and Responsibilities are progressive across the three categories of membership.
• Financial impact is minimal ($25K maximum at this time).
Affiliate and Emeritus Member

- Greater clarity needed before a final proposal is made.
- Further consultation during FY18.
- No proposals on these categories at this time.
Verification by endorsement - Nursys®

- Further work with those not using the service
- Further proposals to be brought to a future Delegate Assembly
Thank You

• Questions?
• Comments?