2020 NCSBN ANNUAL MEETING

CHICAGO
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Strengthening Nursing & Midwifery: A Paradigm Shift Through Regulatory Transformation

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Looking Forward – Challenges & Opportunities

• COVID-19
• Economic Climate
• State of the World Nursing Report
COVID-19

• Evolution
• Resurgence
• Recovery
• Realignment
A Time of Change – A Time of Opportunity

Operational Challenges

Strategic Challenges
A Time of Change – A Time of Opportunity

Operational Challenges

• Bill Payment Systems
• Web Commerce Platforms
• Virtual Private Network
• Virtual meetings and events management
• Greater autonomy & self organizing skills
• Facilities management

Strategic Challenges
A Time of Change – A Time of Opportunity

Operational Challenges

- Mobility of Practitioners
- Remote Provision of Services
- Removing Scope of Practice Barriers
- Nurse Education
- Entry to Practice and Licensure
- Virtual Discipline systems
- Legal and Ethical Challenges

Strategic Challenges
Economy

• State Government Finances
• Health Systems Finances
• Family Finances
A Decade of Opportunity

STATE OF THE
WORLD’S NURSING 2020
The Pentagon of Nursing Policy Actors

- Government Chief Nursing & Midwifery Officers (GCNMOs)
- Regulatory Bodies (Regulators)
- Professional Association & Trade Unions (Associations)
- Initial & Continuing Education Providers (Educators)
- Service Delivery Providers (Providers)

Interaction & Collaboration

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3 3 3 3 3
2 2 2 2 2

Perspectives

- Ministers
- Public
- Members
- Students
- Patients
Analytical Approach

- Review SOWN report and identify content relevant to regulation
- Cluster and document with page references identified content
- Cross tabulate with content identified by other policy actors
- Agree priorities and collaborative topics
SOWN Regulatory Perspectives
Analysis

REGULATORY CHALLENGES & SOLUTIONS
KEY COMPETENCIES TO CONSIDER
RESEARCH QUESTIONS
IMPACT EVALUATION
SOWN REGULATORY PERSPECTIVES ANALYSIS

Key Dimensions to Consider
- Efficiency, effectiveness, sustainability, vision
- Performance, preparedness, agility, transparency
- Strategic, regulatory, market impact, innovation, creativity, agility
- Public, consumers, providers, stakeholders, workforce

SOWN Regulatory Solutions & Actions
Scope of Practice (pp. vii, viii, 15, 19, 23, 55, 56, 17, 19)
- Advanced Practice (pp. vii, viii, 15, 23, 55, 16, 17)
- ED Program Stewardship (moderation, APEL, Competency based, Clinical placements, Simulation, Technology & Transportation & roles, Curriculum content convergence, institutional program capacity)
- Regulation of different types based on nature and risk (Continuing competence, APEL, Modulationary, program step-steps & step-offs with collaborative & authoritative, Bridgeman, Task shifting, Role of Title, Critical Competency Assessment, Examination, Competency based, Version of International Standards: Code of Good Practice GCSO-UEC (pp. vii, viii, 15, 16, 7, 8, 23, 23, 23, 33, 54, 54, 16, 14)
- ED Program Accreditation (pp. vii, viii)
- Workforce Distribution & Mobility both physical & virtual (Mutual Recognition Agreements, CRNAs, enferism, NPs, universal global identifier, International Licenses Requirements, Emergency Safe Deployment, International border, NURSE Compact, Mutual recognition agreements, Expatriate licenses & point to point nurses data transfer)
- Internationally Trained Nurse (pp. vii, viii)
- Assessment of entry to practice competence during a time of increasing care complexity and enhanced clinical judgment (pp. 55)
- Health & Social Care Integration & Policy Implementation (pp. vii, viii)
- Improve & Integrate workforce data collection (pp. 55)
- Nurse Led Services (pp. 55)
- Positive Practice & Environment (pp. 55)
- Creation of Regulatory Atlas (pp. vii, viii)
- Development of International Standards: Code of Good Practice (pp. vii, viii)
- Safe State of Emergency Regulation and need for roll-out (pp. vii, viii)
- Development of regulatory board accreditation system that focuses on the pursuit and attainment of optimal regulatory practice (pp. 55)
- Development of regulatory governance and accountability

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Perspective
- Government (Ministers)
- Public (Consumers)
- Members (Associations)
- Students (Educators)
- Patients (Providers)

Impact Evaluation
- Improved Health Outcomes (pp. vii, viii)
- Workforce supply and demand equilibrium and sustainable distribution (pp. vii, viii)
- Attraction of the SSU Targets and Indicators (pp. vii, viii)
- Nurse Sensitivity Indicators (pp. vii, viii)
- Countries have regulation and accreditation mechanisms (pp. vii, viii)
- Percentage of new graduates employed at 3, 6, 12 months after finances (pp. 27)
- Average time between graduation and employment and average time between finances and employment (pp. 27)

Research Questions
- How do you optimize nurse education, content, duration, modes of education, clinical experience, program accreditation, exams to program requirements, faculty preparation and numbers, the role of clinical staff in monitoring and proficiency? (pp. vii, viii)
- How do we define and optimize the extension of practice from support worker to advanced practitioners, considering education, regulation, competencies, authority as to ensure safe (pp. vii, viii)
- With declining population demographics, both users and providers of services, and with generation changes to the nature of care, increased mobility, and the introduction of advanced care technologies, what does the new workforce planning framework model complexity off (pp. vii, viii, 27)
- Can regulatory models be adapted to facilitate transparency, mobility and public safety? Considering the inclusion of optimal practice across the full gamut of jurisdictional board responsibilities (pp. vii, viii)
- What are the structural, process & cultural barriers that impact on gender, racial and other inequities in the composition of the workforce? (pp. vii, viii)
- How can the number of countries with CDA roles be increased, their role optimized and their added value measured? (pp. vii, viii)
- How can jurisdictional nursing boards work more closely with education, service and immigration services, to develop real time information on workforce presence and deployment? (pp. vii, viii)
- The NCSID concept be replicated to develop a global leadership competency measurement and perhaps others such as faculty teaching competency and clinical mentorship and productivity (pp. vii, viii)
- What is the risk profile for a primary care focused nurse compared to a hospital care focused nurse in terms of minimum competency (pp. vii, viii)
- What is the added value of CPE vs. MRE related to clinical outcomes and patient safety? (pp. vii, viii)
- Look at wood to work-based methodologies to include expressions of scope relevant to contemporary needs rather than pursuing an academic drift model? (pp. vii, viii)
- Need to explore distributed learning model that helps support the sustainability of rural communities (pp. vii, viii)
- Look at potential of capturing real time patient data to map workforce performance and continuing competence for new employee & regulatory collaboration (pp. vii, viii)
- Look at how data held by regulatory systems can map to the national health workforce planners, plans, and descriptions (pp. vii, viii)

Structural Focus
- Title: INVESTMENT in Education, Jobs & Leadership
Sharing Personal Reflections

Margaret Alexander – the value of evidence
Virginia Henderson – the value of policy
Lisbeth Hockey – the value of questions
Nurse Regulators Act in the Service of the Public

Without questions a profession cannot progress

Without answers we are victims of the will of others

Lisbeth Hockey

David Benton