



NCSBN

National Council of State Boards of Nursing

Best Regulatory Practices

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Your Purpose & Major Domains

- Fitness for **Practice**; Purpose & Award
 - Governance
 - Entry to Practice
 - Continuing Competence
 - Educational Programs
 - Technology as slave not master

Three Sets of Metrics

- Strategic (Quarterly/Annual)
- Operational (Monthly/Weekly)
- Stakeholder (Regular but as and when needed)

Key Features

Legislation Advocacy & Responsiveness

Organisational & Internal Governance

External Governance & Public Accountability

Responsibilities & Functions

Implementing Legislation

- The regulatory body interprets legislation to facilitate and accommodate changing public protection needs

Advocacy

- The regulatory body routinely provides comments on wider health systems reform and change.
- Promotes professional issues that are congruent with protecting the public.

Responsiveness

- The regulatory body has processes that are consistent with those of other disciplines
- The regulatory body keeps guidance, codes, standards competencies and rules in step with changing expectations of the public.

Benton et al 2013

Board Governance

- Board members of the regulatory body are subject to regular performance appraisal
- Clear criteria and the necessary competences for the selection and appointment of senior officials and board members are available
- Induction processes are in place for new Board members

Business Processes

- The regulatory body collaborates with other regulatory agencies to minimise administrative burden and maximise the use and impact of data.
- The regulatory body has mechanisms to align their accreditation systems with other agencies whilst continuing to fulfill their mandate
- Develops guidance and rules that are supportive of health systems change.
- The regulatory body uses new technology to streamline business and regulatory processes
- The regulatory body has mechanisms in place to detect and deal with fraudulent applications and requests for verification.
- The regulatory body has in place disaster recovery procedures and processes
- The regulatory body has adequate resources to enable all responsibilities to be fully discharged.
- Reporting lines are clear and reports are comprehensive and timely.
- All committees have explicit, regularly reviewed terms of reference and the activities of the committees are reported regularly to the full regulatory body.

Quality Improvement

- The regulatory body identifies and promotes best regulatory practice
- The regulatory body has access to relevant expert advice to support its decision-making processes.
- Emergent trends from the outcomes of conduct and competence process are used to inform revisions of standards and requirements for continuing competence.
- The regulatory body routinely examines a sample of completed continuing competence returns
- The regulatory body monitors its performance and seeks to continually improve the time taken to deal with fitness to practice allegations

Accountability

- The regulatory body is held to account for its performance.
- The regulatory body has a clear set of performance measures that are reported regularly.
- While there may be multi-stakeholder input to development of standards, codes, scopes of practice policies and procedures, their application is free of inappropriate influence by government, the profession or other interested parties.
- The regulatory body acts in a manner that maintains the confidence of the public, professionals employers and other key stakeholders
- The regulatory body has a strategic plan with linked operational objectives that are regularly reviewed and updated.

Transparency

- The regulatory body has a set of clearly defined and publically available operating procedures
- The regulatory board has a balance between lay and professional members
- The regulatory body provides clear and succinct information on their responsibilities and process to registrants and the public.
- There are clear appeals processes that can be pursued if the decisions or the actions of the regulatory body are thought to be unsound.
- All decision making is transparent, documented and accessible to the profession and the public.

Collaboration

- The regulatory body engages and consults key stakeholders in the development of policy and standards

Competence & Conduct

- Continuing competence procedures are in place that uses data from multiple sources
- The regulatory body maintains independence in resolving allegations and complaints.
- Clear, accessible and well-publicised complaints procedures are readily available
- The regulatory body has standards of performance in relation to dealing with the receipt, acknowledgment, investigation and resolution of fitness to practice complaints and allegations
- The regulatory body has an impartial approach in dealing with allegation both with regard to complainants and registrants
- An adequate range of meaningful sanctions for non-observance of the standards and non-compliance with codes of conduct is available.

Registry Integrity

- The register is accurate, comprehensive and readily accessible by the public, the registrants, employers and any other interested parties.
- The regulatory body ensures that only persons who meet stipulated criteria for licensure can practice as a professional nurse.
- Registration renewal procedures are efficient and effective.

Ethics and Professional Behaviour

- Promotes registrant behaviour that is reflective and self-regulatory.
- The regulatory body develops and promotes sound ethical and conduct codes

Standards and Education

- The regulatory body ensures educational programmes are aligned with the competences required by registrants for fitness to practice
- Professional standards and competencies are developed and set in collaboration with educational providers, employers professional organisations and the public

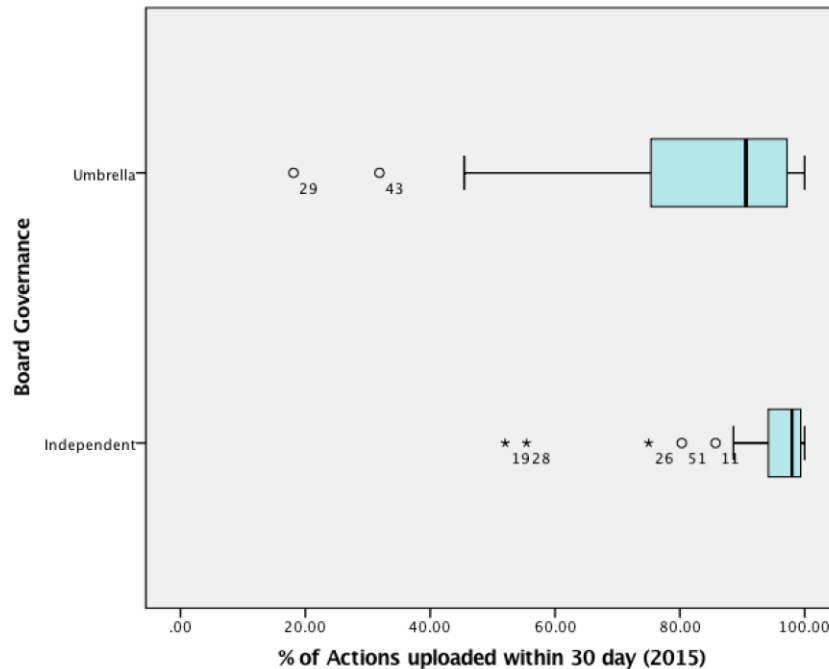
Mobility

- Processes relating to nurses wishing to migrate into or emigrate from the jurisdiction are efficient and effective.

Theme	Issues Compared	Measures	Umbrella Boards	Independent Boards	Statistical Results
Governance	Number of consecutive terms a board member can serve?	2 3 Unlimited	22 0 3	14 5 5	$\chi^2=7.26$ df=2 P=.03
	Do statutes known as sunset laws exist for the Board of Nursing?	No Yes	10 15	17 7	$\chi^2=4.705$ df=1 P=.03
	Who appoints/hires the executive officer?	Board Members Board Members with Governor input Governor with no Board input Governor with Board Member input Department/division of state no Board input	5 1 1 1 17	23 1 0 0 0	$\chi^2=30.5$ df=4 P<.001
Autonomy	Does Board of Nursing Draft or Approve the budget	Draft Approve Draft and Approve Not involved in budgeting process	4 1 3 17	9 2 13 0	$\chi^2=25.498$ df=3 P<.001
	Does the BON have a fund balance	No Yes Does Not Apply	8 14 3	2 21 1	$\chi^2=5.98$ df=2 P=.05
	Is the BON financially self-sustaining	No Yes	12 13	1 23	$\chi^2=12.07$ df=1 P<.001
Information	Is there a newsletter published by the BON	No Yes	13 12	3 29	$\chi^2=8.688$ df=1 P<.001
	Frequency of Newsletter	1-2 times a year 3-4 times a year	6 6	3 18	$\chi^2=4.9$ df=1 P=.027
	Does the Board produce an annual report	No Yes	12 13	5 19	$\chi^2=3.989$ df=1 P=.046

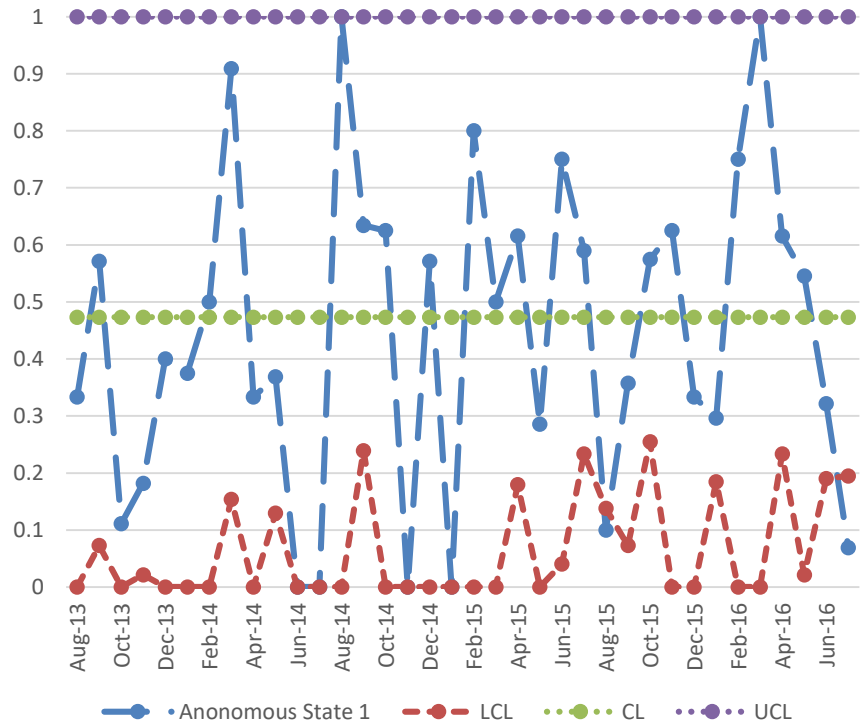
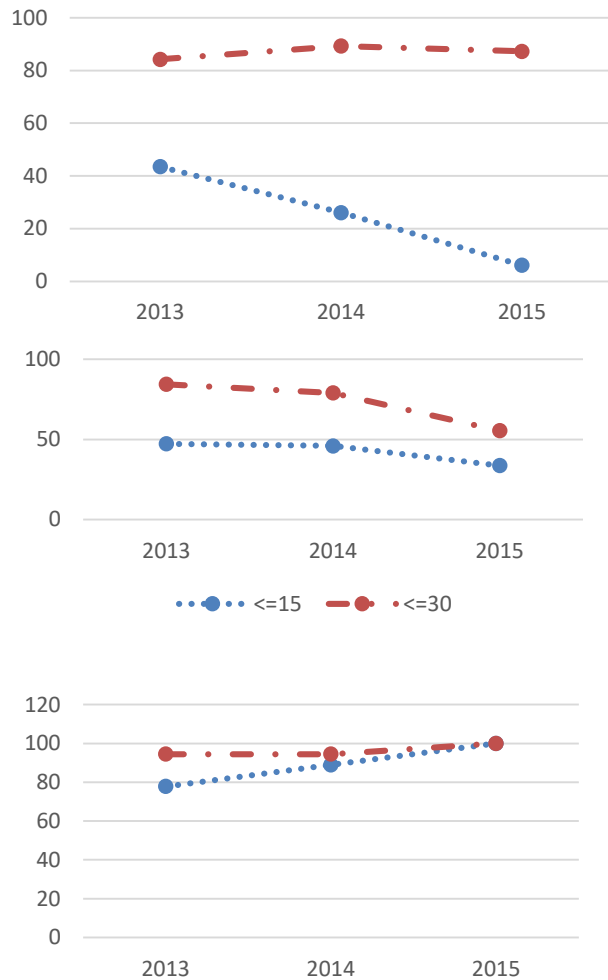
Benton et al (2016)

Boxplot Showing Median, upper & lower quartiles, Upper & lower limits & outliers by organizational type



Year	Significance	Z	Mann Whitney U
2013	0.006	-2.726	195.50
2014	0.029	-2.180	226.00
2015	0.024	-2.263	221.50

Benton & Rajwany (2017)



Benton & Rajwary (2017)

Strategic Trend and Operational Insight data

Key Principles

- Proportionate to Risk
- Transparent & Pragmatic
- Evidence Based & Data Driven
- Visibility, Credibility, Impactful

Key Resources

- Organization for Economic Cooperation and Development
- Scholarly Journals – Journal of Nursing Regulation
- Peer Networks
- Think beyond Health Professional Regulation

References

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