

Description

Independent Culture Review: Summary of Report (addressing issues revealed at UK Nursing and Midwifery Council)

Introduction

The Nursing and Midwifery Council (NMC) has issued an apology and pledged to implement changes following an independent review that revealed significant issues within its culture, including racism, discrimination, bullying and safeguarding concerns which are having a direct impact on public safety.

The review

The review, conducted by Nazir Afzal OBE, and Rise Associates, involved over 1,000 current and former NMC employees and 200 panel members. The NMC have accepted the report's findings which highlights workplace issues and a troubling connection between these issues and the organisation's regulatory performance, demonstrating a fundamental disconnect between what the NMC embraces and what it practises.

There are positive aspects to the report, sharing how more than half the staff working at the NMC said they were positively managed at the NMC and the investigators hearing clear evidence of staff supporting each other. Many were happy with how they were managed and confident that they could discuss issues that concern them with their line manager. But while these voices represent the best of the NMC, the report is clear that these conversations do not tell the whole story.

Commitment from the NMC

The NMC has said that it is committed to a comprehensive culture change programme, based on the review's recommendations, aiming to address and prevent racism, discrimination, and bullying, and to improve its safeguarding procedures. Notably, 6 individuals under fitness-to-practise investigations have died by suicide or suspected suicide since April 2023, prompting the NMC to extend resources and training for its safeguarding team and establish a new safeguarding hub and appointing a new Freedom to speak up guardian.

Continuing plans

Acknowledging the findings, NMC Chair Sir David Warren expressed condolences and reiterated the Council's dedication to prompt and significant action. Additionally, the NMC plans to continue its £30 million, 18-month plan to enhance the fitness-to-practise process, ensuring more timely and considerate decision making.

Former NMC Chief Executive Andrea Sutcliffe CBE, who recently stepped down due to ill health, emphasised the need for the organisation to listen and respond effectively to the testimonies and to foster a supportive and equitable work environment. The NMC aims to embed values of fairness, kindness, ambition, and collaboration throughout its

operations.

A link to the full report can be found here: The Nursing and Midwifery Council – Independent Culture Review (nmc.org.uk)

Category

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