Session 3: Contrasting regulatory models to promote best practices in regulatory governance and performance

Keynote: David Benton
Contrasting regulatory models to promote best practices in regulatory governance and performance

World Health Professions Regulation Conference 2014

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Overview of Presentation

- Context
- From the literature
- Method
- Findings
- Reflection
Context

• A period of increased interest in HRH redesign
• Increased recognition that regulation can be a facilitator or barrier for change
• Existing work limited to a small number of comparative analytical works
  – normally drawn from same jurisdictional model
From the literature

• Locating Nurse Legislation

• Open Systems as an organising Framework

• Trends and Themes

• Macro, Meso & Micro Interaction across themes
Locating Nurse Legislation

- Regulation Per Se
- Occupational Regulation
- Professional Regulation
- Health Professional Regulation
- Nurse Regulation

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Open Systems

- Widely Applied Ludwig von Bertalanaffy 1940s

- Suitable for considering linear and non-linear interaction

- Seven Dimensions Kast and Rosenzweig (1972)
  - Open to environment, Integrated subsystems, Input-transformation-output-process, Teleology or purpose, Feedback, Homeostasis, Equifinality
Trends and Themes

Open to Environment (Macro Level Factors)
(Workforce, Economics and Markets, Quality Improvement, Demographics and Changing Health Needs, Technology, Education and Competence, Culture and Social Changes, Communication)

Clinical Teams
Educational Systems
Service Links
Regulators
Legislation & Functions

Feedback (Individual and Organisational Performance)

Open to Environment (Macro Level Factors)
Homeostasis

Interrelated Subsystems
Clinical Teams, Educational Systems, Service Links, Regulators, Legislation and Functions

Functions and Responsibilities

Complexity
Dynamic Change
Variability

Input Transformation
Output Transformation

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## Macro, Meso, Micro Interaction

<table>
<thead>
<tr>
<th>WORKFORCE</th>
<th>Mutual Recognition, migration and workforce mobility</th>
<th>Workforce reform, efficiency and effectiveness</th>
<th>Workforce planning</th>
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<tbody>
<tr>
<td>Macro</td>
<td>Open to Environment</td>
<td>• New cadres of workers</td>
<td>• Career frameworks</td>
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<td>• Labour migration</td>
<td>• Outcomes of differing cadres</td>
<td>• Positive practice</td>
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<td>• Costly and lengthy processes</td>
<td>• New regulatory processes</td>
<td>environments</td>
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<td>• Facilitating movement and protecting the public</td>
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<td>• Nurse patient/population</td>
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<td>• Agreement development and knowledge of functioning</td>
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<td>• Changing workforce flows</td>
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<td>prospective modelling</td>
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<td>Meso</td>
<td>Interrelated sub–systems</td>
<td>• Inter-professional collaboration</td>
<td>• Education and service links</td>
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<td>• Relationships between different ministries</td>
<td>• Overlapping/shared scopes of practice</td>
<td>• Links between service</td>
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<td>• Education service links</td>
<td>• Turf wars</td>
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<td>• Links between jurisdictions</td>
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<td>• Links between education</td>
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<td>• Service/Recruitment agency relationships</td>
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<td>Micro</td>
<td>Input–transformation–output processes</td>
<td>• Supervision and delegation</td>
<td>• Competence based scopes</td>
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<td>• Qualification portability and calibration</td>
<td>• Changing scopes of practice</td>
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<td>• Adaptation programmes</td>
<td>• Competence based curricula</td>
<td>• Reduced attrition</td>
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<td>• Language and cultural competence</td>
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<td>• Programme articulation and APEL</td>
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<td>• Administrative burden</td>
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<td>• Complaints and competence tracking</td>
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Also from the literature

Models of regulation

A continuum of regulation

From self-regulation

To government controlled regulation