World Health Professions Regulation Conference 2014

Crowne Plaza Hotel, Geneva, Switzerland

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

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International Council of Nurses

fip International Pharmaceutical Federation

World Confederation for Physical Therapy

fdi FDI World Dental Federation

WMA

Contrasting regulatory models to promote best practices in regulatory governance and performance

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Overview of Presentation

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

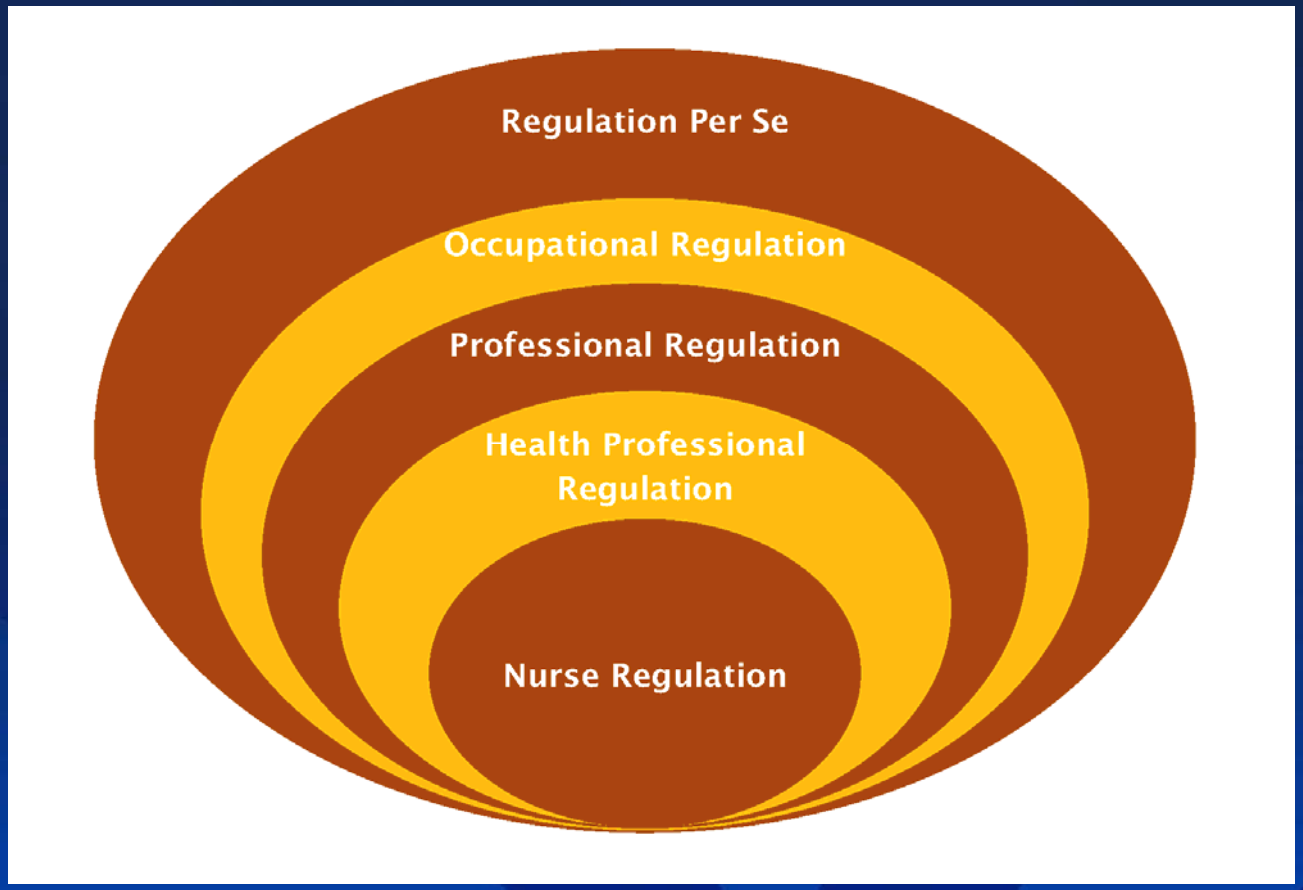
Context

- 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

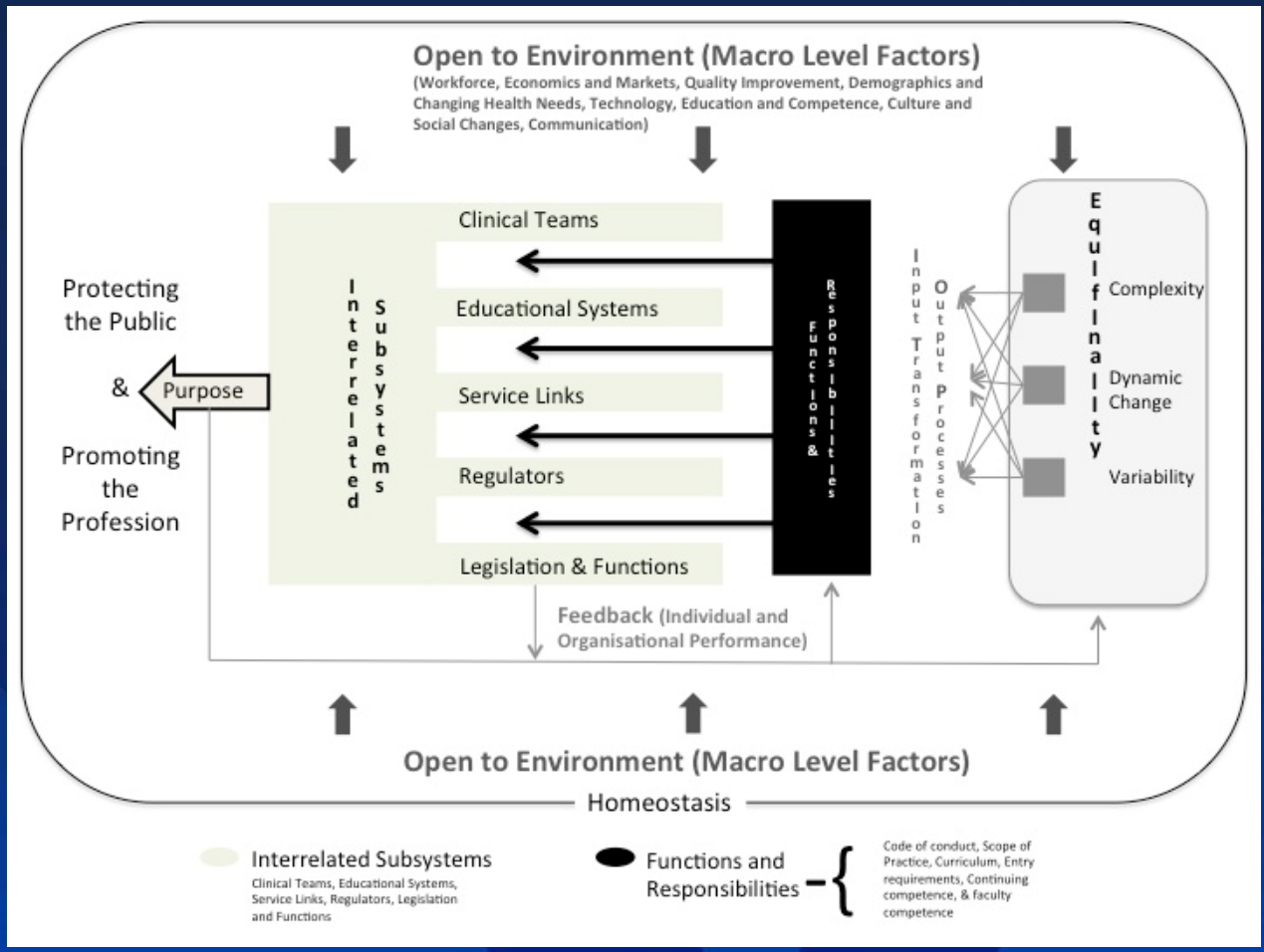
Locating Nurse Legislation



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



Macro, Meso, Micro Interaction

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

Also from the literature

Models of regulation

A continuum of regulation