



NCSBN

*National Council of State Boards of Nursing*

# Balancing regulation of individuals and health systems – Trends & Consequences

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# The Wonders of a Termite



- Beyond the conception of the individual
- Resilient and flexible
- A force to be reckoned with

# A Bit Of History and the Origins of the Argument

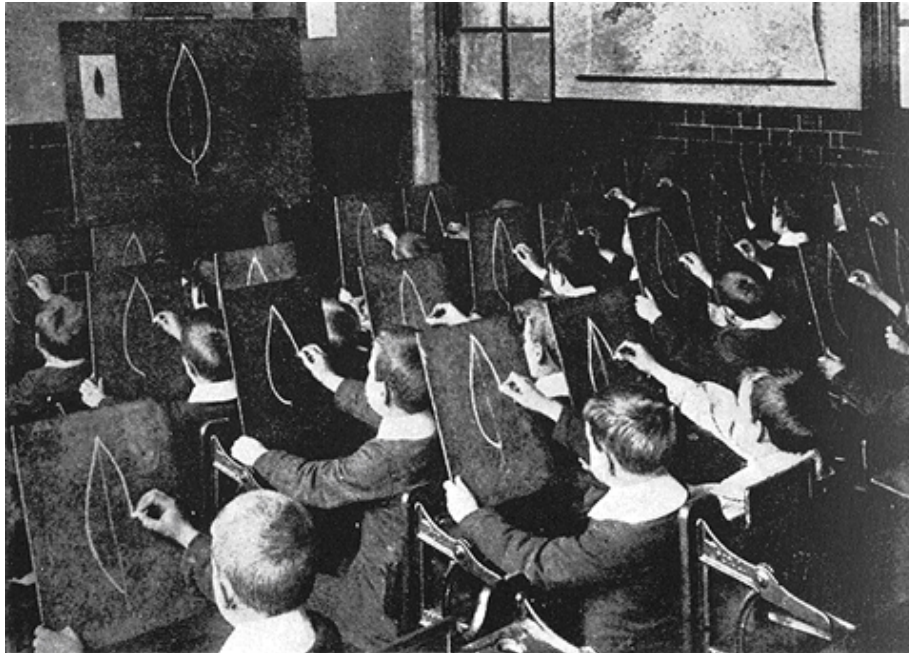
- ...the time has now come to view professional nursing regulation as part of a complex adaptive system – a system that is seeking to find the right balance between the quality of services, access to those services and the costs of providing them. Professional regulation is seen as a central component of how the health and wellbeing of our societies can be achieved and the practice of the nursing profession assured.

Benton & Morrison (2009)

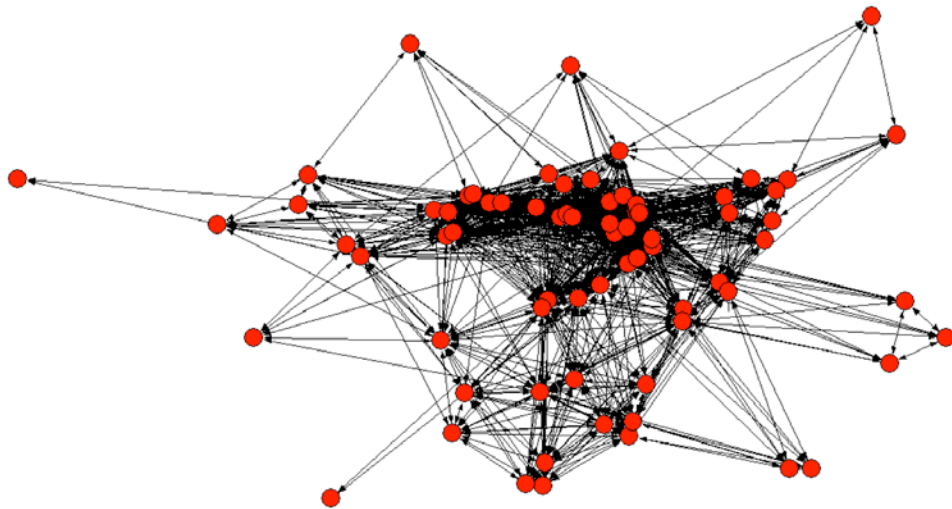
Regulation 2020: Exploration of the Present; Vision for the Future



# The Newtonian Industrial Era



# Complex Dynamic Systems



Living in a Digital World



# So why do we need to rethink regulation?



- If you don't like change, you're going to like irrelevance even less.

## Eric Ken Shinseki

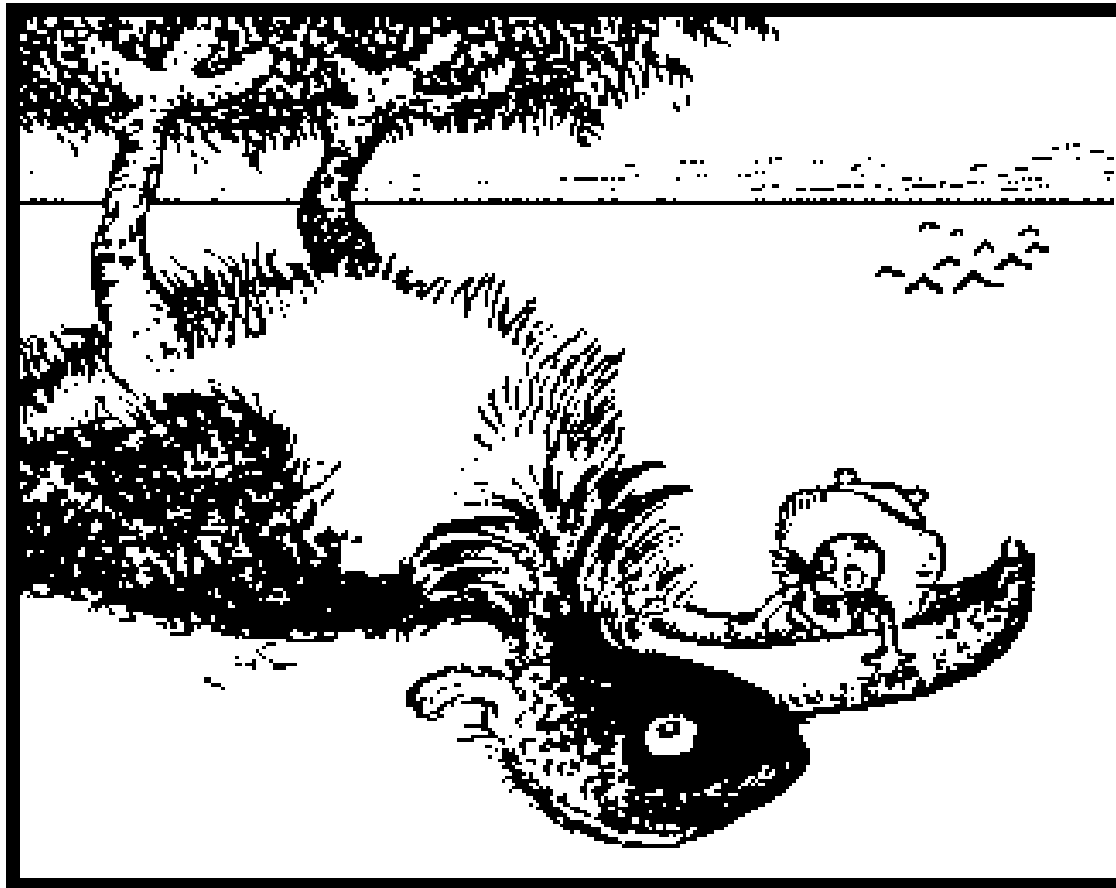
United States Secretary of Veterans Affairs  
(2009-2014)



# Changing Dynamics

- Mobility, Flexibility & Expectations
- Diseases – Killing us slowly/ Killing us quickly
- Population Support Ratios
- Technology

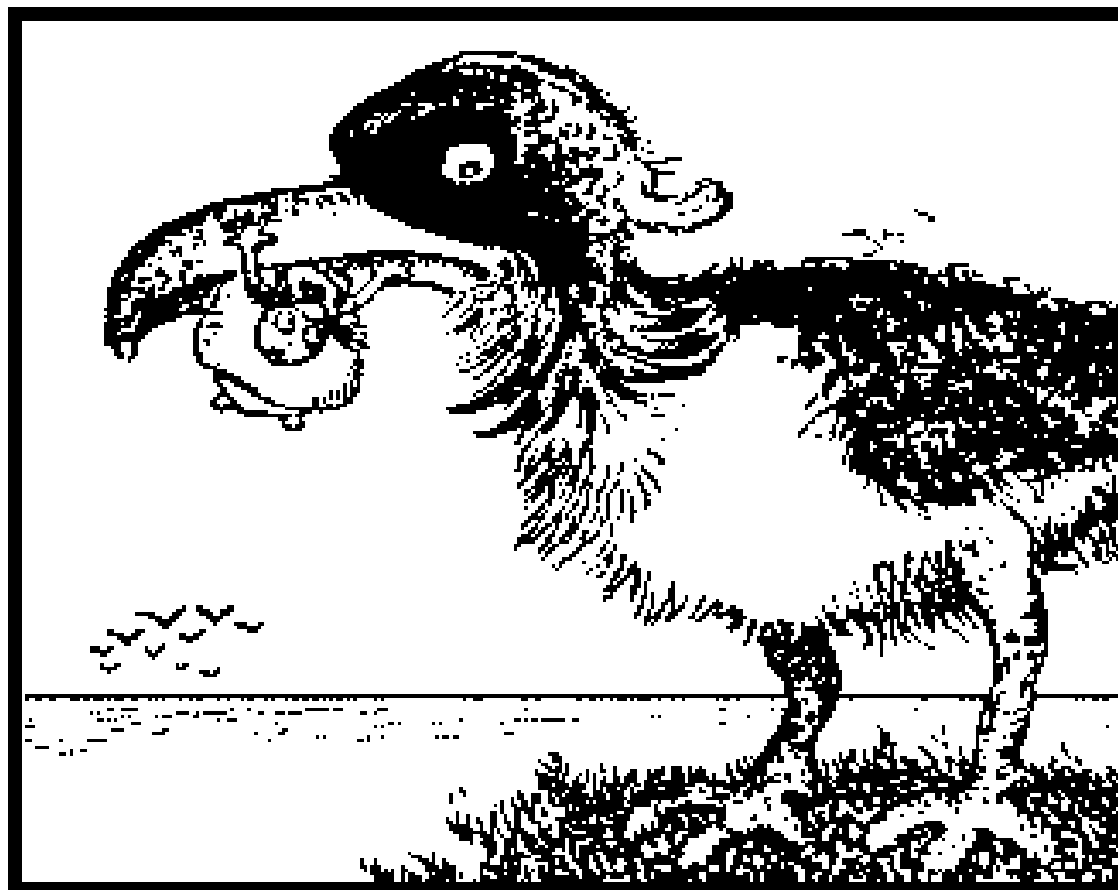
# Seeing The World Differently







# Turning The World On Its Head

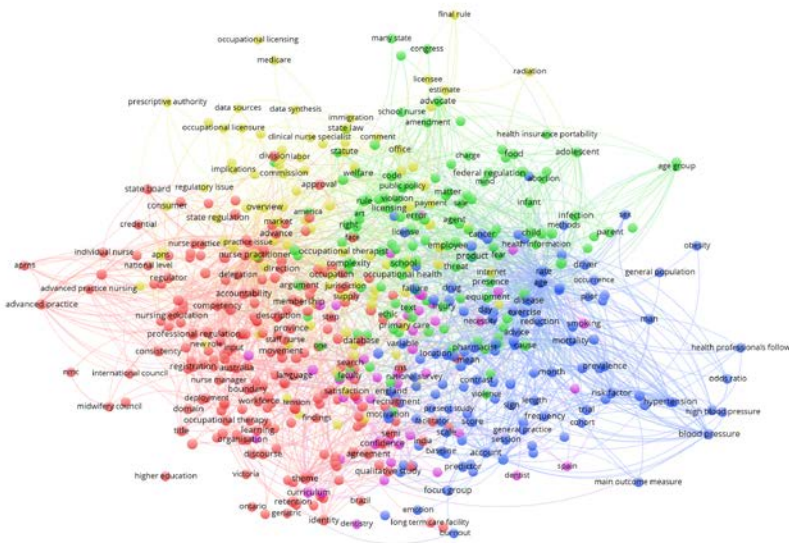


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# Scoping The Environment

- Wide-angle Image

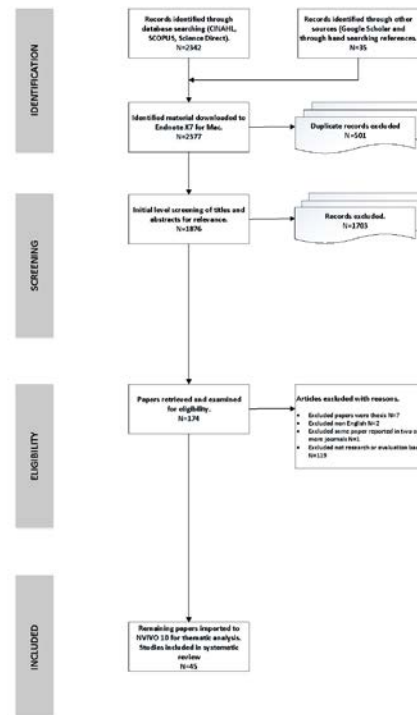
– Bibliometric Reviews

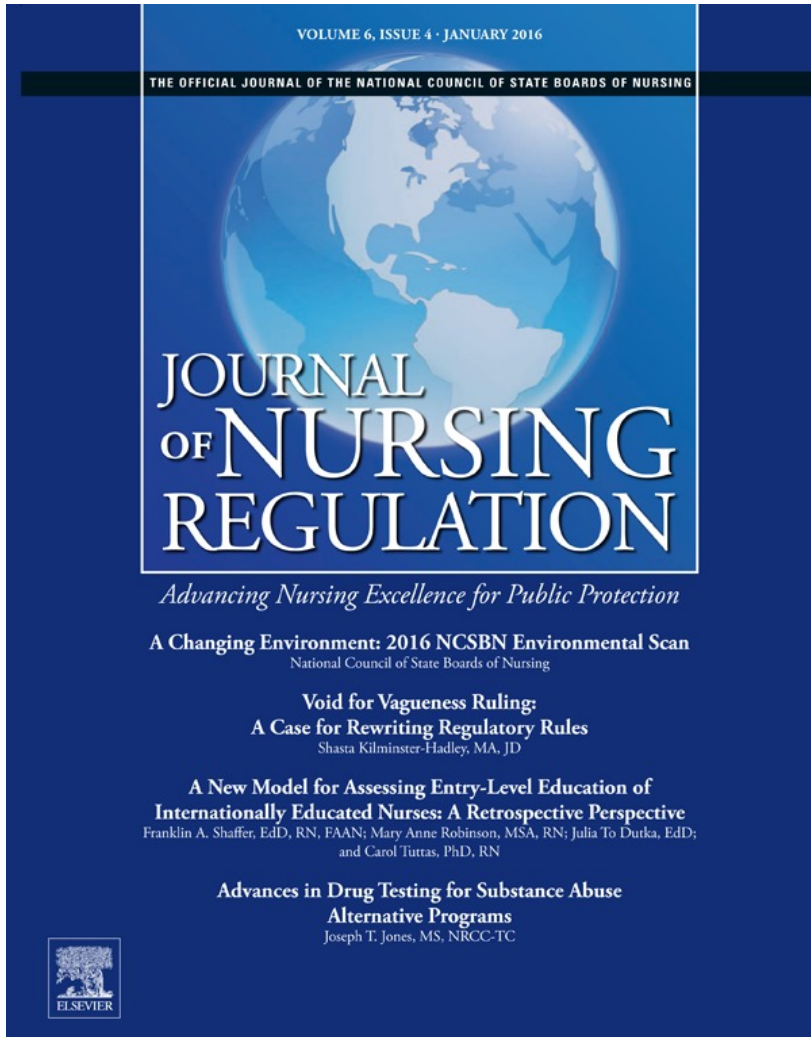


VOSviewer

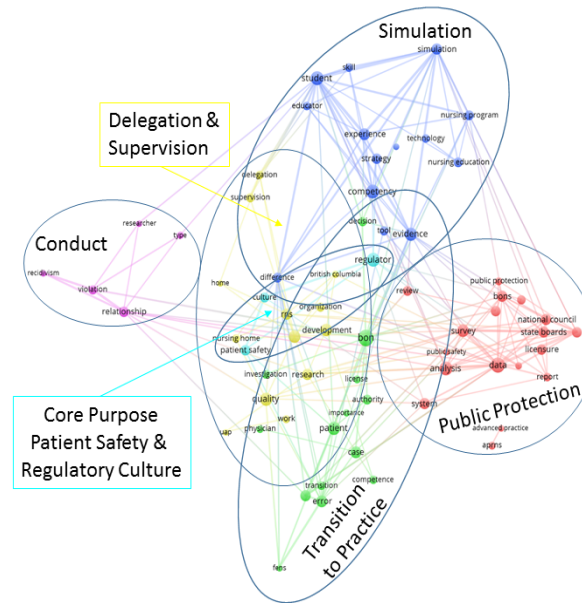
- Close-up Image

– Systematic Reviews





## JNR Domains of Scholarship



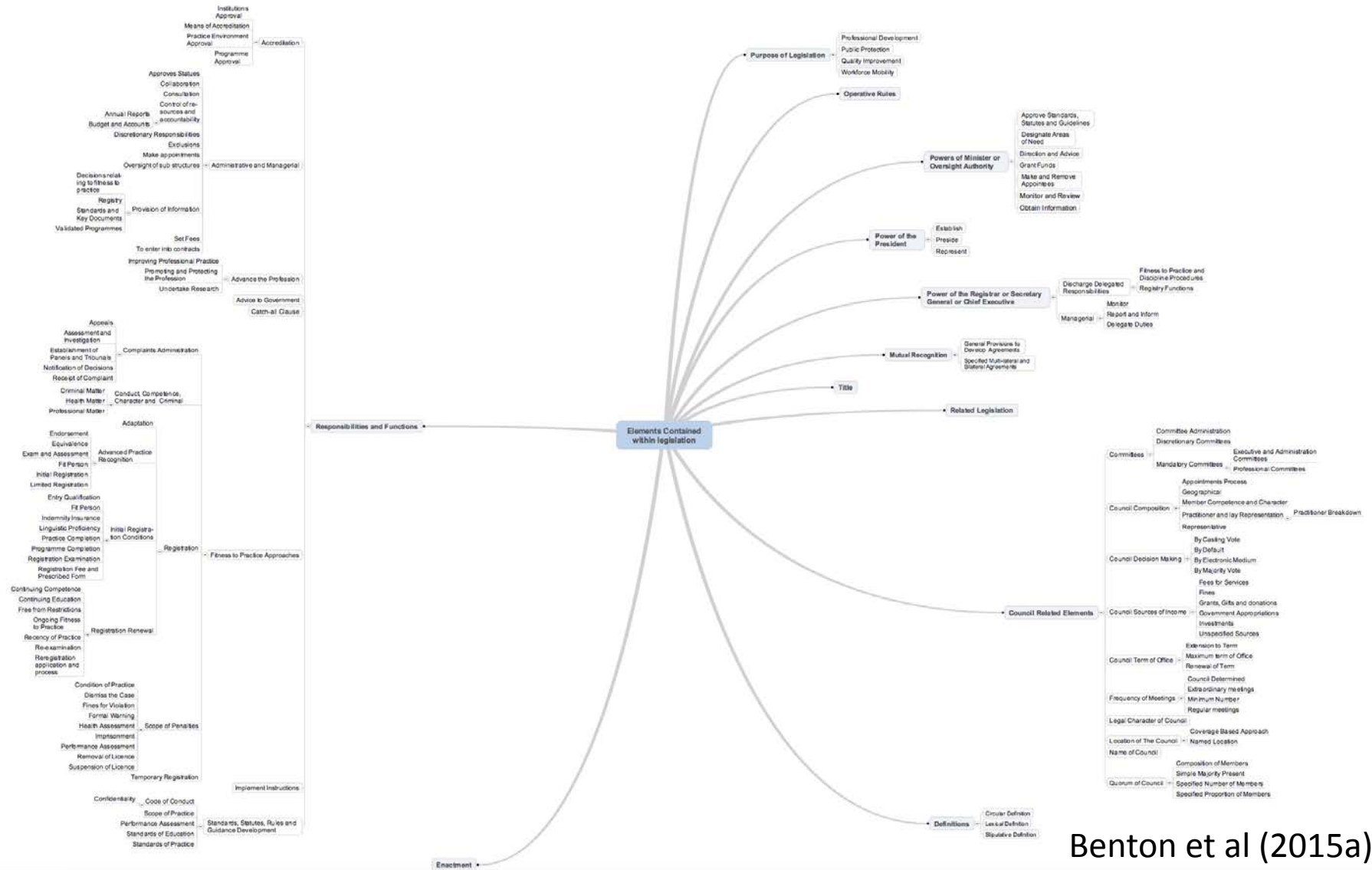
### But Missing

- Telehealth
- Educational Accreditation
- Continuing Competence
- Scope of practice
- Substance Abuse & Fit Person
- Team Based Regulation
- Complex research designs
- Regulatory Impact Assessment
- Regulatory model effectiveness

## Benton & Alexander (2016)



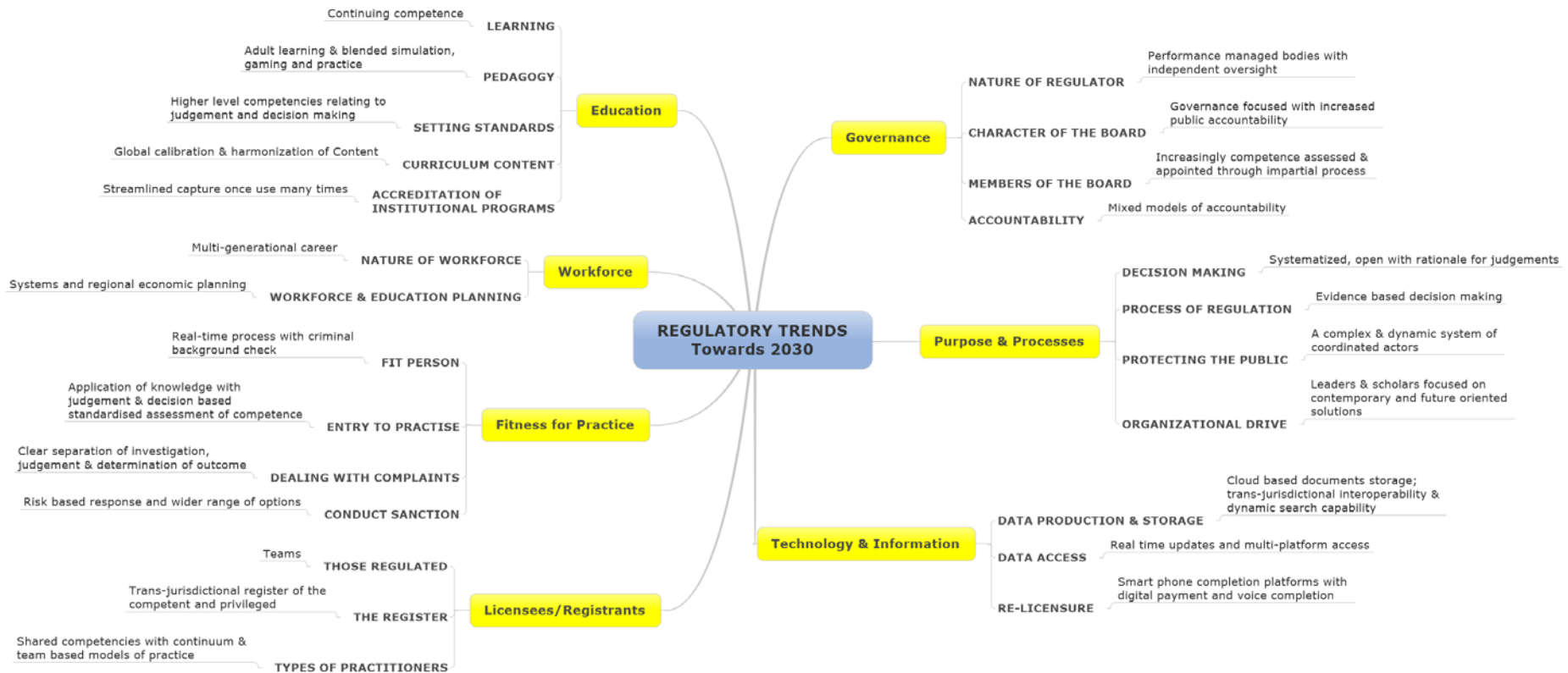
# Random Stratified Sample of Nurse Legislation



Benton et al (2015a)



# Regulation 2030: - Work in Progress

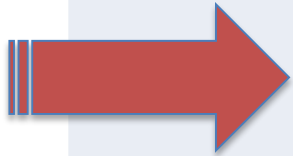


# Seven Domains & Twenty Five Theme/Trend Categories

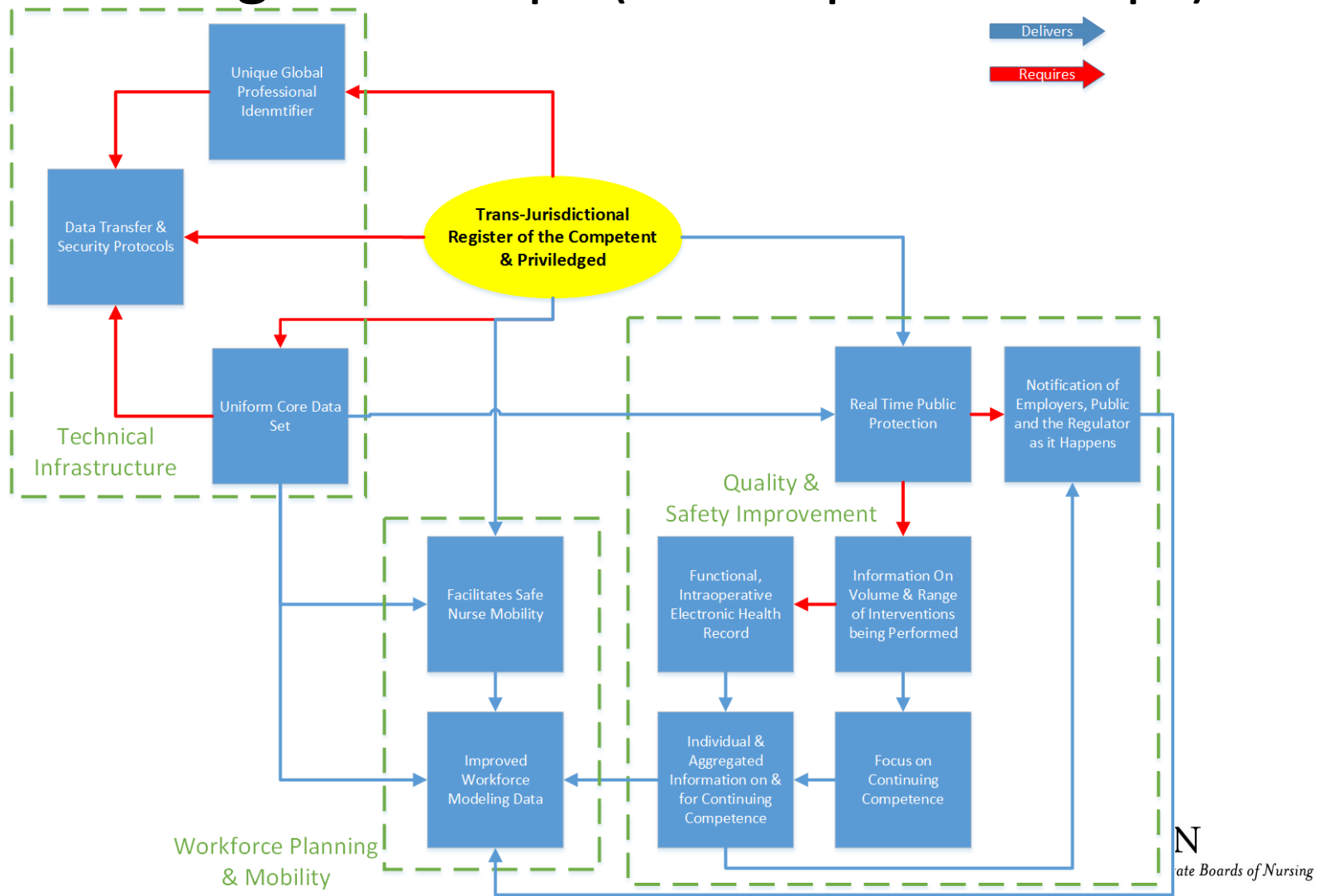
- Governance (4)
- Purpose & Processes (4)
- Licensees/Registrants(3)
- Fitness for Practise (4)
- Workforce (2)
- Education (5)
- Technology & Information (3)

# Regulatory Trends (Licensees/Registrants)

Theme/Trends	Early	Consolidated	Early 21 <sup>st</sup> Century	Emergent
Those regulated	Charlatans and elite	Licensed Professions	Continuum of practitioners in a discipline	Teams
The register	List of those who have completed training	Live register of those in practice & those inactive	Register of those that are competent	Trans-jurisdictional register of the competent and privileged
Types of practitioners	Generalists	Specialization within established disciplines	Articulated progression & evolution of new disciplines	Shared competences with a continuum & team based models of practice



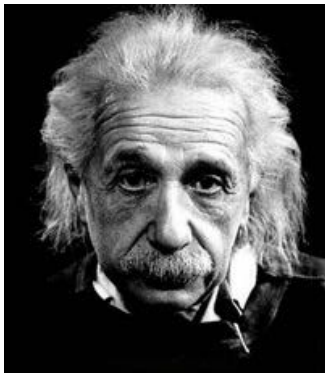
# Turning a Theme/Trend into Potential Realities: Envisioning Next Steps (Consequence Maps)





# From Meager Beginnings

- We started with a pile of earth an adaptive structure.
- We explored the evolution of our knowledge
- But I want to leave you with one more thought



“We can not solve our problems with the same level of thinking that created them”

— Albert Einstein



Protecting the public is not uniquely the responsibility of the individual practitioner, nor is it the responsibility of the regulator, the educator or even the employer.

Protecting the public is a shared responsibility in which we all have a part to play. We are simply instruments in an orchestra that collectively can achieve a miracle.

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<http://dx.doi.org/10.7748/nm2004.12.11.8.26.c2005>

# Questions, Comments or Thoughts?

