



Global Credibility

***Right Touch Regulation & Best
Practice Guidelines***

World Health Professions Regulation Conference 2018

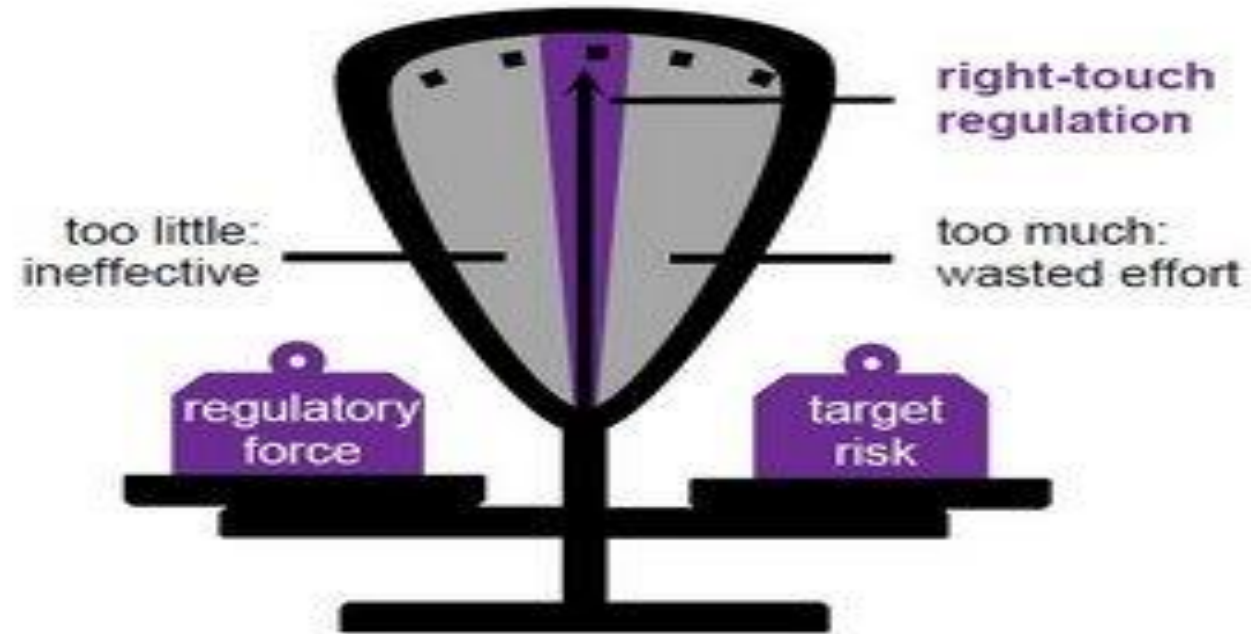
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What's Knocking at YOur Door?

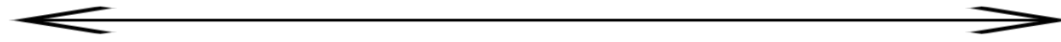
1. Right touch regulation — meaning, implications
2. Nurse migration
3. Trade agreements
4. Transformational Imperative
5. Opportunities

Right-Touch: Well-Balanced Approach



Source: Professional Standards Authority, 2017.

The Continuum of Regulatory Practice



	Laissez-Faire	Right-Touch Regulation	Zero Tolerance
Dominant Thinking	“Buyer knows best” and “caveat emptor”	Quantify and qualify the risks Focus on the outcome	“Small benefits that are certain are better than large benefits that are uncertain or carry risks”
Attributes	Tolerance	Adaptability	Discipline/punitive action
Methods of Promoting	De-regulation		Rules and regulations
Needed to Work	Market-like structures	Regulation only when necessary	Extensive system of codified rules, monitoring and intervention
Engenders in Parties	Self-interest		Punishment and defensiveness

Right-Touch Usage for Regulators & Credentialing Organizations

RIGHT-TOUCH REGULATION	Regulators	Credentialing Organizations
Targeted	Regulation should be focused on the problem, and minimize side effects	Assist in identifying opportunity
Transparent	Regulations simple and user friendly	Offer insights from dealing with applicants, institutions and countries
Agility	Adapt to anticipate change	Offer feedback on impact of regulation
Accountable	Justify decisions, and be subject to public scrutiny	Ensure requirements set by regulators are met
Consistent	Rules and standards implemented fairly	Quality processes
Proportionate	Intervention adequate to the risk posed	Offer opinion and expertise during interventions

Nurse mobility has increased the need for regulatory bodies to reach beyond their normal stakeholder groups so as to familiarize themselves with the legislation of other jurisdictions.

Nurse Migration – Regulatory Implications

“Current legislation lacks precision and, within the context of increased mobility of nurses, there is an urgent need to develop an authoritative source of definitions that can contribute to increasing public safety as well as reducing delays in the freedom of movement of nurses from one jurisdiction to another.”

Benton, David C.; Gonzalez-Jurado, Maximo; Beneit-Montesinos, Juan. 2013

Core Regulatory Tools Needed at Global Level

- Scope of practice
- Standards (Education and Practice)
- Competencies – basic, entry-level
- Accreditation – schools, curricula (core)

..... moving toward harmonization

..... start with global guidelines

Implications of Trade Agreements on Regulation

- Meta-regulation (limits local authority)
- Requirements for endorsement or mutual recognition agreements
- Move to lowest common denominator
- Increased mobility

Trade Agreements Emerging and Under Review

- ASEAN
- NAFTA
- EU/Brexit/Bologna Process
- Caricom
- Tasman Agreement
- Trans-Pacific Partnership

Transformational Imperative

- Technological revolution
- Consumer-centric shift
- Changing demographics
- Social Media influence

Best Practice Characteristics of Credentialing Organizations

- Standards based practice
 - Evidence based practice standards built on multi-level regulation (government and professional)
- Quality processes based on a ISO 9001 framework that drives operational excellence
- Appeals process transparent, separate and distinct from investigatory process
 - Firewall between investigatory processes and appeals
- Regular and ongoing assessments by end-user customers
- Recognized authority external review for compliance and expected outcomes

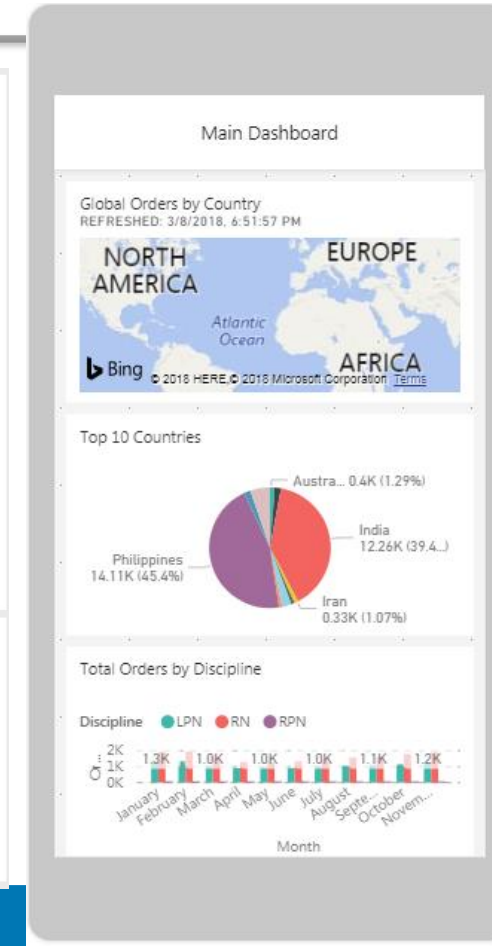
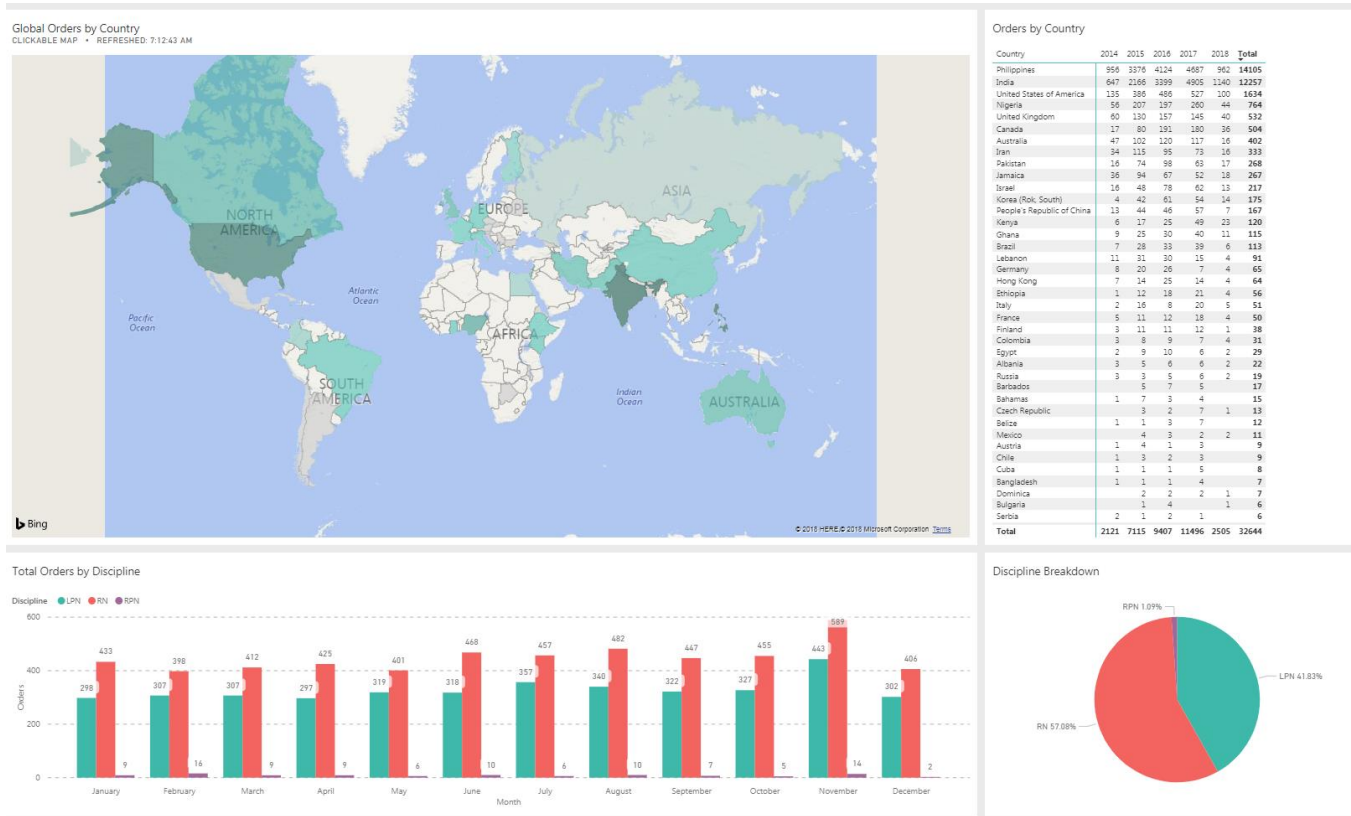
Best Practice Characteristics of Credentialing Organizations

- Applicant centric (applicants' rights; public safety)
- Transparent systems and agile technology
- Culture of innovation and diversity of thought and language – representative of the customers we serve
- Ethical practices based on code of ethics and values embedded across organization
- Strategic planning with identified goals and methods of implementation
- Right touch: situational analysis, solution based, least intrusive, best outcome

Best Practice Characteristics of Credentialing Organizations

- Right sized Board
 - Appointed based on expertise
 - Conducts periodic performance self-evaluation
- Staff experts in their field of specialty
- Visionary and transformational leadership relationship centered
- Data mined for applicability to outcomes research
- Research conducted to advance science, education, profession and public policy formulation

Data Analytics web/mobile examples



Opportunities

- Act and advocate together
- Inform with data and evidence
- Embrace change
- Build resiliency

Thank You

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