Balancing regulation of individuals and health systems – Trends & Consequences

David Benton PhD RN FRCN FAAN
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
Scoping The Environment

- Wide-angle Image
  - Bibliometric Reviews

- Close-up Image
  - Systematic Reviews
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)

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

David Benton PhD, RGN, FRCN, FAAN. CEO, NCSBN
World Health Professions Regulatory Conference
Geneva Switzerland May 2016
Turning a Theme/Trend into Potential Realities: Envisioning Next Steps (Consequence Maps)

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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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Selected Bibliography

Questions, Comments or Thoughts?