

From: [Conlon, Bernie \(IHRD\)](#)
To: [Ross, Leanne](#)
Subject: FW: Information on referrals from Northern Ireland
Date: 12 September 2016 09:49:54
Attachments: [Regulation and Quality Improvement Authority Fitness to Practise Referra....pdf](#)
[20160909 SP to Bernie Conlon.pdf](#)

Bernie Conlon
Secretary to Inquiry

From: Feidhlim Brennan [mailto:FeidhlimAnthony.Brennan@nmc-uk.org]
Sent: 09 September 2016 17:08
To: Conlon, Bernie (IHRD)
Cc: Sarah Page
Subject: Information on referrals from Northern Ireland

Dear Bernie,

Please find attached a letter and report from Sarah Page, Director of Fitness to Practise at the NMC in response to your recent email to Jackie Smith, Chief Executive and Registrar.

Kind regards,

Féidhlim Brennan
EA to the Director and Deputy Director
Fitness to Practise
020 7681 5369
07775792958
020 7462 5800 (switchboard)

Nursing and Midwifery Council
1st Floor
1 Kemble Street
LONDON WC2B 4AN
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www.nmc.org.uk/revalidation

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www.nmc.org.uk

Bernie Conlon
Secretary to the Hyponatraemia Inquiry

By email only: bernie.conlon.ihrdni.org

09 September 2016

Dear Bernie,

Information on referrals from Northern Ireland

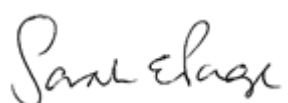
Thank you for your email of 22 August which Jackie Smith, Chief Executive and Registrar has passed to me in my capacity of Director of Fitness to Practise at the NMC. You have asked us to provide a detailed breakdown of referrals from Northern Ireland based on those which raise concerns of professional competence. Unfortunately due to the constraints on the systems we have, we cannot provide this data.

You have also asked us for data based on referrer type. Through the development of our Employer Link Service we have some, but very limited data. I have attached a report which was compiled for the Regulation and Quality Improvement Authority (RQIA) which fully explains the limitations our systems present us with, but which also provides a breakdown of referrals from Northern Ireland over the last three years along with their referrer type and final sanction. It is also broken down by each of the five health and social care trusts within Northern Ireland.

As part of our wider four year transformation programme, the team is leading on a much larger piece of work in coding employer settings and allegation types. This means we will be able to provide a much richer dataset in future.

Once again, thank you for contacting us, and please let us know if we can be any help in the future.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Sarah Page', enclosed within a thin black rectangular border.

Sarah Page
Director of Fitness to Practise

Regulation and Quality Improvement Authority (RQIA)

Fitness to Practise Referrals:

Nursing and Midwifery Council (NMC)

1. INTRODUCTION

This report has been commissioned to provide information to the Regulation and Quality Improvement Authority (RQIA). The aim of this report is to inform the RQIA of the number of Fitness to Practise referrals where a Northern Ireland Trust has been recorded as the place of incident for the period of 3 years¹ (Apr – March, 2013-2016).

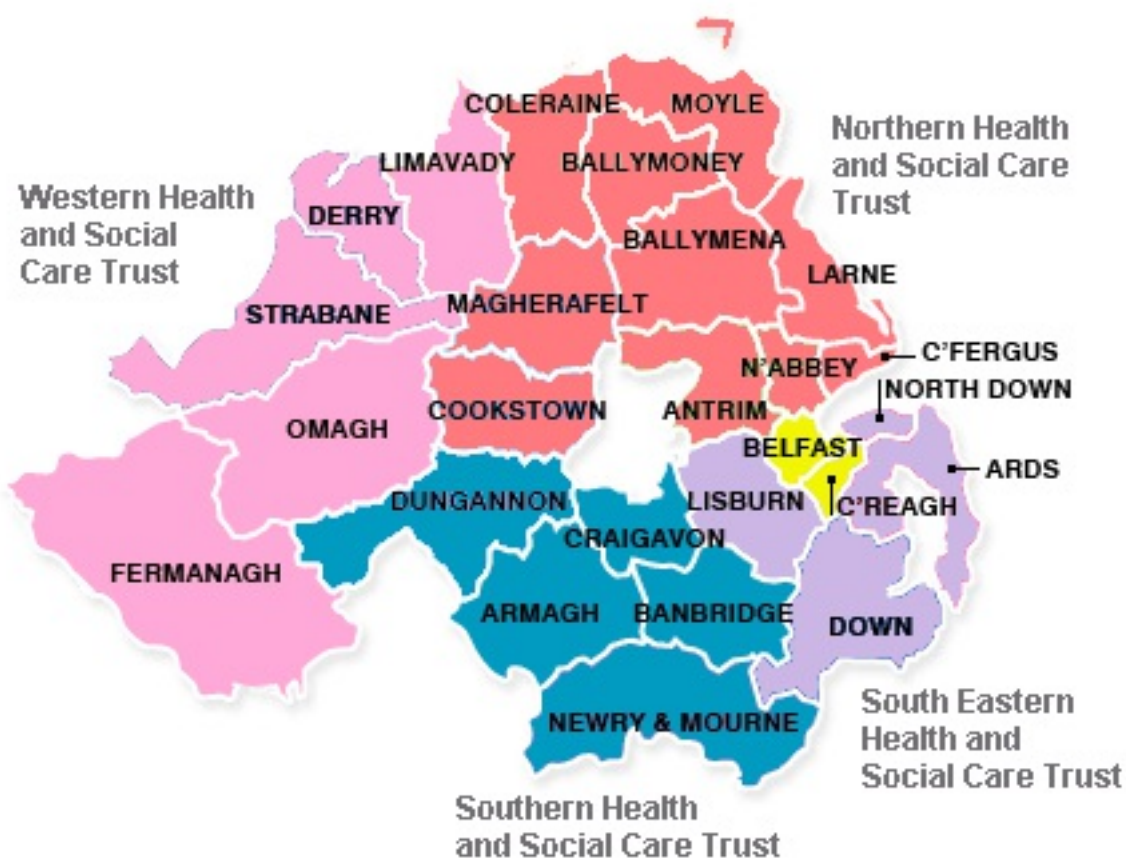
1.1 Whilst conducting research limitations were exposed; namely the way in which the data is recorded within the NMC system.

1.1.1 The source field is a free text field which allows the user to input the organisation name manually, this immediately increases the prospect of inaccurate data with misspellings and errors. Additionally, as this is a free text field the user is not forced to choose a Trust but can input any location, for example a specific hospital. This could permit some referrals to be lost under the actual Trust it relates to as they would not be captured in the search criteria.

1.1.1.1 In an effort to minimise the effect of the on the accuracy of the data, every Trust has been searched using varied search terms in order to attempt and capture all referrals under the specific board.

¹ CMS data extracted 23.05.2016

1.2 This map² details the areas that each Health and Social Care Trust covers:



2. KEY DATA FINDINGS (No. of Referrals)

The tables below show the distribution of Fitness to Practise referrals where one of the 5 Northern Ireland Trusts has been recorded as the place of incident over the 3 year period:

<i>Belfast Health & Social Care Trust</i>	2013/14	2014/15	2015/16	TOTAL
Open	0	5	1	6
Closed	12	6	3	21
				27

² <http://www.ageuk.org.uk/northern-ireland/health--wellbeing/finding-and-using-health-services/health-trusts/>

accessed 23.05.2016

<i>Northern Health & Social Care Trust</i>	2013/14	2014/15	2015/16	TOTAL
Open	0	9	4	13
Closed	6	8	4	18
				31

<i>South Eastern Health & Social Care Trust</i>	2013/14	2014/15	2015/16	TOTAL
Open	0	0	5	5
Closed	5	8	5	18
				23

<i>Southern Health & Social Care Trust</i>	2013/14	2014/15	2015/16	TOTAL
Open	3	3	2	8
Closed	19	8	13	40
				48

<i>Western Health & Social Care Trust</i>	2013/14	2014/15	2015/16	TOTAL
Open	2	5	6	13
Closed	9	7	8	24
				37

2.1. Referrals relating to the Southern Health & Social Care Trust account for 29% (n.48) of all Fitness to Practise referrals to the NMC for the 3 year period. This is followed by Western Health & Social Care Trust with 37 referrals (22%).

2.1.1. Please note referrals (which at this stage become cases) that have been 'Closed' in that year may have been referred in a previous year so the total is not a true reflection of the number of cases relating to that specific year.

2.2. When looking at the number of 'Open' cases, it is evident that those relating to Northern Health & Social Care Trust have peaked in 2014/15 with 9 referrals as opposed to just 4 in 2015/16. Similarly, those cases relating to South Eastern Health & social Care Trust have peaked in 2015/16 with 5 referrals as opposed to nil in both previous years.

3. KEY DATA FINDINGS (Sanctions)

The table below shows the number of different sanctions imposed for the cases relating to each of the 5 Trusts for the total 3 year period:

Western Health & Social Care Trust	4
Caution order	1
Conditions of Practice order	1
Striking Off order	1
Suspension order	1

Southern Health & Social Care Trust	5
Conditions of Practice order	1
Striking order	2
Suspension order	2

Northern Health & Social Care Trust	5
Caution order	1
Striking Off order	1
Suspension order	3

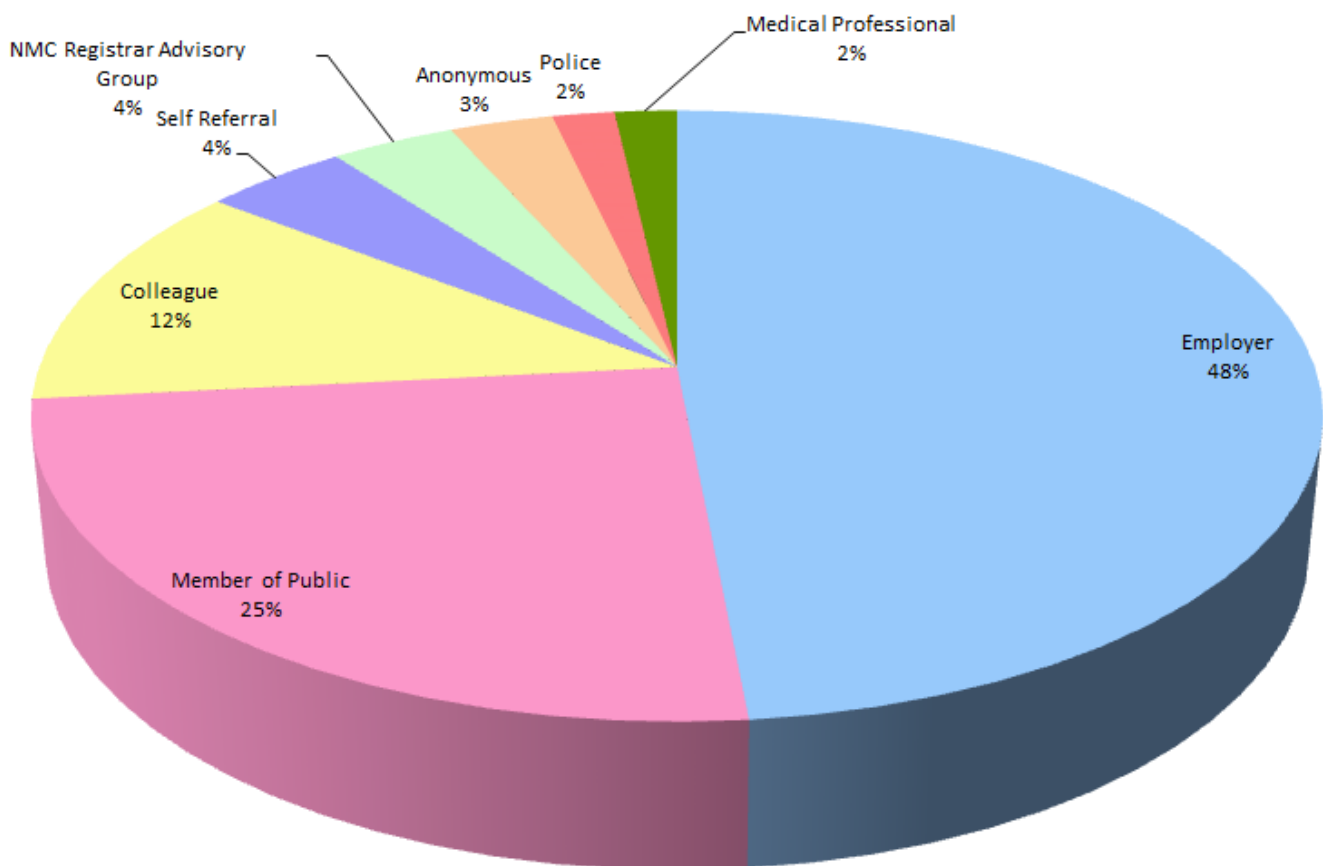
South Eastern Health & Social Care Trust	3
Caution order	1
Striking Off order	2

Belfast Health & Social Care Trust	3
Conditions of Practice order	1
Striking Off order	1
Suspension order	1

- 3.1. There is no great variance in the number of different sanctions imposed in relation to the Trusts. It is interesting to note, however, that each of the 5 Trusts have had at least 1 Striking Off order, with South Eastern Health & Social Care having 2 for the 3 year period.

4. KEY DATA FINDINGS (Referrer Type)

The below chart shows the referrer type (who made the referral) for the referrals made over the 3 year period across the 5 Trusts:



4.1. The above chart shows that almost half of all referrals made for the 3 year period have come via the Employer of the nurse or midwife, at 48% (n.80). This is followed by Member of Public accounting for 25% (n.41) of all referrals made in relation to the 5 Northern Ireland Trusts.