

## Employer Link Service: Resource Bank For Employers

Thank you for meeting with the NMC's Employer Link Service. We hope you find this bank of resources useful and invite you to share this document with your colleagues.

*In order to keep up to date, we encourage you to sign up [here](#) to receive our regular newsletters. Please save 'info@nmc-news.org.uk' to your safe senders list to avoid emails going into your junk folder.*

### Resources for Employers:

#### **Advice and Information**

- Our [advice and information for employers](#) aims to help you learn more about the NMC and your responsibilities as an employer of professionals on our register.

#### **Managing Concerns: a resource for employers**

- Our [resource](#) has been specifically developed to support you implement best practice considerations when concerns arise in relation to someone's practice.

#### **Employer Advice Line**

- If you have concerns about an individual's practice or are thinking of making a referral, contact our [Employer Advice Line](#), Monday-Friday from 9am – 5pm.

#### **Concerns Arising Outside Professional Practice**

- Our [guidance](#) explains our approach to concerns arising outside professional practice which may include; sexual misconduct, domestic abuse and discrimination.

#### **Good Leadership Means Better Care**

- Our [campaign](#) considers the role of leaders in promoting effective management and acting as positive role models for best practice in the delivery of care.

#### **Supporting Revalidation: Employers**

- Our range of resources on [revalidation](#) include an [employers' guide](#) and [training materials](#) that set out the requirements and how professionals can meet them.

#### **Principles for Preceptorship**

- Our [Principles for Preceptorship](#) help leaders welcome and integrate newly registered professionals into their new team and place of work.

#### **Principles for Advanced Practice**

- Our [Principles](#) apply in every health and care context. They provide a clear definition of advanced practice, along with high level principles of best practice expected of nurses and midwives working at an advanced level. Join our [community of interest](#) to stay informed.

## **Making Fitness to Practise More Compassionate**

- Our more supportive [First Contact](#) approach aims to improve people's initial experience of the Fitness to Practise process. Part of a range of measures including our [Professional Support and Engagement Team](#) providing tailored, values-based support to some of the most vulnerable registrants in our process. We are also piloting expert multi-disciplinary support for cases involving health concerns to support individuals according to their needs.

## **Supporting Student Learning**

- Our [information hub](#) and guides also contain extensive information about our Standards for Student Supervision and Assessment.

## **Social Care as a Placement of Choice for Nursing Students**

- We've expressed our [support](#) for the strategy launched by Skills for Care which aims to position social care as a placement of choice for nursing students. Registered Care Home Managers can be [Practice Supervisors](#) if they meet our requirements.

## **Review of Practice Learning:**

- We commissioned [independent research](#) from Nuffield Trust in partnership with the Florence Nightingale Foundation to explore how we can best support student learning across the UK. Join our [community of interest](#) to learn more.

## **Resources for our Professionals:**

### **Consultation on first fee increase in 10 years**

- We've launched a 12-week public [consultation](#) on proposals to raise the annual registration fee with a separate [consultation](#) on some changes to the rules that govern our Fitness to Practise process. Share your views through [our survey](#) which is open until 26 January 2026.

### **Review of the Code and Revalidation**

- We're currently reviewing the Code and Revalidation to ensure they reflect today's health and social care landscape. Watch our videos, complete our survey and join our [community of interest](#) for more information and opportunities to get involved.

### **What Makes you a Registered Professional**

- Our [animation](#) explores how the Code and standards support our professionals throughout their career.

### **Supporting Revalidation: Professionals**

- Our extensive [resources](#) include a comprehensive guide to support [reflection](#). The suite of [Revalidation stories](#) also has examples from those working outside the NHS.

### **Raising Concerns**

- Our [guidance on raising concerns](#) has been developed to support our professionals when raising a concern and should be read in conjunction with the Code.

### **Caring with Confidence: The Code in Action**

- These [bite-sized animations](#) focus on key themes about the role of our registered professionals, and how the Code can support, especially in difficult situations.

## **The importance of Holistic Care**

- [‘Holistic Care’](#) includes a range of case studies of nurses from different fields of practice. Professionals can use the [reflective aid](#) as part of revalidation.

## **Promoting Equality, Diversity and Inclusion:**

### **EDI Targets and Strategic Objectives**

- Our ambitious [new targets](#) aim to eliminate disparities in our Fitness to Practise processes, including disproportionate referrals made by employers, and differential experiences and outcomes in education and training and for our own colleagues.

### **Ambitious for Change Research**

- Launched in 2019, our [programme of research](#) aimed at understanding and ultimately reducing disparities experienced by professionals with different protected characteristics in our regulatory processes.

### **International and Diaspora Nursing and Midwifery Associations Forum**

- In April 2024, we launched our [forum](#) to strengthen our understanding of the specific experiences of our internationally educated and diaspora professionals working in the UK.

### **Spotlight on Nursing and Midwifery report 2023**

- Our [report](#) highlights the state of nursing and midwifery, focusing on important themes impacting patient care, including discrimination and lack of support for new professionals.

### **Anti-Racism Resource for Nursing and Midwifery Professionals**

- Launched in November 2022, this co-produced [resource](#) is aimed at empowering our professionals to take action if they experience or witness racism or discrimination.

## **Important Updates, Reports and Data:**

### **Independent Historical Reviews (2018-2023)**

- Our [independent historical reviews](#) show we reached the right regulatory outcomes in 19 out of 20 Fitness to Practise cases and there was no evidence of detriment to the whistleblower.

### **Annual Report, Culture Transformation and Fitness to Practise Plans**

- Our [annual report for 2024/2025](#) can be read alongside our [Culture Transformation](#) and [Fitness to Practise Plans](#).

### **NMC Register Data**

- Our [annual data report](#) showed growth of our register to 853,707 professionals.

### **Independent Review of NMC’s Culture**

- The [report](#) published in July 2024 identified a number of serious concerns for which the NMC has apologised and is working hard with staff and partners to address.

### **Insight into Fitness to Practise**

- Our inaugural [insight](#) report and [dashboard](#) provide key insights from our analysis of concerns we received between April 2019 to March 2024.

## Spotlight on Nursing and Midwifery Report 2024

- Our second [Spotlight report](#) highlights issues we know affect the quality and safety of care that people receive.

## Support for Those Involved in our Processes:

### Support with the Fitness to Practise Process: Professionals

- Professionals can contact our [Fitness to Practise Careline](#) for independent advice and support in addition to many other organisations providing wellbeing support.

### Support with the Fitness to Practice Process: Witnesses

- Our [information for witnesses](#) includes dedicated guides and resources to support witnesses at all stages of our process, including details of our [witness liaison team](#).

## ELS Learning Session Opportunities:

Available to employers, professionals on our register and networks, topics include:

- An introduction to the NMC and our Fitness to Practise Process
- Record Keeping
- Accountability and Delegation
- Welcome to the NMC for Preceptees
- Welcome to the UK Workforce

## Contact our Dedicated Colleagues with your Questions and Enquiries:

**Education and Standards:** [educationandstandards@nmc-uk.org](mailto:educationandstandards@nmc-uk.org)  
**UK Registrations:** [UKenquiries@nmc-uk.org](mailto:UKenquiries@nmc-uk.org)  
**Overseas Registration:** [overseas.enquiries@nmc-uk.org](mailto:overseas.enquiries@nmc-uk.org)

## Monthly drop-in sessions and Virtual Support Sessions:

Event	Date/Time	Joining Details
<b>Virtual Support Sessions for Witnesses:</b> Join to ask questions about the hearings process, what it's like to give evidence at a hearing and how best to prepare.	Every Wednesday:  10:30am	Microsoft Teams meeting: <b>Join on your computer, mobile app or room device</b> <a href="#">Click here to join the meeting</a> Meeting ID: 321 764 846 68 Passcode: bFbrMD <a href="#">Download Teams</a>   <a href="#">Join on the web</a>
<b>Monthly drop-in session with the NMC Education and Standards Team:</b> For practice learning partners and students currently on NMC-approved programmes. Join to ask any questions relating to the standards implementation and other education queries.	First Wednesday of Every Month:  12:30-13:30	Please fill in this <a href="#">short form</a> to receive joining details.