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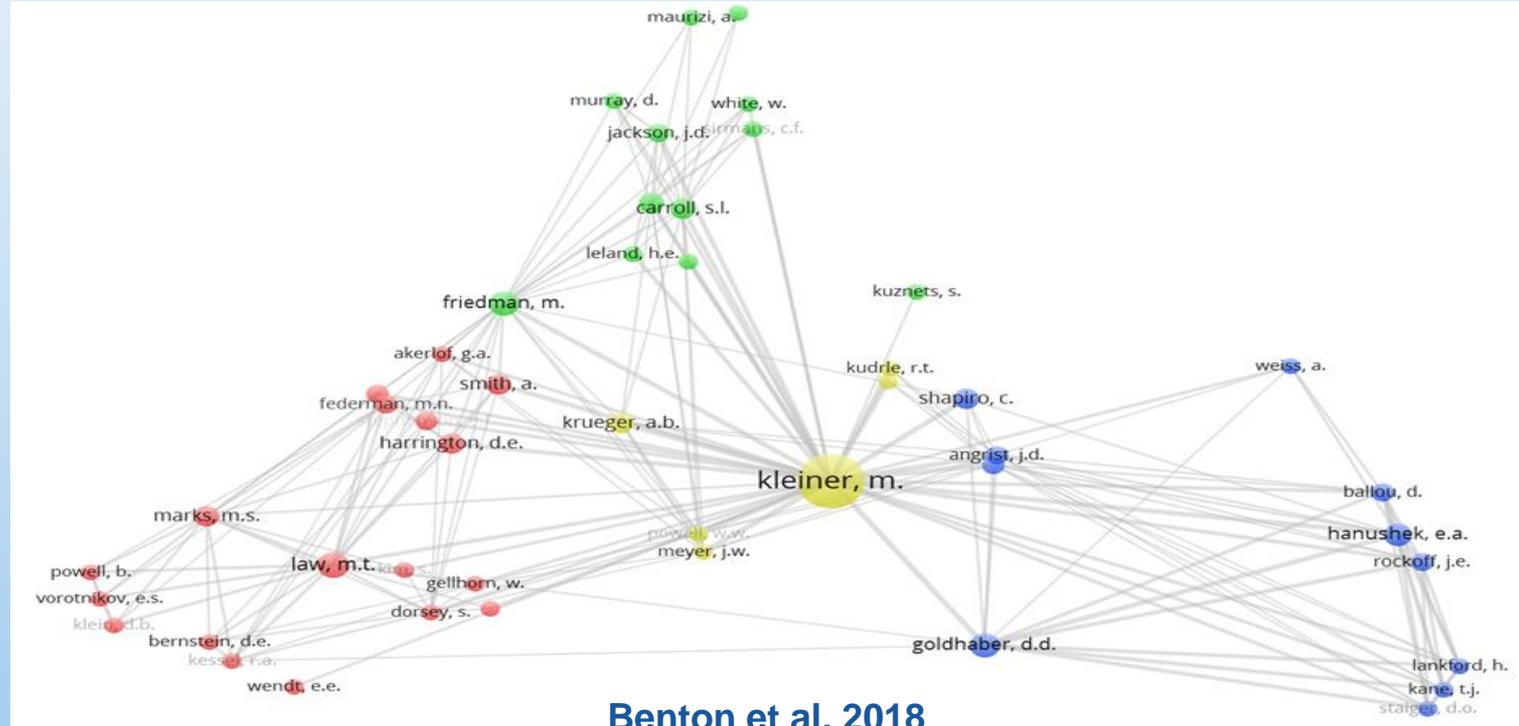


Acting in the Public Interest: A Comprehensive Review of the Impact on Nursing Regulation

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Meeting of Organizational Researchers



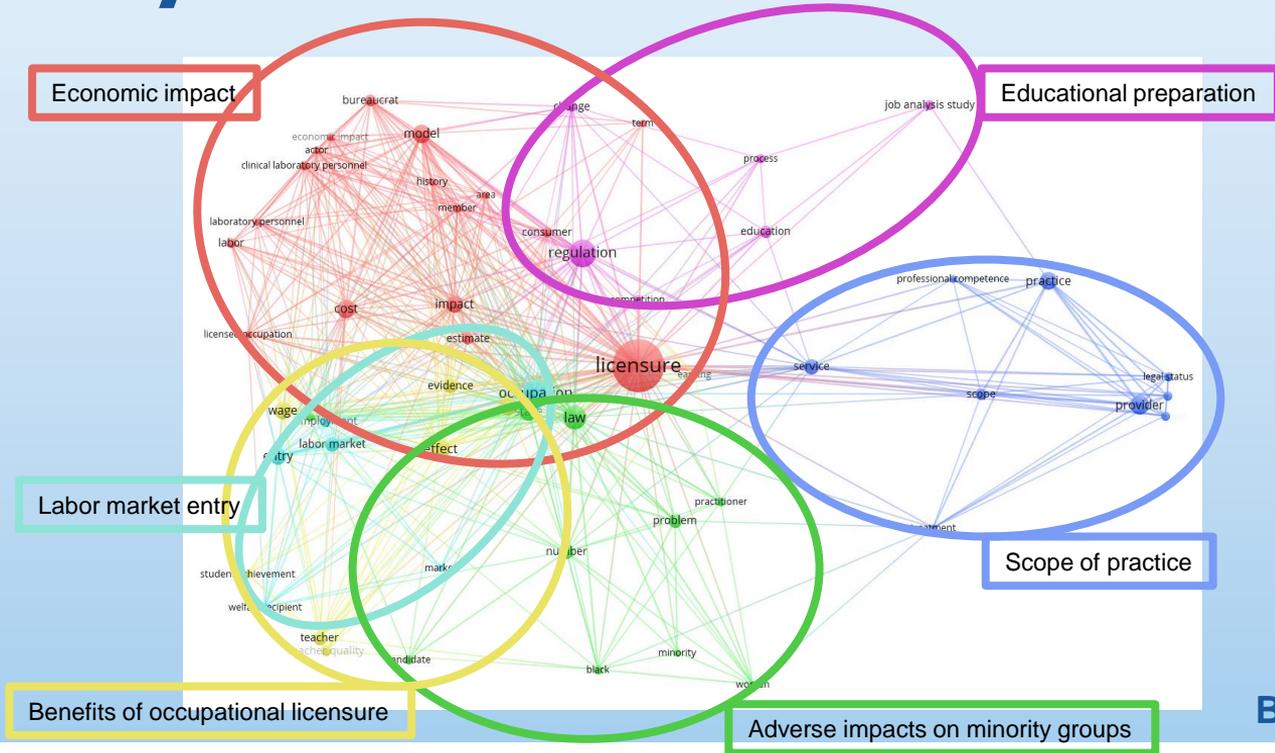
Dominance of the Occupational Licensure Literature



Benton et al, 2018



Noted By Its Absence!



Benton et al, 2018



A Issue of Global Concern

“...state registration (licensure) is not, in any sense, only a state measure. It has been shown clearly that it is an international movement of an educational character, and we cannot fail to learn from the efforts of nurses in other countries, from the successes and failures both at home and abroad, that what affects the standards in one state or one country will affect, sooner or later, the standards in every state or country.... We must never lose sight for a moment of the fact that we are not working for ourselves alone, in one particular state, but for the whole nursing body the world over.”

Palmer (1907), pp 428



Not a New Concern!

“...this practice [the creation of state licensing boards] has already led to grave abuses. There seems to be excellent reason for licenses in some kinds of work as that of engineers, physicians and pharmacists. On the other hand, there does not seem to be sufficient reason for the state licensing of plumbers, barbers or undertakers.”

Chapin (1904), pp 149



Acting in the Public Interest: A Changing Concept

	19 th to Mid-20 th Century Perspective	1960s to 1990s Perspective	21 st Century Perspective
Dimensions of Considering and Acting in the Public Interest	<ul style="list-style-type: none"> Standards of practice Standards of qualification Elevating the profession Addressing public information deficit Entry Barriers Competence of practitioner Access to services 	<ul style="list-style-type: none"> Service quality Practitioner competence Efficiency of the system Cost effectiveness Best for the patient and the public Better coordination of services More flexible to patient need. Increased patient choice Lay representation on boards Oversight by government Equity of access 	<ul style="list-style-type: none"> Costs of regulation Increased efficiency Increased cost effectiveness Reduction in entry barriers to the profession Reduction of barriers to mobility Promoting competition Regulation proportionate to risk. Promoting alternatives to the licensure model Responsive to a highly complex health system
Synopsis	Benefits both profession and the public. Quality to the forefront but some concerns over access, choice and entry barriers	Professions cannot be trusted to act in the public interest and therefore need oversight. The need for a balance between quality, cost and access emerges	Dominant narrative is where public interest is tied to efficient provision of services through minimum regulatory intervention

Modified from Benton & George (2018)



An Operational Definition

A multi-dimensional concept that evolves overtime, is context sensitive and embraces the use of a range of interventions to address the effective, efficient and safe provision of services to the recipient. In addition, the concept embraces the simultaneous balancing of equity of access to services by the user with minimizing provider barriers that are proportionate to the level of risk.

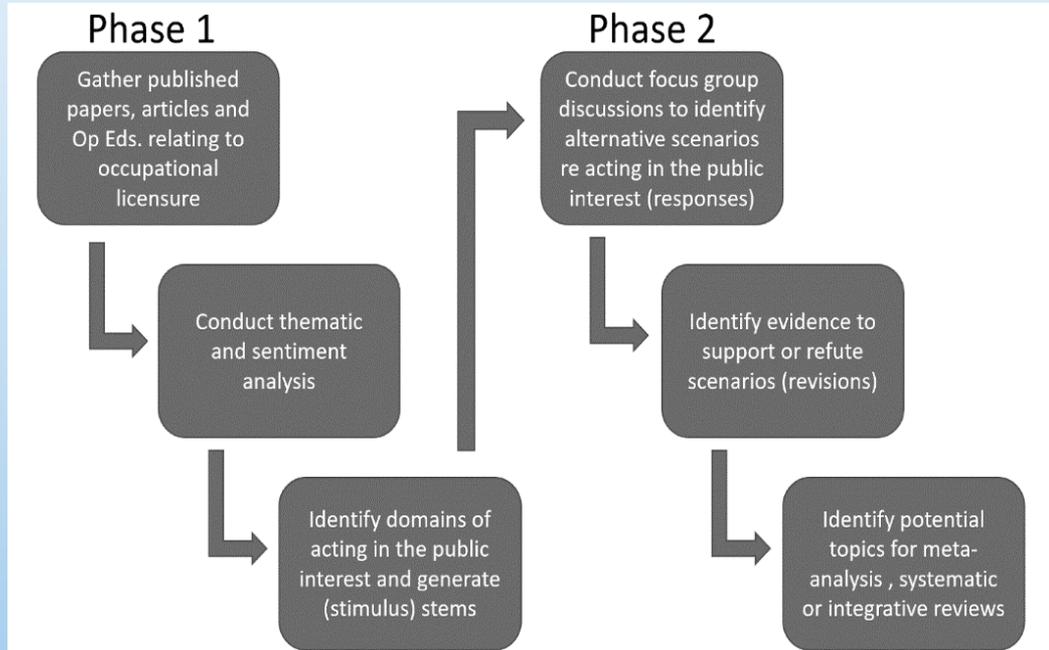


Aim

- To identify dimensions of nurse licensure congruent with acting in the public interest; and
- To curate the associated evidence relating to each dimension thereby identifying their impact and potential opportunities for further research.



Research Design



Two-Phase Mixed Methods:

- Documentary Analysis
- Focus Groups

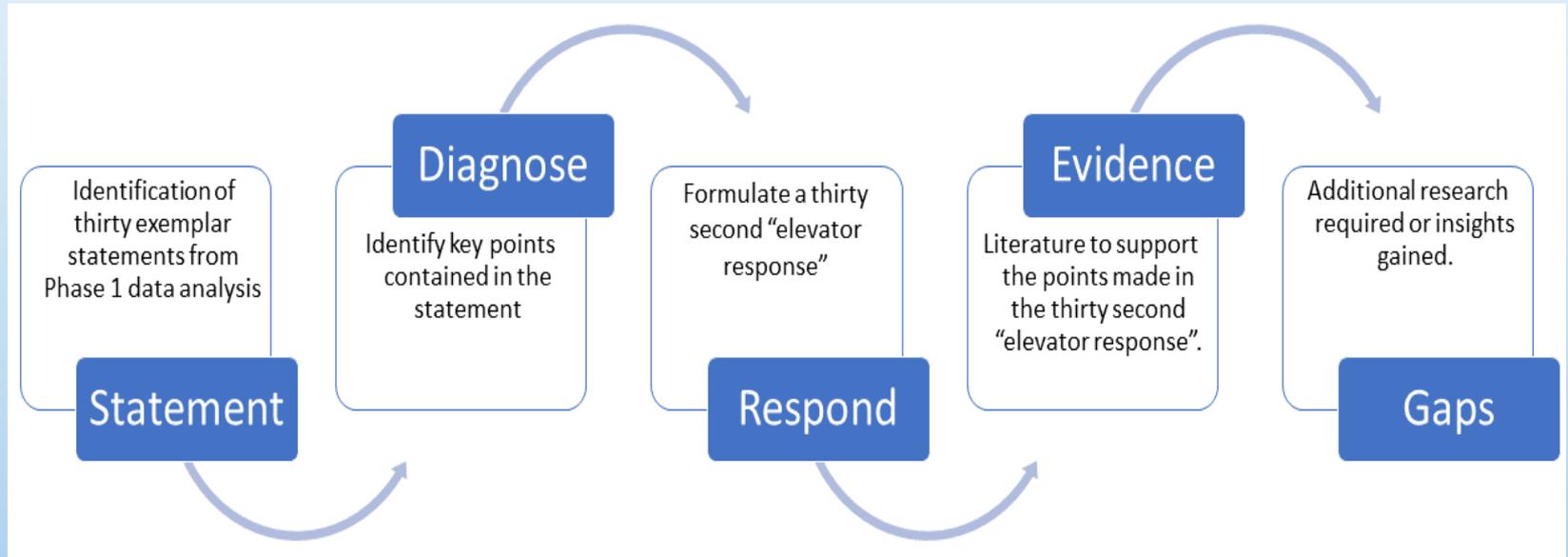


Documentary Analysis

- Scholarly; Grey; and Op Ed. – publications
- Deductive analysis using NVIVO 11 Plus to Autocode
- Recursive review by the authors
- Triangulated with legislative content of nursing laws
- Saturated themes obtained from 99 uploaded documents



Focus Group Process



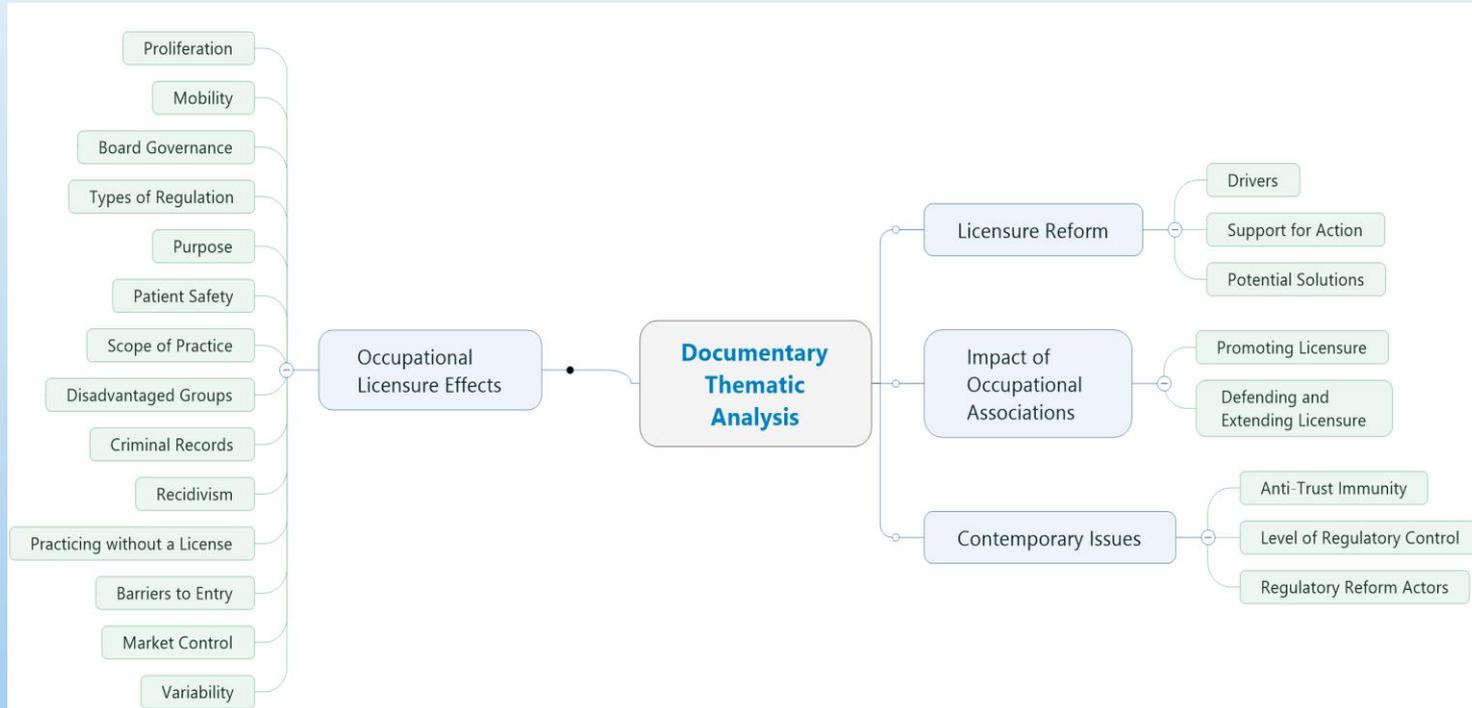


Results

- **Four Major Themes**
 - **Licensure Reform** – with three sub-themes
 - **Impact of Occupational Associations** – with two sub-themes
 - **Occupational Licensure Effects** – with fourteen sub-themes
 - **Contemporary Issues** – with three sub-themes



Documentary Analysis – Mind Map





Operational Synopsis – An Example

Theme	Sub-Theme	Synopsis
Licensure Reform		Provided contextual information on the narrative that can be found in the literature relating to occupational licensure reform.
	Drivers	Offers insights into what is driving the current interest in licensure reform
	Support for Action	Identifies that there is multi-dimensional support to address regulatory reform.
	Potential Solutions	Provides several solutions that could be used to address the actual and perceived problems with the current licensure regimes.



Alternative Narrative Exemplar

Statement	There is little to no published research on the relationship between performance on the licensure exam and an individual's ability to perform on the job
Diagnose	<ul style="list-style-type: none"> • Lack of evidence • Lack of understanding of the purpose of the exam
Respond	The purpose of the exam is to assess whether an individual is minimally safe to practice. It is not designed to assess work performance. This is a common misunderstanding and it is important that we understand the difference between fitness for practice which is the job of the licensing exam, fitness for academic award which is the role of the educational institutions delivered through formative and summative assessment and fitness for purpose the responsibility of the employer who addressed this through induction, orientation and ongoing learning specific to the role to which the nurse is appointed.
Evidence	<ul style="list-style-type: none"> • Benton, DC. (2011) Nurses fit for purpose, award and practice? International Nursing Review. 58(3), 276. http://dx.doi.org/10.1111/j.1466-7657.2011.00935.x • Czekanski, K., Hoerst, B.J., Kurz, J. (2018) Instituting Evidence-Based Changes to Improve First-Time NCLEX-RN® Pass Rates. Journal of Nursing Regulation. 9(1), 11-18. • Sears, N.A., Othman, M., & Mahony K. (2015) Examining the relationships between NCLEX-RN performance and nursing student factors, including undergraduate nursing performance: A systematic Review. Journal of Nursing Education and Practice. 5:11, 10-15. http://www.sciedu.ca/journal/index.php/jnep/article/viewFile/7386/4560
Gaps	Despite regular education sessions on the NCLEX exam there is still inadequate understanding of its purpose. Need to explain to educators, nurses, employers, and policy makers the primary purpose of licensure exams. Also need to correlate exam performance with discipline history through big data analytics.

One of 32 Exemplars



Conclusions

- There is a wealth of evidence demonstrating that nurse regulation acts in the public interest.
- Nurse regulatory scholars need to publish in the economics, social sciences and labour/workforce journals to disseminate best occupational licensure practices.
- There is a need to establish a global community of nurse regulators so as to increase research capacity, increase sample sizes and take advantage of natural experiments.



References

- Benton, D., Catizone, C. A., Chaudhry, H. J., Hatherill, W., DeMers, S., Monahan, M.J., Grace, P. (2018) Bibliometrics: A Means of Visualizing Occupational Licensure Scholarship. Journal of Nursing Regulation. 9:1, 31-37.
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