



- Technically competent
- Critically thinking
- Inquiring

Being competent
[Preserve safety]



- Autonomous
- A coordinator
- Honest
- Innovative
- System thinking

Being a leader
[Promote professionalism and trust]



- Emotionally competent
- Resilient
- Impartial
- Compassionate

Being an advocate
[Prioritise People]



- Problem solving
- Able to challenge
- Reflective
- Evidence based

Being Accountable
[Practice Effectively]



Registered nurses and midwives practising at graduate level are prepared with the behaviours, knowledge and skills required to provide safe, effective, person-centred services. This is recognised through a registered nurse or midwives' continuing status with the NMC. Practice and behaviour are underpinned by the **Code** and demonstrated through a number of attributes of nursing and midwifery practice.

Attributes that demonstrate Professionalism

Introduction

Good health and care outcomes are highly dependent on the professional practice and behaviours of nurses and midwives

Promoting **the Code: Professional standards of practice and behaviour for nurses and midwives** in practice is essential to enable nurses and midwives to lead and support good quality care, implement change and apply sound professional judgement, supported by environments that enable professional behaviours.

Enabling Professionalism aims to promote professionalism in nursing and midwifery practice through focusing on **the Code** and how it is used in revalidation.

This document is a summary of the information in Enabling Professionalism. For full details go to <https://www.nmc.org.uk/globalassets/sitesdocuments/other-publications/enabling-professionalism.pdf>

Definition and Purpose

Professionalism in nursing and midwifery is characterised by:

Autonomous evidence-informed decision making by members of an occupation who share the same values and education.

It is realised through:

Purposeful relationships and underpinned by environments that facilitate professional practice.

The purpose of professionalism is to ensure consistent provision of safe, effective, person-centred outcomes that support people and their families and carers to achieve an optimal status of health and well-being.



Enabling professionalism

in nursing and midwifery practice

- Valuing the evidence-informed opinion of nurses and midwives
- Nurses and midwives occupying roles of leadership and influence across the system.
- Shared governance and decision making
- Organisational risk assessment that accepts professional judgement as a basis for action

Recognises and encourages nursing and midwifery leadership through:

An environment that supports and enables professional practice and behaviours is one that:

Nurses and midwives work across a range of settings and environments which are pivotal in supporting professional practice and behaviours.

Enabling Professionalism through positive environments of care and services.



Enabling professionalism

Encourages autonomous, innovative nursing and midwifery practice through:

- Policies that support critical thinking in practice and decision making
- Flexibility to develop appropriate new roles
- Enabling practitioners to operate within the upper limits of their scope of practice
- Providing access to expertise to support coaching models and practice learning



Enables practice learning and development through:

- Pre-registration programmes that develop professionalism and resilience
- Regular supervision and a focus on reflective practice
- Provision of professional development opportunities and meaningful appraisal



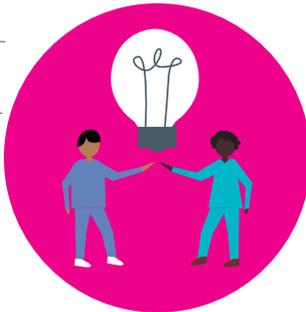
Provides appropriate resources through access to appropriate:

- Staffing- including experience and skill mix
- Funding for learning and development
- Equipment including Information technology devices and software
- Shared information and data



Enables positive inter-professional collaboration through:

- Partnership working
- Clear lines of accountability
- Inter-professional learning/ team working opportunities



Being a role model for others by:

- Demonstrating and articulating clearly what professionalism looks like in practice
- Demonstrating positive behaviours and attitudes towards diversity
- Working within a clear professional career framework
- Supporting colleagues and students
- Celebrating personal success and that of others
- Developing people to take on senior roles and supporting those in senior roles
- Treating others with positive regard
- Providing meaningful and constructive feedback to others



Supporting appropriate service and care environments by:

- Raising concerns when issues arise that could compromise safety, quality and experience
- Supporting others to raise concerns appropriately
- Defining and understanding clear referral pathways to support standards of professional practice
- Delegate tasks and duties safely
- Identify appropriate professional support networks for self and others
- Working collegiately with other professions



Enabling person-centred and evidence-informed practice by:

- Incorporating up-to-date evidence in daily practice
- Sharing and disseminating evidence-informed practice
- Participation in the generation of new evidence and working innovatively
- Lobbying for change and improvement



Upholding Individual Professionalism

There is an individual responsibility to support and enable professional behaviours through:

Learning and developing continuously by:

- Making the most of opportunities through revalidation via existing supervision and appraisal systems
- Access to necessary resources to support professional development
- Promoting a learning culture for others



Leading professionally by:

- Seeking connection to and support from professional bodies and organisations
- Developing self to lead strategically
- Developing others to lead strategically
- Supporting those in leadership

