

**Nursing and Midwifery Council**  
**Associate Council Member Opportunities**

The Council is looking for up to two people to join us as **Associate Council members**.

**We particularly wish to attract interest from registered midwives and/or midwifery or nursing professionals from Black, Asian and minority ethnic communities.**

This is an opportunity to gain first-hand experience of what being a Council member involves and develop the skills and expertise needed to be a Non-Executive Director.

Associate members will have a chance to be involved in all aspects of the Council's work and contribute to the Council's business alongside appointed Council members.

We are looking for individuals who have the talent, ability and potential to develop the skills needed to succeed in a Non-Executive level role and who can bring an additional perspective to the Council's discussions.

**What is involved?**

As an associate member you will do almost everything an appointed Council member would do, including:

- Preparing for, attending and contributing to Council seminars, confidential and public meetings across the full range of Council business. (There is a Council seminar and/or meeting every month except August).
- Contributing to Council Committees.
- Developing a good understanding of the range of the NMC's work, keeping up-to-date with Council business, reading regular updates and information.
- Participating in Council events and activities, such as visits to places where nurses, midwives and, in England, nursing associates, work.
- Adopting the Council's Code of Conduct, Values and Behaviours and other policies and processes, including an annual appraisal process.
- Engaging in a comprehensive induction programme and working with us on a plan to help you develop the skills and expertise to become an effective Non-Executive Director, including shadowing other Council members.

Although you will have the chance to contribute to the Council's work in a similar way to an appointed member, there are a few differences:

- As an associate member you will not vote on Council decisions; however, votes are rare, as the Council aims to make decisions by consensus wherever possible.
- As an associate member you will not be a Charity Trustee or subject to the legal duties, responsibilities or liabilities of appointed Council members.

We hope these roles will give you an insight into, as well as experience of, what it means to be a Council member. But it is not an automatic stepping stone to full Council membership. You would need to apply in the normal way through an open and competitive process for any vacancy that might arise in future, as Council members can only be appointed by the Privy Council.

### **How much time will I need to commit?**

We expect these appointments to be for up to 2 years. During that time you would need to be willing and able to commit **around 3 days a month** to Council activities. These are not necessarily 3 working days - some of this time will be preparation and reading which you can do at times that best suit you.

We will meet any reasonable travel or other out of pocket expenses in line with the Council's policy. You will also receive an honorarium or allowance linked to the amount of time you are able to commit and in line with the Council's allowances policy.

You will need to have the full support and consent of your employer or any organisation or body you work for in applying for these roles, including willingness to release you to attend Council meetings and other activities.

### **What are we looking for?**

We will use the following criteria to assess suitability for these roles. These are modelled on the competencies expected of appointed Council members.

#### **Criteria we will use to decide if you are suitable**

- Understanding of, and commitment to, the protection of the public through professional regulation.
- Energy and enthusiasm to develop the skills and expertise required to become an effective Non-Executive Director, curiosity and a willingness to learn.
- Potential to develop the ability to think strategically, step back and see the big picture.
- Potential to develop the skills to scrutinise, challenge in a constructive and supportive way, and identify when and how to seek assurance.
- An analytical approach, potential ability to weigh complex issues and reach sound judgements.

- Willingness to develop an understanding of the range of organisational and business issues with which the Council deals together with willingness to develop the knowledge and skills to make a strategic and constructive contribution to discussions.
- Ability to work successfully as part of a team of Non-Executive and Executive colleagues, respecting and listening to others, earning the respect of colleagues, and contributing constructively to collective discussions.
- Personal commitment to good governance, and upholding the recognised principles of public life.
- Willingness and ability to gain an understanding of the responsibilities of charity trustees and how being a charity impacts on the work of the Council.

**Please note that you need to hold current registration with the Nursing and Midwifery Council with no restrictions on your practice and maintain this, including revalidating, throughout the duration of the role.**

### **What is expected?**

***Associate members will be expected to develop the skills and ability to contribute to the range of Council responsibilities as set out below.***

Council members must be committed to public protection and to the NMC's statutory purpose. They must have the courage to speak out and challenge, working effectively with fellow members. They do not necessarily have to have specialist knowledge of regulation.

#### **Provide strategic direction for the NMC:**

- Taking responsibility for corporate strategy, business plans and budgets and the development of the framework for reviewing policy and operational performance.
- Overseeing the development of policy and taking major policy decisions.

#### **Ensure and review the effectiveness of the NMC in fulfilling its statutory purpose:**

- Ensuring that the focus of the organisation is on the core purpose of public protection.
- Evaluating the effectiveness of the Council in fulfilling its statutory purpose.

#### **Provide oversight of NMC operations, ensuring that they are aligned with strategic direction:**

- Holding the Executive to account for the management of day-to-day operations, ensuring that resources are used effectively and appropriately.
- Holding the Executive to account for ensuring that NMC operations are organised in ways which facilitate the delivery of core functions to best effect, and that this is kept under review as circumstances change.

**Monitor the external relationships of the NMC, to ensure that the confidence of the public and of stakeholders is maintained:**

- Ensuring that the NMC has measures in place to engage with stakeholders and with other relevant organisations and government agencies in the four countries of the UK.
- When appropriate, act personally to support and promote the interests of the NMC externally.

**Fulfil all responsibilities as charity trustees for the NMC:**

- Ensuring that the NMC acts at all times within the framework of charity law, and fulfils its charitable purposes.
- Taking responsibility for all appropriate functions, including property management; the employment of staff; health and safety; and equality and diversity.

**More about the Council, what it does and how it works**

We are the professional regulator for nurses and midwives in the UK, and for nursing associates in England. Our over-arching purpose is 'protecting the public'. Our core statutory responsibilities are maintaining the register, setting standards, assuring the quality of education and investigating concerns about the fitness to practise of people on our register.

The [Council](#) is our governing body. It is made up of 12 members: 6 lay people and 6 people drawn from the professions we regulate. Council members are appointed by the Privy Council. The Chair and Council members are expected to uphold the Council's [Code of Conduct](#) based on the [Seven Principles of Public Life](#) (the 'Nolan principles').

The Council is committed to openness and transparency, holding meetings in public at least six times a year. More information about how the Council works and current membership can be found [here](#). You may find it helpful to look at the agenda packs for recent Council meetings [here](#)

The Chief Executive and Registrar, Andrea Sutcliffe, and the [Executive team](#) are responsible for day to day running of the NMC.

**Interested?**

**Please send us a letter (no more than 2 pages) saying why you are suitable and your CV. Please make sure to include your contact details and NMC PIN number (this is essential).**

**Please send to [annabel.fish@saxbam.com](mailto:annabel.fish@saxbam.com)**