

COPIED FROM ORIGINAL LETTER

Skipton House
80 London Road
London
SE1 6LH

To:

- ☒ Provider Directors of Nursing;
- ☒ Commissioner Directors of Nursing

Copied to:

- ☒ Dr Lynne Wiggins, Regional Chief Nurse, NHS England (Midlands & East)
- ☒ Margaret Kitching, Chief Nurse North, NHS England;
- ☒ Professor Oliver Shanley OBE, Regional Chief Nurse (London Region) - NHS England and NHS Improvement;
- ☒ Sue Doheny, Regional Chief Nurse (South) - NHS England and NHS Improvement;
- ☒ Helen Dabbs, Regional Nurse Director, NHS Improvement (North)
- ☒ Siobhan Heafield, Regional Nurse Director, (Midlands & East)
- ☒ David Behan, Chief Executive, Care Quality Commission

Publications Gateway Reference Number: 07201

7th September 2017

Dear Colleagues

You may be aware of a recent research study highlighting the variety of job titles in nursing in the UK and published in the *Journal of Clinical Nursing* (Leary et al, 2017). This has raised a lot of discussion within the profession and from those commenting on the profession.

The study identified a large number of staff working within NHS services who are/were using titles such as “advanced nurse” or “specialist nurse” despite not having to be a Registered Nurse (on the NMC register) and lacking any education that might be considered pertinent for such a title.

Jackie Smith, CEO of the NMC has reinforced that employers should not mislead patients into thinking the person in front of them is a Registered Nurse (RN) when they are not and that employers have a duty to make that clear to patients.

We would certainly support that and do accept that this issue is not occurring as a deliberate act of deception. However our preferred position is that only a RN should have the word "nurse" in their job title or in their job description.

We consider that further discussion is required to look at job titles and linkage to roles and qualifications. There has already been some work undertaken by Welsh and Scottish colleagues and it would be helpful to take this into account and build on it. We would like to open up this discussion with you at the CNO pre-summit events

in the next few months but in the meantime we would suggest that you do the following:

- ☐ Ensure that all staff titles recognised as delivering nursing or midwifery care clearly reflect their registered/regulated status and consider whether if the word 'nurse' is used that this is appropriate;
- ☐ Ensure that the correct processes are in place as to how such roles are advertised in relation to identifying their registered/regulated status, aligned qualifications and the boundaries of the roles;

Yours Sincerely Professor Jane
Cummings
Chief Nursing Officer, England

Hilary Garratt
Director of Nursing
Deputy Chief Nursing Officer,
England

Ruth May
Executive Director of Nursing
NHSI, Deputy Chief Nursing
Officer & National Director for
Infection Prevention and Control