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# Managing concerns: a resource for employers

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## Overview

Our vision is safe, effective and kind nursing and midwifery practice that improves everyone's health and wellbeing. As the professional regulator of nurses and midwives in the UK and nursing associates in England (hereafter referred to as 'professionals'), we have an important role to play in making this a reality.

We know that nursing and midwifery professionals work hard every day to provide safe care to people who use services. However, on rare occasions, there may be concerns about someone's professional practice and, as their employer, you will need to take steps to respond to those concerns.

We've produced this resource to support effective, fair and unbiased responses to concerns about a professional's practice, that demonstrate commitment to a just and learning culture.

## What's in the resource

- How to decide when to manage concerns at a local level
- When concerns need to be referred to us
- Guiding principles
- Questions for you to consider
- Referral scenarios