

09/07/2024

Sir David Warren
NMC Chair of Council

Dear David,

Now that you are in possession of our Independent Culture Review, I would like to thank you for opening up the culture of the Nursing and Midwifery Council for public scrutiny.

Leadership is about confronting difficult challenges and we would like to acknowledge the role you have played in our root and branch examination of workplace culture. Your efforts in helping us reach so many of your staff allowed us to achieve a high level of engagement and have many open and candid conversations. We are grateful for your support and know how much courage it takes to face up to uncomfortable truths.

Our report will undoubtedly make painful reading for the many dedicated professionals in the NMC who are committed to protecting the public and maintaining high standards in nursing and midwifery.

We also found it painful to listen to hours of testimony on racism, bullying, safeguarding failures and toxic behaviours that made people feel devalued and degraded. It was frequently hard for people to revisit these experiences and we do not want their testimony to be in vain.

Many of these voices felt they had not been heard within the NMC before and I know this will come as a great disappointment to you. Their testimony came from a place of deep frustration and anguish, and they want to be part of the changes that we recommend and help create a better working environment for all.

It is because of this that we are hopeful that our review can act as a turning point for the NMC. We do not underestimate the challenges ahead, but we are confident that the NMC can become the regulator that nurses, midwives and the wider public all want to see.

Yours sincerely,

Nazir Afzal