

- 3.3. The Group consists of the PSA, Chief Nursing and Midwifery Officers for the UK, government officials for the four UK administrations, trade union representatives, professional body representatives, patient group representatives, culture, experience and EDI experts and the NMC employee forum and senior executives.
- 3.4. The NMC has also commissioned two additional independent investigations into the whistleblowing concerns. Led by Ijeoma Omambala KC, the first of these is looking into the organisation's handling of the fitness to practise cases raised through whistleblowing concerns and other routes. The second is looking into the organisation's handling of whistleblowing disclosures, including whether the whistleblower was treated fairly. The findings of these reviews will also be considered by the Group once published, which is expected to be in November 2024.

4. Current progress

- 4.1. The Independent Oversight Group has met three times: 9 September 2024, 2 October 2024 and 18 October 2024. We are publishing the summaries of these meetings on our website, with those for [9 September](#) and [2 October](#) published to date.
- 4.2. The first meeting on 9 September 2024 focused on the Group's Terms of Reference for its work, its governance, and the available escalation measures should it collectively consider that the NMC is failing to appropriately respond to the concerns raised in the Reviews.
- 4.3. At the second meeting on 2 October 2024, the Group considered the NMC's high-level action plan. It heard from the NMC the immediate actions it had taken following the publication of the Culture Review.
- 4.4. At the third meeting on 18 October 2024, the group considered the NMC's Fitness to Practise improvement plan. The Group was provided an overall update on the culture transformation programme and a deep dive into the Fitness to Practise improvement plan interventions and outcome measures. The NMC also presented the Group with an update on safeguarding.
- 4.5. The Group will next meet on 28 November 2024, where it will scrutinise the NMC's wider culture improvement plan and the NMC's governance structure and assurance framework.
- 4.6. The Group has appointed some experts, and continues to secure further patient group representation and expertise.

5. EDI implications, including Welsh language

- 5.1. The Group recognises the critical importance of ensuring a diverse membership to reflect the NMC workforce and registrant base, wider society, and to ensure diversity of thought.

6. Timescale

- 6.1. The Group intends to meet approximately every 6 weeks and is due to be in existence for the next 2 years.

7. Communications

- 7.1. We have committed to publishing the summary notes of the meeting on our website to ensure the Group's work is visible and transparent.

8. Internal Stakeholders

- 8.1. The performance review and policy and communication teams have particular interest in this work, as the Group's outputs may influence their work.

9. External Stakeholders

- 9.1. Various external stakeholders will have an interest in this work, including the regulators, patient groups, trade unions/registrant groups and professional bodies. As such, we are publishing the summary notes of the meetings on our website to ensure the Group's work is visible and transparent.