NMC Revalidation

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Revalidation

- What is it?
- Why is it being introduced?
- How is it being developed?
- How will it work?
- Benefits of revalidation
- Consultation
What is revalidation?

- Process by which nurses and midwives can demonstrate they remain fit to practise
- Every 3 years
- Promotes greater professionalism
- Reflects practise against the revised Code
Why is it being introduced?

- Department of Health – necessary
- Professional Standards Authority - necessary
- Public expectation – fit at all times
How will it be developed?

- September 2013 – NMC Council approved revalidation – phased process
- 3 options were proposed. 1 was recommended – third party involvement
- Engaging with stakeholders in the four countries
- Consultation commenced January 2014
- “committed to extensive engagement to refine this process and ensure it is effective and workable within existing systems”
<table>
<thead>
<tr>
<th>Step</th>
<th>Date</th>
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<tbody>
<tr>
<td>Key stages for implementing revalidation</td>
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<tr>
<td>Revalidation begins</td>
<td>Late Dec 2015</td>
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<tr>
<td>Council decides if the revalidation model should go ahead</td>
<td>Nov 2015</td>
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<tr>
<td>Early implementers test the model and guidance in UK-wide pilots. We evaluate the model</td>
<td>Apr–Jun 2015</td>
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<tr>
<td>We publish the revised Code and draft revalidation guidance</td>
<td>Dec 2014</td>
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<td>Our Council consider the final drafts of the revised Code and revalidation guidance</td>
<td>Nov 2014</td>
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<td>We work with key stakeholders to prepare the pilot</td>
<td>Jul 2014–Mar 2015</td>
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<tr>
<td>Part two of the consultation on a draft revised Code and revalidation guidance themes</td>
<td>May–Aug 2014</td>
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<td>Part one of the consultation on the agreed model</td>
<td>Jan–Mar 2014</td>
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<td>Revalidation strategy and model for consultation agreed by Council</td>
<td>Sept 2013</td>
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<td>We engaged with stakeholders to strengthen strategic aims</td>
<td>Sept 2013–Jan 2014</td>
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<tr>
<td>We worked with stakeholders to develop the model</td>
<td>Feb–Sept 2013</td>
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How will it work?

- Every 3 years at the point of renewal
- Individual responsibility
- Registration will lapse if not completed – impact?
- Evidence gathering required based on criteria in the revised Code
Requirements?

- Confirmation that registrant continues to be fit to practise against the Code
- Confirmation that requirements for practice and CPD (hours) have been met
- Third party feedback received which has informed their reflection (patients, carers, students, peers)
- Third party confirmation that fit to practise (manager, another registrant, supervisor) by confirming adherence to Code
Third party confirmation:
- ‘Confirmer’ must meet two requirements: they should oversee the practise of the registrant and be a UK registered nurse or midwife
- If not possible, two individuals can perform the role

Reflecting on feedback:
- A minimum of five reflective accounts per three year period
- NMC will require evidence that a nurse has reflected on feedback, not evidence of feedback itself

CPD:
- 40 hours of CPD over three years
- At least 20 hours to be participatory – learning with others

Practice hours:
- 450 practice hours over three years for a nurse or midwife
- 900 practice hours for a nurse AND a midwife
- SCPHN practice hours count towards requirements
Requirements

- Audit to randomly select registrants to assess
- Registrant responsible to comply with audit
- Continuous evaluation of the system
Proposed Code

- Public expectation
- Duty of Candour
- Glossary!
- Detailed – almost double the size
- Underpinned by Standards and Guidance
- Social networking
The new Code...

- “position at the heart of everyday nursing and midwifery practice”
- “should not only be a tool for learning or used to assess and address poor practice. It should instead provide the opportunity to confirm practise and professionalism”
- “value of reflection”
- Reflecting on adherence to professional code, not just job objectives
- Appraisal
- Consultation closed 11 August

(NMC Website)
The new Code

It is about:-

- Conduct
- Behaviour
- Ethics
- Professionalism
Code main headings

- Treat people as individuals
- Respect peoples confidentiality
- Collaborate with those in your care
- Ensure you gain consent
- Maintain clear professional boundaries
- Share information with your colleagues
- Work effectively as part of a team
- Delegate effectively
- Manage risk
- Use the best available evidence
- Keep your skills and knowledge up to date
- Keep clear and accurate records
- Act with integrity
- Deal with problems
- Be impartial
- Uphold the reputation of your profession
Significant additions and changes

◆ Fundamentals of care

  ➢ “you must ensure that the fundamentals of basic care are adhered to and delivered effectively and compassionately, ensuring that those in your care are kept in clean and hygienic conditions…”

  ➢ “you must ensure that those for whom you are responsible have adequate access to nutrition and hydration…”

◆ Social networking:

  ➢ “you must ensure that you use social networking sites and other forms of electronic communication responsibly…in particular by not referring to employers, colleagues or past or current people you have cared for.”
Delegation:
- “you must remain accountable for all tasks you delegate to other people”

Skills and knowledge
- “you must undertake revalidation in line with the requirements of our revalidation process… adhering to any reasonable requests made by those responsible for overseeing the process in line with our guidance.”
- You must…provide honest, accurate and constructive feedback to colleague and fulfil any relevant confirmation duties for revalidation purposes.”
Any questions?