NMC revalidation

RCN information and resources to support nurses and midwives

July 2015
What is NMC revalidation?

- A process that the NMC will require all nurses and midwives to undertake every three years, in order to renew their registration.
- Replaces the existing Prep standards as the way in which nurses and midwives demonstrate to the NMC that they continue to practise safely and effectively, and can remain on the register.
- Proposed model was finalised at the NMC Council in October, with some changes to the proposed model.
- First registrants to revalidate will be those who are due to renew from April 2016.
- Registrants must declare that they have met a number of requirements over the three-year period.
- Every month, the NMC will select a sample of nurses and midwives to audit.
- The RCN is here to support members and the wider profession.
Background to NMC revalidation

• The Francis Report 2013 recommended that NMC should introduce a system of revalidation for nursing.
  ➢ Similar to that of the GMC but not the same process.
  ➢ Introduction of minimum standards for appraisal and importance of professional development.
  ➢ As part of a mandatory annual performance appraisal each nurse, regardless of workplace setting, should be required to demonstrate up-to-date knowledge of nursing practice and its implementation, and demonstrate commitment, compassion and caring for patients, evidenced by feedback.

• “The purpose of revalidation is to improve public protection by making sure that nurses and midwives continue to be fit to practise throughout their career” (NMC)
Background to NMC revalidation: what has the RCN done to shape it?

- Worked with our members and the NMC to inform the development of the model and ensure the model of NMC revalidation is effective and proportionate.
- Responded to the NMC throughout the process to help shape the model of NMC revalidation
- RCN representatives have sat on the NMC revalidation strategic group and four country programmes boards.

Read the RCN’s responses and more information at www.rcn.org.uk/revalidation
NMC revalidation pilots

NMC piloted revalidation in a variety of settings across the UK in spring/summer 2015. Settings included:

- NHS acute hospitals
- universities
- GP practices
- Bupa
- Association of Occupational Health Nurse Practitioners
- British Association of Cosmetic Nurses
- Private Independent Aesthetic Practices Association
- Public Health England
- Unite the Union
- Hallam Medical
- Priory

- Around 2,000 nurses completed revalidation.
What about the revised NMC Code?

- Revised Code came into force on **31 March 2015**.
- Contains the professional standards that all registered nurses and midwives must uphold.
- The Code will be *central to the revalidation* process as a focus for professional reflection.
What are the NMC revalidation requirements?

- **MINIMUM 450 HOURS’ PRACTICE** over three years or 900 hours’ practice to register as both a nurse and midwife.
- **MINIMUM 35 HOURS OF CPD**, 20 of which are ‘participatory’.
- Obtain at least **FIVE PIECES OF PRACTICE-RELATED FEEDBACK**.
- Record at least **FIVE WRITTEN REFLECTIONS** on feedback, CPD and/or the Code and have a reflective discussion about these with another NMC registrant.
- Have an **INDEMNITY** arrangement in place.
- Confirm your **GOOD HEALTH AND CHARACTER**.
- Obtain **CONFIRMATION FROM AN APPROPRIATE THIRD PARTY** that you have met the revalidation requirements.
### How are these requirements different from Prep?

<table>
<thead>
<tr>
<th>Proposed revalidation criteria</th>
<th>Prep requirements</th>
<th>Proposed revalidation requirements</th>
<th>The changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay annual fee</td>
<td>✓</td>
<td>✓</td>
<td>No change</td>
</tr>
<tr>
<td>Obtain five pieces of practice-related feedback</td>
<td>✗</td>
<td>✓</td>
<td>New</td>
</tr>
<tr>
<td>Provide five written reflections on the Code, CPD (continuing professional development) and practice-related feedback</td>
<td>The current Prep standards require you to maintain a personal, professional profile of your learning activity</td>
<td>✓</td>
<td>New</td>
</tr>
<tr>
<td>Undertake a reflective discussion with another NMC registrant</td>
<td>✗</td>
<td>✓</td>
<td>New</td>
</tr>
<tr>
<td>To complete practice hours</td>
<td>✓</td>
<td>✓</td>
<td>No change</td>
</tr>
<tr>
<td>CPD</td>
<td>✓</td>
<td>✓</td>
<td>New –20 hrs, of 35hrs required, must be participatory learning</td>
</tr>
<tr>
<td>Declaration of health and character</td>
<td>✓</td>
<td>✓</td>
<td>No change</td>
</tr>
<tr>
<td>Professional indemnity</td>
<td>✓</td>
<td>✓</td>
<td>No change</td>
</tr>
<tr>
<td>Confirmation</td>
<td>✗</td>
<td>✓</td>
<td>New – It is proposed that all registrants will be required to obtain confirmation that they have met the requirements of</td>
</tr>
</tbody>
</table>
What has the RCN said to the NMC about the proposed revalidation model?

- Trust the profession
- Get it right!
- Third party confirmation
- Use of appraisal
- Quality assurance
- Equality of access
- Proportionality and resourcing
How can you prepare for NMC revalidation? (1)

- **Keep an eye on NMC website**
  The proposed model will be finalised at an NMC Board meeting in October. Keep an eye on the NMC website for up-to-date information.

- **Sign up to NMC Online**
  Set up your online account on the NMC website and check your renewal date. The NMC will notify you at least 60 days before your application for revalidation is due. You will then have 60 days to log into NMC Online and complete the revalidation application form.

- **Get to know the new Code**
  Familiarise yourself with the new NMC Code and practise using it to reflect on your development, learning and work.
How can you prepare for NMC revalidation? (2)

- **Start thinking about revalidation now**
  How do you stay up to date? Are you discussing practice and development with colleagues? Are you getting enough of the right CPD? Who would be your ‘confirmers’?

- **Speak to colleagues**
  Identify gaps in your development and areas for improvement, and discuss development issues with your manager.

- **Stay organised**
  Ensure you have a clear record of courses, learning and development; keep a note of feedback and how it has informed your practice, as well as your reflections on the Code, practice and learning.
**RCN information and resources on NMC revalidation (1)**

- **RCN web page on NMC revalidation**
  This gives information on what revalidation is, what the RCN has done to influence and shape it and how the RCN will support members. It also signposts to other resources. [www.rcn.org.uk/revalidation](http://www.rcn.org.uk/revalidation)

- **RCN online NMC revalidation resource**
  This has been developed by the RCN Nursing Department to give clear and concise information on NMC revalidation, what it is and how to prepare. It has information on all the requirements for registrants on NMC revalidation in addition to separate sections for employers and confirmers. [https://rcnrevalidation.wordpress.com](https://rcnrevalidation.wordpress.com)

- **RCN leaflet on NMC revalidation**
  This leaflet gives information on what NMC revalidation is, how it differs from Prep, how registrants can prepare for NMC revalidation and FAQs. [www.rcn.org.uk/__data/assets/pdf_file/0011/629444/NMC-Revalidation-leaflet.pdf](http://www.rcn.org.uk/__data/assets/pdf_file/0011/629444/NMC-Revalidation-leaflet.pdf)
RCN information and resources on NMC revalidation (2)

- **NMC website**
  The NMC website has information, guidance and resources for NMC revalidation as well as regular updates on progress. [www.nmc.org.uk/standards/revalidation](http://www.nmc.org.uk/standards/revalidation)

- **RCNi video**
  This illustrated video from RCNi gives a simple explanation of what NMC revalidation is. [https://www.youtube.com/watch?v=kJBwX_flebw](https://www.youtube.com/watch?v=kJBwX_flebw)

- **RCN Direct online advice factsheet**
  [www.rcn.org.uk/support/rcn_direct_online_advice/a-z2/prep](http://www.rcn.org.uk/support/rcn_direct_online_advice/a-z2/prep)

- **Tools**
  RCN has a portfolio tool available for members to help with revalidation: [www.rcn.org.uk/learningzone](http://www.rcn.org.uk/learningzone)
RCN information and resources on NMC revalidation (3)

- **CPD**
  RCN offers a range of online CPD resources to members:
  www.rcn.org.uk/development/practice/cpd_online_learning

- **Advice/support**
  RCN Direct will provide members with help and support in understanding NMC revalidation and how to navigate the process.

You can call RCND Direct for revalidation advice on:

  **0345 772 6100** (local rate) 7 days a week 8.30am-8.30pm.

Or email RCN Direct at web.enquiries@rcn.org.uk

Or visit www.rcn.org.uk/contactus
Top tips to prepare for NMC revalidation (1)

- Keep an eye on the NMC website for regular updates on revalidation.
- Make sure you are familiar with the new NMC Code of Conduct, which was launched in March 2015, as this is key to revalidation.
- Explore how you might use meetings, appraisals and one-to-ones to facilitate reflection on practice and provide feedback and identify developmental needs.
- Identify the range of different learning opportunities that are available to you. This can be through both formal activities, such as a taught course or informal opportunities, such as reading about issues relevant to practice or engaging in a relevant social media discussion.
Top tips to prepare for NMC revalidation (2)

- Reflect on your practice so that you can continue to build skills around reflective practice that will stand you in good stead for the revalidation process.
- Gather feedback from activities with your client group. Remember feedback may not always be positive – less positive feedback can often trigger us to reflect and adjust our practice appropriately.
- Begin to explore and identify who will be able to take on the role of confirmer.

Howard Catton, RCN Head of Policy and International explains how to prepare for NMC Revalidation: https://audioboom.com/boos/3289686-howard-catton-top-tips-on-preparing-for-revalidation