The role of the NMC – in their own words

- We are the nursing and midwifery regulator for England, Wales, Scotland, Northern Ireland.
- We exist to protect the health and wellbeing of the public.
- We set standards of education, training, conduct and performance so that nurses and midwives can deliver high quality healthcare consistently throughout their careers.
- We ensure that nurses and midwives keep their skills and knowledge up to date and uphold our professional standards.
- We have clear and transparent processes to investigate nurses and midwives who fall short of our standards.
What are the NMC’s future plans?

- Two part consultation – Revalidation and Revised Code of Conduct
- Fitness to Practise Rules
- Fee increase – £120 effective from March 2015
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>Stage</th>
<th>Timeframe</th>
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<tbody>
<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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<tr>
<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>July 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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<tr>
<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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Consultation [Part 1]

◆ Online survey (January to March 2014) on the revalidation model and the Code:
  - Focused on operational aspects of the model, gathering intelligence on how it will work across the industry
  - Gauged initial views on the content of the revised Code
  - Outcomes informed drafting a revised Code and revalidation model development
    - Promoted through NMC and stakeholder communication channels
    - Supported by extensive stakeholder engagement
Consultation [Part 2]

- Started 19 May and closed 11 August 2014;
- Considered draft revised Code and revalidation;
- Consisted of an online consultation survey and qualitative research, including deliberative workshops, focus groups and online forums with:
  - nurses and midwives
  - employers
  - patients and the public
  - seldom heard groups
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
Proposed revalidation model

- Will replace the current three-yearly renewal and the Notification of Practice form.
- Each nurse or midwife, at the point of renewal, will declare they have met the revalidation requirements:
  - Practised at least 450 hours during the last three years
  - Undertaken at least 40 hours of CPD, with a minimum of 20 hours being participatory learning
  - Declared their good health and good character
  - Reflected on at least five instances of practice-related feedback
  - Had an appropriate professional indemnity arrangement in place
  - Obtained confirmation from a third party
Challenges facing revalidation

- The NMC does not yet have the resources or infrastructure to support the revalidation process, given the size of the Nursing Register;
- The purpose of appraisals (for employers to review performance) and of revalidation (to confirm fitness to practise) should be entirely separate – there is room for confusion and negative outcomes;
- Who can validate a nurse’s practise? – Most RCN members agree that this should be another Registered Nurse, not a GP or non-qualified manager; What happens with agency nurses?
- Cost – this will not be cost neutral. Nurses will be opposed to a further fee increase.
- Route of appeal? It is an unacceptable process that a Registrant could be removed from the Register without a hearing.
- Fears that the system could become at best, a ‘tick box’ exercise!

(RCN response to consultation of revalidation)
Impact?

- Increase in queries?
- Increase in employment related queries - impact if cannot revalidate?
- Rise in NMC proceedings?
- MORE WORK!!
The Code

- Register kept of all nurses and midwives
- “The Code is the foundation of good nursing and midwifery practice and a key tool in safeguarding the health and wellbeing of the public” - NMC
- Failure to comply may bring your fitness to practice into question and endanger your registration
- New Code being developed specifically to support revalidation
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

◆ (NMC Website)
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.”
RCN response

- RCN has over 410,000 members
- < 10,000 responded
- Support revised Code in principle
- Draft Code is too long and too detailed
- It is repetitive – topics being revisited in different ways
How can the RCN help?

- Support through NMC proceedings – written submissions, representation at hearings
- Significant defence costs which are covered by the RCN
- Counselling service
- Welfare service – unable to work as a result of proceedings
- Ongoing representation at Joint Union Meetings with the NMC - feedback
Any questions?

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