PROPOSAL FOR THE IMPLEMENTATION OF THE NMC REVALIDATION PROCESS FOR REGISTERED NURSES AND MIDWIVES

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Caring for People, Keeping People Well: This report details implications for the way NMC registrants demonstrate that they deliver outcomes that matter to people and assume personal responsibility for their professional registration.

Financial impact: The cost of revalidation cannot be accurately estimated by KPMG. KPMG’s final report to the NMC suggests that an organisation, employing more than 2000 registrants, may incur initial costs of £300,000 to prepare the workforce and £250,000+ ongoing annual costs after the first three year cycle. (KPGM 2015, Independent report to the NMC, pg 47-50)

Quality, Safety, Patient Experience impact:

Health and Care Standard Number: N/A

Equality Impact Assessment Completed: Not Applicable

SITUATION

On 8th October 2015, the NMC are expected to launch their proposed model of revalidation. Feedback from pilot sites indicates that revalidation is an achievable and realistic process. KPMG & IpsosMori have recommended that the NMC make some minor amendments to their proposed revalidation model.

NMC registrants within Cardiff and Vale UHB must be suitably prepared for revalidation, to ensure that they continue to practice as registrants. The new changes will affect the way nurses and midwives renew their registration. 860 registrants within the UHB will undergo revalidation by September 2016. By March 2019 all 4600 nursing and midwifery staff will have needed to renew their registration by revalidating.

Line managers of nurses and midwives will also need to be prepared to assume the role of ‘confirmer’, in order to provide verification that a nurse or midwife has completed the necessary requirements.

BACKGROUND

Revalidation aims to give greater confidence to the public, employers and fellow professionals that nurses and midwives are up to date with their practice. The purpose of revalidation is to improve public protection by making sure that nurses and midwives continue to practise safely and effectively throughout their career. Revalidation provides nurses and midwives with the opportunity to reflect on their practice against the standards in the Code and demonstrate that they are ‘living’ these standards.
The proposed model of revalidation requires registrants to:

- Revalidate every 3 years.
- Practice at least 450/900 hours in the 3 years preceding their application
- Undertaken at least 40 hours of CPD (20 hours to be participatory)
- Provide 5 pieces of practice related feedback.
- Write 5 reflective accounts based on their CPD/practice feedback and details its relevance to the Code
- Undertake a professional development discussion about their reflective writing.
- Employer confirmation confirming that they meet the requirement of revalidation (if employer is not an NMC registrant, reflections will need to be discussed with another person who is an NMC registrant before employer nurses/midwives obtain confirmation from employer)
- Submit a portfolio of evidence to the NMC when requested.

ASSESSMENT

Preparations to engage the nursing and midwifery workforce and provide assurances of the UHB’s readiness are underway:

- Revalidation plans within Cardiff & Vale UHB are overseen by an established project group.
- Each clinical board has now identified a number of ‘link nurses’ to assume responsibility for raising awareness through teaching sessions and offering advice and support.
- In total the UHB has 42 link nurses. This broadly equates to 1 link nurse per 110 staff. By October 9th 2015, all link nurses will have attended awareness & confirmer cascade training.
- 6 months of teaching sessions have been scheduled within surgery, mental health & specialist services. Children & women, medicine and PCIC clinical board are currently scheduling sessions. Dates and locations of sessions will be sent to all managers and placed on the revalidation page.
- The project manager will deliver sessions in central locations, whereas link nurses will deliver sessions on wards/departments.
- To date, over 700 of the 861 staff due to revalidate April - September 2016 are aware of the need to begin preparations and have been contacted by their link nurse. The remaining staff will be informed before the launch of revalidation on 8th October 2015.
- A revalidation page has been added to CAVweb’s nursing page. This contains a range of resources to assist registrants in the process. Examples of reflective writing are added regularly.
- The temporary staffing department sent letters to 260 ‘bank only’ registrants, during the first week of September, detailing the support available within the UHB and to provide access to confirmers. To date, 23 bank only staff have indicated that they would like to access support
& guidance. Further work to engage with bank staff through social media and sending information by post is underway.

When all teaching sessions have been scheduled, the project will aim to focus on raising awareness by collaborating with the comms team, developing materials for all areas and meeting with team managers individually.