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

| Executive Lead: Director of Nursing |
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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: Awaiting guidance from NMC. Variable financial impact reported across UK organisations. |
| Quality, Safety, Patient Experience impact: |
| Health and Care Standard Number: N/A |
| Equality Impact Assessment Completed: Not Applicable |

**RECOMMENDATION**

The Local Partnership Forum is asked to:
- **CONSIDER** the implications of the revalidation process on the Nursing and Midwifery workforce. Particularly in terms of the increased workload for line managers needing to incorporate revalidation processes as a part of annual staff PADRs.
- **SUPPORT** the proposal that the first cohort of staff undergoing revalidation will be those renewing their registration between April – September 2016. These staff and their line managers must be prioritised to attend awareness, confirmer and reflective writing sessions, as they will have less time to complete their portfolios.
- **CONSIDER** that Revalidation pilot sites indicate that reducing the risk associated with revalidation is best achieved by ensuring the involvement of the wider UHB, not just the nursing & midwifery workforce.

**SITUATION**

In October 2015, the NMC are intending to introduce a process of revalidation for all nurses and midwives. Nurses and midwives are currently required to renew their registration every three years through a process of self-certification. Between April 2016 – March 2019, all of Cardiff and Vale UHB’s nurses and midwives will renew their registration by revalidating. This will involve demonstrating to an appropriate third party that they have complied with the requirements.

All registrants need to be made aware of the NMC revalidation process and how it will impact on them. The NMC will lapse those who do not to revalidate and they will be unable to work as registrants within the UHB. The NMC has
indicated that line managers should provide ‘confirmation’ that the necessary requirements have been met, as part of a registrant’s annual PADR.

Primary care, social care and independent sector organisations that support Cardiff and Vale UHB’s patients and colleagues are also affected by these changes. The NMC has indicated that there is a lack of awareness about revalidation within such organisations.

BACKGROUND

The new system of revalidation is being implemented in order to:-
- Improve public protection.
- Enable nurses and midwives on the register to continue to meet NMC standards both in terms of conduct and competence.
- Enable nurses and midwives to be accountable for demonstrating their continuing fitness to practise.
- Promote a culture of professionalism and accountability through ongoing reflection on the revised Code and standards.
- Involve employers in supporting nurses’ and midwives’ continuing fitness to practise.

Provisional guidance indicates that nurses and midwives will be required to renew their registration every three years by demonstrating:
- 450 Practice hours
- 40 hours of Continual Professional Development
- Five pieces of practice related feedback and professional development discussions
- Five reflections and discussions
- Health & character declarations
- Professional indemnity arrangements
- Confirmation from a third party

ASSESSMENT

- A project group has been established and meets regularly to oversee preparations and review progress.
- A Senior Nurse for Revalidation has been appointed to a year long secondment to prepare the workforce for the changes needed.
- A first round of presentations at professional and learning forums have already taken place. Preparations are currently being made to schedule awareness and confirmer training for the next year.
- Link nurses within each clinical board will be available to support staff with portfolio examples, teaching sessions and guidance. Information will also be collated about the staff that attend training sessions and have engaged in the process.
- The UHB will extend awareness & confirmer training to primary care, social care and independent sectors.