A Practical Guide to Nursing Appraisal & Revalidation in Mental Health

Wednesday 14 January 2015  Hallam Conference Centre London

Chair and Speakers include

Michele Moran
Chief Executive Manchester Mental and Social Care Trust

Jackie Smith
Chief Executive Nursing and Midwifery Council

Supported by

Nursing & Midwifery Council

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- Good Governance Institute
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A Practical Guide to Nursing Appraisal & Revalidation in Mental Health

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This important and timely conference will provide an update for nurses working in mental health on the development of Nursing Revalidation and focus on strengthening nursing appraisal in your service in preparation for a proportionate and effective model of revalidation which the Nursing and Midwifery Council has committed to introduce by the end of 2015 to enhance public protection.

Jackie Smith, Chief Executive and Registrar of the Nursing and Midwifery Council, whom will open the conference, recently stated that appraisal will form the basis of revalidation and that the NMC are on target to start revalidation in 2015.

Revalidation will require every nurse and midwife to confirm that they:

- Continue to remain fit to practise by meeting the principles of the revised Code
- Have completed the required hours of practice and learning activity through continuing professional development
- Have used feedback to review and improve the way they work.
- Have received confirmation from someone well placed to comment on their continuing fitness to practise

NMC 2014

“All nurses and midwives on our register will be revalidated every three years at the point of their renewal. Each nurse and midwife will take ownership of their revalidation. Those who do not revalidate will lapse from the register. Those who wish to revalidate will be required to continually gather evidence for their revalidation based on criteria in the revised Code, standards and guidance... The aim is for the revised Code and standards to be launched at the end of 2014, and for revalidation to be introduced by the end of 2015”

Nursing and Midwifery Council 2014

“Appraisal systems are a key tool to monitor and enforce standards and to reinforce a caring culture. the Nursing and Midwifery Council should introduce common minimum standards for appraisal and support with which responsible officers would be obliged to comply. They could be required to report to the Nursing and Midwifery Council on their performance on a regular basis As part of a mandatory annual performance appraisal, each Nurse, regardless of workplace setting, should be required to demonstrate in their annual learning portfolio an up-to-date knowledge of nursing practice and its implementation. Alongside developmental requirements, this should contain documented evidence of recognised training undertaken, including wider relevant learning. It should also demonstrate commitment, compassion and caring for patients, evidenced by feedback from patients and families on the care provided by the nurse. This portfolio and each annual appraisal should be made available to the Nursing and Midwifery Council, if requested, as part of a nurse’s revalidation process. At the end of each annual assessment, the appraisal and portfolio should be signed by the nurse as being an accurate and true reflection and be countersigned by their appraising manager as being such.” The Francis Inquiry into Mid Staffordshire NHS Foundation Trust February 2013

This conference provides a unique opportunity to understand how to demonstrate competence in mental health nursing, develop your appraisal systems and prepare for revalidation in mental health nursing

Follow the conference on twitter #MentalHealthNursing
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Details</th>
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<tbody>
<tr>
<td>10.00</td>
<td>Chairman’s Introduction</td>
<td>Michele Moran, Chief Executive, Manchester Mental and Social Care Trust</td>
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<tr>
<td>10.10</td>
<td>Nursing Appraisal and Revalidation: An update from the Nursing and Midwifery Council</td>
<td>Jackie Smith, Chief Executive, Nursing and Midwifery Council. Taking forward recommendations for a system of revalidation and learning from the responses to the consultation. How nursing revalidation will differ from the medical model. Planning for the changes at a local level. Will the process differ in mental health nursing? How will an organisation ensure that the nurse who is revalidating is complying with the revised code? What will be included in nursing appraisal? Moving forward with the pilot sites.</td>
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<td>10.40</td>
<td>Supporting nurses and the nursing profession to deliver effective Nursing Revalidation in Mental Health</td>
<td>Ian Hulatt, Mental Health Advisor, The Royal College of Nursing. The current state of nursing appraisal in mental health. The role of appraisal in delivering the Francis recommendations. Moving forward: changing attitudes, culture, values and behaviour.</td>
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<td>11.10</td>
<td>Question and answers, followed by coffee and exhibition</td>
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<td>12.20</td>
<td>Interactive focus group session</td>
<td>Paul Lumsdon, Former Nurse Director &amp; Consultant. This interactive focus group session will cover the following points: Developing and demonstrating competence in mental health nursing. Demonstrating competence in patient centred care and communication. Competency frameworks and monitoring competence in practice.</td>
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<td>12.50</td>
<td>Question and answers, followed by lunch and exhibition</td>
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<td>13.00</td>
<td>Improving your appraisal skills: Role Play</td>
<td>Becky Simpson &amp; David Schaal, PlayOut. Playout are a dynamic drama based communications and presentations training company. They will be performing pieces of theatre and running an interactive workshop to promote discussion about the art of appraisal. This masterclass will involve delegates through analysis, role play and forum theatre and will consider what to avoid when performing an appraisal.</td>
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<td>14.00</td>
<td>Monitoring nursing performance and development through appraisal</td>
<td>Andy Brogan, Executive Director of Clinical Governance and Quality (Executive Nurse), South Essex Partnership NHS Foundation Trust. Should there be a performance element of nursing appraisal or should performance management be a separate process? How do you engage nurses in the appraisal process? How can you monitor nursing development through appraisal? Ensuring all nurses are engaged in effective appraisal. Should the process differ for nurses in acute and community settings? Top tips for nurse managers in delivering appraisal in mental health.</td>
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<td>15.15</td>
<td>Question and answers, followed by tea &amp; coffee</td>
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<td>15.40</td>
<td>EXTENDED SESSION: Developing effective clinical supervision, portfolio development and managing performance concerns and nurses in difficulty</td>
<td>Ali Richards, Director and Associate of Nurse First, GTR Coaching Ltd. Clinical supervision and portfolio development as part of appraisal. Approaches and tools to support effective clinical supervision. Enhancing individual performance through demonstration of practice using relevant tools such as, portfolio development and personal development plans. Handling concerns about the performance of nurses. How do we support nurses in difficulty. Looking ahead to revalidation for nurses: ensuring appraisal systems are developmental and supportive.</td>
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<td>16.45</td>
<td>Question and answers, followed by close</td>
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**Nursing Appraisal and Revalidation in Mental Health**  
Wednesday 14 January 2015 Hallam Conference Centre, London

**Venue**  
Hallam Conference Centre, 44 Hallam Street, London, W1W 6JJ. A map of the venue will be sent with confirmation of your booking.

**Date**  
Wednesday 14 January 2015

**Conference Fee**  
- £365 + VAT (£438.00) for NHS, Social care, private healthcare organisations and universities.
- £300 + VAT (£360.00) for voluntary sector / charities.
- £495 + VAT (£594.00) for commercial organisations.

The fee includes lunch, refreshments and a copy of the conference handbook. VAT at 20%

**Card Discount**  
10% discount when you book with credit card. This offer is exclusive to card bookings and cannot be used in conjunction with any other Healthcare Conferences UK offer.

**Group Rates**  
A discount of 15% is available to all but the first delegate from the same organisation, booked at the same time, for the same conference.

**Terms & Conditions**  
A refund, less a 20% administration fee, will be made if cancellations are received, in writing, at least 4 weeks before the conference. We regret that any cancellation after this cannot be refunded, and that refunds for failure to attend the conference cannot be made, but substitute delegates are welcome at any time.

**Academia**  
The information provided will be held on the Healthcare Conferences UK database and may be used to update you with details of other events that we organise. If you do NOT wish to receive this information, please tick this box.

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We occasionally release your details to companies sponsoring or exhibiting at our events. If you do NOT wish to receive information from these companies, please tick this box.

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### Conference Registration

**How to Book**  
Book with credit card and receive a 10% discount*

**Your Details**  
(Please complete a new form for each delegate. Photocopies are acceptable)

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Please write your address clearly as confirmation will be sent by email, if you prefer confirmation by post please tick this box.  
Please also ensure you complete your full postal address details for our records.

Please specify any special dietary or access requirements

**This form must be signed by the delegate or an authorised person before we can accept the booking**  
(By signing this form you are accepting the terms and conditions below)

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**By BACS**  
For Payments in £: Sort Code 40-46-22 Account No. 21533690

- Please send your BACS remittance form as confirmation of payment
- Your BACS Reference

- **By credit card**  
Please debit my Visa/Mastercard/Switch

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You will be contacted during the processing of your booking for your card security code (this is the last three digits of the number printed on the back of your card)

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**Promotional Code**

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**Conference Documentation**  
I cannot attend the conference but would like to receive a PDF containing the conference handbook material, which includes speaker slides, at £49 each.

The PDF will be sent out after the conference, please fill in the ‘Your Details’ section above for delivery, and the ‘Payment’ section.

**Accommodation**  
On confirmation of your booking you will receive details of accommodation.

**Confirmation of Booking**  
All bookings will be confirmed by email, unless stated otherwise. Please contact us if you have not received confirmation 7-10 days after submitting your booking.

**Exhibition**  
If you are interested in exhibiting at this event, please contact Carolyn Goodbody on 01932 429933, or email Carolyn@hc-uk.org.uk

**Credits**  
CPD Certified. Recognised by the Good Governance Institute.