Setting the standard for specialist practice and advanced roles

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The purpose of revalidation

“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)

- For the **public**: to protect patient safety
- For **individual registrants**: to support nurses in taking responsibility for their continued professional development and fitness to practise in the modern healthcare environment
- For **the nursing profession**: to promote a wider culture in which nurses value working in an environment in which ‘keeping up to date’ and the challenging of poor practice is the norm
The Code & Revalidation

CPD
- 40 hours CPD relevant to scope of practice (Prep= 35)
- 20 hours “participatory learning”
- Maintain records of CPD undertaken

Feedback
- Minimum 5 pieces practice-related feedback
- Can be formal and/or informal, written and/or verbal
- Can relate to individual, team, unit, ward or organisation’s performance but registrants should be clear about impact of the feedback on their own practice

Reflection
- Minimum 5 written reflections on the revised Code, CPD, & feedback
- Have a professional development discussion with another NMC registrant covering these reflections

Confirmation
- ‘Appropriate third party’ to confirm registrant has met revalidation requirements
- Confirmation should happen in final 12 months of the three-year period
- NMC states where possible ideal confirmer is line manager and fellow registrant
- If no line manager or line manager is not NMC registrant, refer to NMC guidance
Key issues: The role of appraisal

A ‘good’ appraisal, when used for revalidation, should include three distinct elements:

- Discussion about performance in the job/role (NOT for revalidation purposes)
- Professional development discussion (reflecting on feedback, learning and development and practise in relation to the Code with another NMC registrant)
- **Confirmation** – still questions around what is being confirmed? How does confirmation happen? Who confirms?

Important to separate the discussion about a registrants’ performance in employment from the discussion about revalidation
Key issues: The role of appraisal

NHS staff survey (2014) results highlighted inconsistency and inadequacy of appraisals:

- **83%** received an appraisal (no change from 2013)
- Only **54%** agreed this appraisal helped improve how they do their job
- Only **38%** said these appraisals were well structured
- NHS staff receiving training in 12 months:
  - Health and safety: **75%**
  - Equality and diversity: **65%**
  - How to handle confidential information: **80%**
- NHS staff receiving ‘other’ job relevant training or development: **78%**
- Of those receiving training, learning or development, **74%** felt that it helped them to stay up-to-date with professional requirements (down from 75% in 2013)
Key issues: CPD

2015 RCN CPD survey found that nurses are missing out on essential training and CPD because of staff shortages and a lack of funds:

- Almost a fifth were unable to complete essential training in the last year, 44% said this was because there were too few staff to cover their work.
- 1 in 10 had to use annual leave and complete compulsory training in their own time.
- More than a third of nurses reported not feeling up to date with core training in the profession.
- 26% of respondents reported that they had no access to structured CPD, and 26% said that CPD opportunities have worsened over the past 5 years.
- Almost a third still have to fund CPD themselves.
- 28% said that they did not think they and their employers would be ready to meet the CPD requirements of revalidation.

Increased minimum hours CPD requirement for revalidation: employers must support and enable specialist and advanced practitioners to meet this requirement but also ensure that there is adequate cover in place to uphold safe staffing levels.
Key issues: CPD

Chart 28: Do you currently have a personal training and development plan? (By sector)

- Bank/agency and independent sector care home workers least likely to receive a PTDP
Revalidation: an opportunity to set the standard for advanced practice?

- NMC register does not currently record nurses working to advanced level.
- RCN believes as the nursing profession develops and nurses increasingly take on roles delivering complex care, the regulatory model must develop in response.
- Regulation and standardisation at advanced levels of nursing practice could improve patient safety and public protection.
- Also important for nurses’ career pathways and professional development.
- Advanced nursing practice should be revalidated to enable patients and service users to verify that the nurse caring for them is competent to practise at an advanced level.
RCN member survey (2014): should the revalidation model reflect nurses working at advanced practice level?

- Yes: 72%
- Don't know: 20%
- No: 8%
Evolution of advanced nursing practice

- Long and complex evolution
- Process has led to innovation in nursing, but also confusion about what advanced nursing was and is
- Advanced nursing has been and still is one of the most scrutinised and researched concepts
- Advocated as a cost-effective service redesign tool
- Advanced nurses are the cutting edge of nursing innovation

RCN Competences & Accreditation

- RCN defines advanced nursing practice as a **level** of practice rather than role/title. It builds on and adds to the competences which are common to all registered nurses.

- RCN competences for advanced nurse practitioners:
  - Developed with HEIs, professional orgs and service providers
  - Mapped against Knowledge and Skills Framework and linked to NHS Career Framework
  - Endorsed by the Nursing and Midwifery Council

- RCN competences can contribute to improving employer-led governance - key component of the wider framework for monitoring ANPs and improving patient safety

- Focus on:
  - Providing safe, effective person-centred care directly to patients/clients at an advanced level
  - Developing the care context (systems of care) to enable safe, effective person-centred care to be sustained by others
  - Providing terminology which is understood across all the health professions

- RCN also accredits Advance Nurse Practice programmes in HEIs against **15 standards** and associated criteria
Critical issue: Loss of specialist nursing skills and leadership

- Francis effect with renewed recruitment will not be enough to reverse significant skill mix dilution in recent years. Loss and devaluation of senior specialist and leadership roles: around 4,000 band 7 and 8 lost since 2010.

FTE qualified nursing, midwifery and HV staff, NHS hospital and community services, Apr 2010 – Oct 2013 (HSCIC, 2014)
Critical issue: Practice staff figures

Total practice nurses: 14,943

- 3,228 Advanced Level
- 2,947 Extended Role and Specialist
- 8,772 Practice nurses

Annual figures 2013
Preparing for revalidation

- **Find out when you will need to revalidate and what you need to do** – Register with NMC online and find out when you are due to revalidate and familiarise yourself with the requirements and process.

- **Start thinking about revalidation now** – how do you stay up to date? Are you meeting with colleagues to discuss practice and development? Are you getting enough of the right CPD? Who might act as your ‘confirmer’?

- **Speak to colleagues** – identify gaps in your development, areas for improvement and discuss development issues with managers and staff.

- **Get organised** – ensure that 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.

- **Get to know the new Code** – familiarise yourself with the new NMC Code and practice using it to reflect on your development, learning and work.
How will RCN support members?

- **Tools** – RCN has tools available for members to help with revalidation: [http://www.rcn.org.uk/development/learning/learningzone](http://www.rcn.org.uk/development/learning/learningzone) RCNi has also developed a portfolio specifically for revalidation: [http://rcni.com/portfolio/upgrade](http://rcni.com/portfolio/upgrade)

- **Resources** - RCN is developing a range of information and resources to support members through revalidation, including guidance on how to store evidence and how to create a reflective account. Visit [http://www.rcn.org.uk/revalidation](http://www.rcn.org.uk/revalidation) for information

- **CPD** – RCN offers a range of online CPD resources to members: [http://www.rcn.org.uk/development/practice/cpd_online_learning](http://www.rcn.org.uk/development/practice/cpd_online_learning)

- **Advice/support** – RCN will provide help and support in understanding the revalidation requirements and navigating the process: [http://www.rcn.org.uk/contactus](http://www.rcn.org.uk/contactus)
RCN: Lessons from the pilots

- Important to ensure evaluation of the pilots is meaningful
- RCN working with pilot organisations and members participating in pilots to gather feedback and exploring key issues:
  - Appraisal
  - Confirmation
  - CPD
  - Hours and scope of practice
  - Guidance and processes
  - Assumption of IT access and competence
  - Auditing process
  - Scalability
  - Cost and proportionality
The RCN is gathering intelligence from our members in the pilot sites to measure success and identify critical issues.

If you are in a pilot site or know someone who is please get in touch:

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