Revalidation and Code review

Katerina Kolyva, Director Continued Practice
NMC Revalidation

• Reinstated February 2013

NMC response to the Francis Report – 18 July 2013

“We are currently developing proposals for a proportionate revalidation process for all the nurses and midwives on our register in all four UK countries.”
Stakeholder engagement

Stakeholder engagement across four countries:

• Nurses and midwives
• Professional and systems regulators
• Education and employer stakeholders
• NMC formed reference and advisory groups
• Patient and public representatives
Principles

- Benefits to reflect public protection
- Aligned to current legislation & renewal process
- Self-declaration with potential for third party confirmation
- Can be a by-product of an existing employer process aligned to appraisals
- Phased approach and proportionate model integrating political context on four country level
- Audit and evaluation at each phase
Council decision

Self confirmation from the individual registrant

- Reflection on the revised code, CPD, hours of practice, GHGC, fitness to practise, PII
- Informed by third party input:
  - Confirmation
  - Feedback
- Compliance audit (random and risk-based)
- Risk intelligence triangulation
Challenges acknowledged

- Potential impact on the system
- Transition from Prep standards to revalidation (first 3 years)
- Differing or no appraisal systems in place
- Varied employment settings and scope of practice
- Flexibility of third party confirmation
Code - Principles

- Putting patients first.
- Compassion, respect and patient dignity.
- Effective complaints handling and raising concerns.
- Openness, transparency and a professional duty of candour.
- Honesty and integrity.
- Leadership, delegation and mentoring.
<table>
<thead>
<tr>
<th>Part one</th>
<th>Part two</th>
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<tr>
<td>Began 06 January 2014</td>
<td>Follows Part one</td>
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<tr>
<td>Online and omnibus survey</td>
<td>Range of methods</td>
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<td>Focus on:</td>
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<td>• revalidation model</td>
<td>• draft Code and draft guidance</td>
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<td>• revalidation model</td>
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<td>Outcomes to inform implementing revalidation, draft versions of Code and revalidation guidance</td>
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Updated revalidation section –
http://www.nmc-uk.org/revalidation

• Single point of access to complete the survey and learn more about the programme
• New layout enables easy access
• Employers briefing pack published to help engage staff
Consultation part one - launch

Start date: 06 January  End date: 31 March

- Generating media coverage; Nursing Standard, Nursing Times and Mail online, including interviews with Jackie Smith.
- 1500 emails to nurses, midwives, their representatives and employers.
- 100,000 NMC registrants received information promoting the survey.
- Agreeing CNO participation in stakeholder summits.
- Using stakeholder communication channels to promote the consultation.
- Tweeting to our 15,000 followers and Twitter Chats with Jackie Smith.
- 1,000 members of public to be targeted via omnibus survey
The NMC consultation is worth making time for

Some consultations can feel like token exercises, with many believing that those asking the questions have already made up their minds. Why spend your valuable time completing multiple-choice questionnaires and invitations to comment? However, taking part in the consultation launched by the Nursing and Midwifery Council (NMC) this week will be well worth the effort.

"NURSES NOW HAVE A GENUINE OPPORTUNITY TO SHAPE THE NEW REVALIDATION SYSTEM"

The profession’s regulatory body is seeking the views of nurses, midwives, unions, health service managers and the public on two issues that will have far-reaching consequences for all 670,000 of those on its register. They are revalidation – evidence that registrants remain fit to practise – and a new code of professional conduct.

Nurses and midwives have a genuine opportunity to shape the new system of revalidation. There is no consensus among regulators, professional leaders and politicians on what form it should take. So it is worth ten minutes of your time to fill in the questionnaire and add your comments.

One potentially contentious area surrounds third-party feedback. The NMC would like to know who should have a say on whether a nurse or midwife should be allowed to stay on the register. Nurse managers? Colleagues? Other healthcare professionals, such as doctors?

A replacement for the current system of revalidation – post-registration education and practice (PREP) – is overdue. There is little wrong with the principles that underpin PREP, requiring registrants to complete 450 hours of practice and 35 hours of continuing professional development every three years. However, the lack of audit means the system is now devoid of credibility.

From this week subscribers may notice that Nursing Standard arrives on Thursday rather than Wednesday. This is due to a change in how the magazine is distributed. Sorry to make you wait, but you can still access all our content on a Wednesday by visiting www.nursing-standard.co.uk.
NMC revalidation and Code review Stakeholder summits

• Bringing together nurses, midwives and those who employ, manage, train and represent them to help develop the revised Code and guidance for revalidation.

• Each summit will be co-launched by Jackie Smith, Chief Executive and the CNO for each country.
  • 20 March – London
  • 29 May – Belfast
  • 18 June – Leeds
  • 26 June – Cardiff
  • 11 July – Glasgow
Key stages

January to March 2014: consultation part 1

May to August 2014: consultation part 2

December 2014: publication of revised Code and guidance for revalidation (early implementers/pilot)

Spring 2015: early implementers / pilot

From end of 2015: implement revalidation to those renewing from that point onwards
Thank you

Katerina.kolyva@nmc-uk.org