Revalidation and Fitness to Practise

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Core functions of the NMC

- Setting and promoting standards and guidance for the professions
- Setting standards for and quality assuring the provision of education and training
- Maintaining a register of professionals
- Taking action where a professional’s fitness to practise may be impaired
What is revalidation?

revalidation is:

• the process by which registrants will regularly demonstrate to the NMC that they continue to remain fit to practise
Why are we introducing revalidation?

revalidation aims to:

• protect the public and increase public confidence in nurses and midwives
• help those on the NMC’s register to meet the standards required of them
• use practice related feedback to improve the quality of care
• help promote a culture of professionalism and accountability through ongoing reflection on the Code and standards
The revalidation model

A nurse or midwife will be required to declare they have:

• practised for 450 hours during the last three years
• followed requirements on continuing professional development (CPD)
• obtained confirmation from a third party on their continuing fitness to practise
• show how they are using practice related feedback to improve their standards of care
Online survey began on 6 January 2014 and focused on:

- the revalidation model
- the Code and guidance review
- the outcomes to inform implementing revalidation, draft versions of Code and revalidation guidance

Closed on 31 March 2014:
Overview

Responses

- 6,743 responses were received by the end of March 2014 (week 12 - close of consultation)
- 97% from individuals and 3% on behalf of organisations (215)
- 68% of respondents were involved in direct patient care
- 6% were members of the public/patients
Demographic data

Current practice of respondents

• Majority in direct patient care, followed by those in management, education, policy and research roles

Employment status

• Overwhelming majority in permanent/fixed term employment

Breakdown by register category

• Majority in nurse grades followed by midwives and SCPHNs

Location

• Representative responses from across the 4 countries
Confirmation and appraisal

• Majority want a NMC registered nurse/midwife who is overseeing their work

• Support also for a peer registered nurse/midwife who has worked alongside them, or another UK regulated health professional who has worked with them or an employer / manager who oversees their work (but is not a registrant)

• Almost all respondents said they receive an appraisal with a majority feeling it is the best way of obtaining confirmation
Continuing Professional Development (CPD)

What are acceptable measures of CPD?

• Clear support for certificates and work-based scenarios (reflective accounts)

• To a lesser extent, support for hours and credits
Third party feedback

• Strong support for peers (registered nurses/midwives), patients and service users and other colleagues

• Also support for family members of patients and carers

• In the case of educators a majority felt nursing/midwifery students should provide feedback
Revalidation and Patient safety

• In the general population consultation, a clear majority of the UK public felt revalidation would enhance public safety
Part two starts mid-May and closes mid-August 2014;

Considers draft revised Code and revalidation guidance

Methods include deliberative workshops, focus groups and online forums with:

- nurses and midwives
- patients and the public
- seldom heard groups

Includes an online consultation survey
Revalidation engagement

• We are also holding NMC events with stakeholders to help us shape a revised Code and guidance for revalidation

• Nursing and Midwifery Stakeholder Summits:
  - 29 May 2014 – Belfast (Ramada Plaza)
  - 18 June 2014 – Leeds (The Village [North] Hotel)
  - 26 June 2014 – Cardiff (The Angel Hotel)
  - 11 July 2014 – Glasgow (Radisson Blu Hotel)

http://www.nmc-uk.org/Get-involved/Events/Revalidation-events/
Challenges in FtP

- High volume of referrals
- Large open caseload
- Complex and cumbersome legislation
  - section 60
  - law commission
- Continued focus on improvement
  - timeliness
  - quality of decision making
  - customer service
Thank you

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