Revalidation and Code review update

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Context

- NMC is the largest professional healthcare regulator in the world – 680,000 on register
- We protect patients and the public by regulating nurses and midwives
- We set standards of education, conduct and performance for nurses and midwives
- Currently three year renewal period (Prep)
  - 450 hours of practice
  - 35 hours continuing professional development
The Principles

• Extensive engagement across 4 countries of UK
• Developed in line with our current legislative framework (450 hours of practice)
• Phased approach (phase 1: Jan 2016 to Dec 2018)
• Built on the existing processes:
  o 3 year renewal cycle
  o appraisals
• Regular auditing
The proposed revalidation model

Every three years, at the point of renewal a nurse or midwife will declare they have:

- practised for 450 hours during the last three years
- met the requirements for continuing professional development (CPD)
- obtained confirmation from a third party on their continuing fitness to practise
- reflected on practice related feedback, the Code and are fit to practise
- have a professional indemnity arrangement in place
Consultation - part one

Online survey (January to March) on the revalidation model and the Code:

- Focused on operational aspects of the model, gathering intelligence on how it will work across all settings;
- Gauged initial views on the content of the revised Code;
- Outcomes informed drafting a revised Code and revalidation model development:
  - Promoted through NMC and stakeholder communication channels;
  - Supported by extensive stakeholder engagement.
Consultation - part one

Overview

• 9799 responses (6741 online + 3058 omnibus);
• 215 responses from organisations;
• 68% direct patient care, others in management, education, policy and research roles;
• Majority in permanent employment;
• Representative responses from all 4 countries;
• Omnibus – clear majority of UK public feel revalidation would enhance public safety.
Consultation part one

• Majority prefer a NMC registered nurse/midwife who is overseeing their work to confirm:
  o Support also for an employer / manager who oversees their work (but is not a registrant), peer or another UK regulated health professional who has worked with them.

• Almost all respondents said they receive an appraisal with a majority feeling it is the best way of obtaining confirmation

• Strong support for peers (registered nurses/midwives), patients and service users and other colleagues.
  o Also support for relatives and carers
Consultation part two

• Started 19 May and closed 11 August 2014;
• Considered draft revised Code and revalidation;
• Consisted of an online consultation survey and qualitative research, including deliberative workshops, focus groups and online forums with:
  - nurses and midwives
  - employers
  - patients and the public
  - seldom heard groups
• 1,652 responses from individuals (110 responses from organisations / stakeholders)
• Final report – mid October
Part 2 Consultation headline
themes: revalidation

- Revalidation broadly welcomed as a way of improving the regulation of nurses and midwives and enhancing patient care.
- Most felt they could access appropriate confirmers and appraisal.
- Majority agreed with requirement of 40 hours CPD (20 hours participatory over 3 years) – feeling that CPD could have a positive impact on their patient care.
- Most already reflect on feedback – some keep a formal account others do so informally.
Consultation outcomes: The Code

Encouraging, the draft revised Code has generated considerable comment, much of it positive. Going forward key issues include:

- **Application**: ensuring it addresses all scopes of practice, not just direct patient care roles.
- **Tone**: including positive language to support the professionalism agenda.
- **Length/relevance**: reducing the length and enabling registrants to use the Code to revalidate against their own practice so they don’t attempt to apply aspects which don’t relate to their scope of practice.
Engagement overview

• Over NMC 100 engagement activities between January – September 2014;

• Directly engaged approx. 2750 stakeholders

• Included 5 Stakeholder Summits: March – July 2014
  - Attended by over 1200 stakeholders
  - Mostly managers/leaders of nurses and midwives.

• Transition from consultation promotion to strategic partnership building
  - supporting employer readiness
  - planning the pilots
  - preparing the pilot organisations
revalidation pilots

Commences: early 2015

Purpose: test the process, tools and model

Outcomes: will inform refining the model, guidance, supporting information and NMC/employer systems and processes

Coverage: settings to reflect the diversity of the register
Timeline

December 2015: Council considers draft revised Code

End of December 2014: publication of revised Code

January 2015: publication of draft guidance for revalidation

January to June 2015: revalidation – pilot and testing

Autumn 2015: Council decision on model and roll out

End of 2015: revalidation launch
Thank you

Questions and Feedback