Midwifery appraisal and revalidation

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Overview

- background
- revalidation
- review of the Code
- independent review of midwifery regulation
- fees consultation
Background

- NMC holds the largest register of healthcare professionals
- nearly 38,000 midwives on the NMC’s register
- currently three year renewal period – prep
  - 450 hours of practice
  - 35 hours continuing professional development
NMC revalidation timeline

- Jul 2013 - NMC response to the Francis report
  
  “We are currently developing proposals for a proportionate revalidation process for all the nurses and midwives on our register in all four UK countries.”

- 2014 - development of and consultation on revalidation (and the Code)

- end of 2015 - launch of revalidation
Revalidation principles

- should enhance public protection
- develop within current legislation and review
- self-declaration plus third party confirmation
- appraisal can be used for revalidation evidence
- a model that can work UK wide
- regular audit, and evaluation
Proposed model

- self confirmation from the individual registrant
  - reflection on the revised code, CPD, hours of practice, GHGC, PII
  - informed by third party input:
    - confirmation
    - feedback
  - compliance audit (random and risk-based)
  - risk intelligence triangulation
Ongoing engagement

• 130 engagement events from Sept 2013
• input from registrants, employers, professional bodies and the public
• revalidation strategic advisory group
• task and finish group
• employer reference group
• communication reference group
Consultation – phase one

• Jan 2014 – Mar 2014
• online and omnibus almost 10,000 responses
• focus on:
  - revalidation model
  - Code and guidance
• outcomes inform part two
Consultation – phase two

- May 2014 – consultation includes draft revised Code
- outcomes to inform implementing revalidation, Code and drafting revalidation guidance
- Aug 2014 - closing date for consultation
Revalidation: emerging themes

- third party confirmation and practice related feedback – sources and mechanism
- implementing revalidation in a variety of settings and scopes of practice
- auditing – process and outcome
- sharing of information between the regulators
- impact on the sector
- additional guidance needed
The code revision

- professional accountability and using social media responsibly
- multidisciplinary teams, communication and language proficiency
- involving patients, families and carers in care and treatment decisions
- confidentiality and sharing information
- record keeping, prescribing, managing medicines and minimising risk
Independent review of midwifery regulation

- Dec 2013 – PHSO investigations into Morecambe Bay cases plus thematic report on supervision
- Jan 2014 - Council decision to commission review of midwifery regulation
- May 2014 - King’s Fund commissioned to carry out review
- Stage 1: face to face engagement and other evidence gathering
- Midwifery Committee will advise Council
King’s Fund review

Concerns to be addressed by the review:

- effectiveness for service users and fairness for midwives
- ‘conflict of interest’
- proportionality to risks posed by contemporary midwifery
- adequacy of regulatory oversight and clinical governance
- transparency
NMC fee consultation

- sustainability of NMC’s financial model – 77 per cent of the NMC’s budget is spent on FtP
- achieving efficiencies within our current legislation
- reforming our ‘outdated and inflexible legal framework’ – Prime Minister
- no mention of legislative change in the recent Queen’s speech
Fee consultation timetable

- Mar 2014 - NMC Council reviewed fee level
- May 2014 – Jul 2014 - consultation period
- Oct 2014 - Council considers consultation report
- Jan 2015 - fee rules laid in parliament
- Feb 2015 - any fee rise effective
Thank you

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