The Code and revalidation

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The Code

• this is the core NMC guidance document. It sets out the professional standards for nurses and midwives

• the revised content was agreed by Council in December 2014. The new Code became effective on 31 March 2015. You should have received your own copy of the Code by now

• the Code places public protection at the heart of nursing and midwifery practice
The Code – four key statements

• good nurses and midwives will:
  - prioritise people
  - practice effectively
  - preserve safety
  - promote professionalism and trust
The Code – what’s new?

- duty of candour
- fundamentals of care
- social media
- medicines management
- ‘end of life’ care
- conscientious objection
The Code – what’s changed?

focus on:
- compassion
- team work
- record keeping
- delegation
- raising concerns
- cooperating with investigations and enquiries
Revalidation of professional practice: the Code is the first step

Read and practice according to the Code from 31 March 2015

Undertake CPD and reflective practice

Find out when you need to revalidate
This happens every three years
Revalidation purpose

primary aim is to improve public protection by enhancing existing renewal requirements through:

• greater accountability for individual performance and improvement
• encouraging managers to ensure their staff are engaging in professional development
• encouraging registrants who work in professional isolation to participate in peer networks
• greater assurance through third party confirmation
Revalidation – where are we?

• piloting: Jan 2015 – Jun 2015
• reviewing pilot outcomes: Jul 2015 – Aug 2015
• Council decision: Oct 2015
• first revalidations: Jan 2016 onwards
Revalidation information

- dedicated revalidation resources available on-line (www.nmc.org.uk)

- contains details on provisional revalidation requirements. Information on case studies being developed

- we are also working with a supplier on a range of other materials to support revalidation
Preparing for revalidation

- encourage your colleagues to think about it
- communicate – 2016 is not far away!
- appreciate the benefits – revalidation will increase professionalism
- start thinking about revalidation now – individually and corporately
Ask yourselves how is the code currently used in your own organisation

• ask yourselves how is the Code currently used in your own organisation

• what do you think the Code means to yourself and your staff?

• was the new Code launched on 31 Mar 2015?

• where are you now with preparation for revalidation?
We volunteered to be a pilot – why did we do that?

- we know that not all of our staff understand the importance and relevance of their registration - if they did then I wouldn’t see lapses

- we know that the Code is known but not always embedded in everyday practice

- We wanted to commence revalidation and underpin the process using the new Code
The steps we have followed

• we identified all those due to do their NOP this year and invited them to be part of the pilot
• designed a process that has been ‘bolted’ onto the annual appraisal
• reflections are structured under the four domains of the Code
My own experience

• I was the first person to revalidation nationally

• my appraisal was incredibly positive, constructive and effective
Revalidation underpinned by the new Code will enhance professionalism and it can only be a positive benefit to the profession and protection of the public
Thank you

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