Revalidation for nurses and midwives – Preparing for Revalidation

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In September 2013 the Nursing and Midwifery Council (NMC) announced it was committed to implementing revalidation of nurses and midwives by the end of 2015.

The model does not replicate that introduced by the GMC. The NMC have different legislation which restricts what they are able to introduce without legislative change.

The consultation provides the opportunity to shape how the policy intention can be shaped for practical implementation.
Key dates

• **6 January 2014 - 31 March 2014**: NMC launch 12 week statutory public consultation on revalidation and revising the Code

• **April – June 2014**: further post-consultation engagement activity to be undertaken by the NMC

• **December 2014**: enhanced Code and revised standards to be available

• **Throughout 2015**: testing and piloting of revalidation processes

• **December 2015**: revalidation process to be launched
How it will work – what we know so far

- All nurses and midwives on the NMC register will be revalidated every three years at the point of their renewal.

- Each nurse and midwife will **take ownership** for their revalidation. Those who do not revalidate successfully will not remain on the register. Those who wish to revalidate will be required to continually gather evidence for their revalidation based on criteria in the updated Code and standards.
Every registered nurse and midwife will be asked to confirm they:

- continue to remain fit to practise.

- meet the required hours of practice and Continuing Professional Development (450 hours), have reflected on the updated Code and standards and continue to follow them.

- have received third party feedback (eg from patients, carers or peers)

- have received third party confirmation that they are fit to practise. A third party, potentially a manager or supervisor, will need to confirm that the nurse or midwife is following the Code and standards, and is fit to practise.
Every registered nurse and midwife will be required to:

- Gather evidence to support revalidation
- Reflected on the Continuing Professional Development activity (keep a diary of CPD activity)
- Reflected on third party feedback
Priority actions for Organisations

- Engage with the consultation

  - There is a lot to be determined as part of the consultation to ensure the model can be implemented successfully.

  - NHS Employers are running a range of activities during the consultation period to ensure organisations can provide collective views to the NMC

- Raise awareness amongst nurses and midwives within your workforce of the consultation and start communication and engagement activities
Priority actions for Organisations

Key Communications and engagement

– As many ways to communicate the consultation
– Board communication required
– Inform Patients / stakeholders
– Importance of supervision not just appraisals
– Work with unions on communication
– Include revalidation in the induction process
Priority actions for organisations

Who do I need to communicate with?
- Nurses and Midwives
- Trust board
- Service users
- All staff
- NMC

Which media channels can I use to communicate?
- Internal web pages
- External Website
- Team Brief
- Staff magazine
- Presentations
- Posters/leaflets
- Text messages
- Social media
- Facebook, Twitter, LinkedIn
- Mobile applications
Any Questions