Introducing the New NMC Code and revalidation

New professional standards for nurses and midwives

- prioritise people
- practise effectively
- preserve safety
- promote professionalism and trust
Contents

• Introduction
• Public protection
• Developing the new Code and revalidation model
• The new Code
• Next steps… looking towards revalidation
Introduction
Introducing the new Code

We have updated the Code of professional standards.

It sets out the revised universal standards expected of nurses and midwives, which they must uphold every day in order to be registered to practise in the UK.

The new Code is effective from 31 March 2015.
At the heart of nursing and midwifery practice

More than 680,000 nurses and midwives are registered with the NMC – all are required to uphold the new Code of professional standards of practice and behaviours.

The new Code builds on the existing foundation of good nursing and midwifery practice, reflecting current professional and public expectations of today’s professionals.
One Code, four themes

Together they signify good nursing and midwifery practice.

- prioritise **people**
- practise **effectively**
- preserve **safety**
- promote **professionalism and trust**

**public protection**
NMC professionals mirror organisational priorities of safety and care through the new Code

Organisational priorities

- Personalisation
- Access
- Involvement
- Rights
- Clinical guidelines
- Learning
- Innovation
- Quality control
- Safety systems
- Safety culture
- Monitoring
- Transparency
- Leadership
- Governance

Effective

- Care
- Compassion
- Listening
- Dignity
- Evidence-based practice
- CPD
- Technical skills
- Experimentation
- Safety behaviours
- Human factors
- Team orientation
- Reporting

Trust

- Honesty
- Probity
- Professionalism

Individual professionals upholding Code
The Code and revalidation: For everyone’s protection
Regulation in action

Our role is to set the standards in the Code, but these are not just our standards. They are the standards that patients, service users and the public tell us they expect.

Across the UK, nurses and midwives are proud to uphold these standards every day.

The Code is useful for everyone who cares about nursing and midwifery.

Educators can use the Code to help students understand what it means to be a registered professional

Employers can use it to support their staff in upholding standards as part of providing quality and safety

Nurses and midwives can use it as a way of reinforcing their professionalism

Patients and service users and those who care for them can use it to provide feedback about the care they receive
Who needs to know about the new Code and revalidation?

Nurses and midwives
Employers
Educators
Students
Patients and service users
General public
Unions and professional groups
Other regulators and policy makers
The Code and revalidation: Developed in collaboration
Why did we revise the Code?

• As a responsible regulator, it is our role to ensure our Code of professional standards of practice and behaviour remains relevant

• The Code was last updated in 2008 and, since that time, there has been environmental and societal change, which has an impact on nursing and midwifery practice

• It is important that the Code reflects the world in which we live and work today, and changing roles and expectations of nurses and midwives. It needs to:
  - Align with other health regulatory processes across the UK
  - Respond to high profile reports on the state of health and social care provision in the UK
  - Acknowledge and regulate the changing and wider role of nurses and midwives in the UK
Our collaboration

- Registered nurses and midwives
- CNOs
- Social care organisations
- Departments of Health
- Patient advocacy and interest groups
- Professional bodies
- Educational organisations
- NMC
- The public
- NHS employers
- Nursing and midwifery unions
- Independent sector employers
- Senior midwives
- Senior nurses
- Health and social care charities
- Nursing and midwifery unions
- NHS employers
- The public
- Social care organisations
- NMC
The Code: 
What’s new? 
What’s changed?
What’s new in the Code?

**Duty of Candour**
Every healthcare professional must be open and honest with patients when something goes wrong with their treatment or care which causes, or has the potential to cause harm or distress.

**Social media**
The Code recognises the changing nature of communications and sets standards for acting responsibly including the use of social media.

**Fundamentals of care**
The Code sets standards of fundamental care and provides examples of what this includes such as nutrition, hydration and environmental cleanliness.
What’s new in the Code?

Medicines management and prescribing
Standards that clearly set the context for prescribing, supply, dispensing and administering medications.

Conscientious objection
Nurses and midwives must act in the best interests of people at all times and can only make conscientious objections to a particular procedure in limited circumstances.

End of life care
Specific reference is made to the needs of those in the last days and hours of life.
What changed in the Code?

A greater focus on:

**Compassionate care** – kindness, respect and compassion

**Teamwork** – work co-operatively

**Record keeping** – six clear standards to support all record keeping

**Delegation and accountability** – delegate responsibly, be accountable

**Raising concerns** – this aligns the Code with the re-launched *Raising Concerns Guidance* published in 2013

**Cooperating with investigations and audits** – includes those against individuals or organisations and acting as a witness at hearings.
The Code: Where next? Looking towards revalidation
Why are we introducing revalidation?

• The public expect all nurses and midwives to remain up to date and fit to practise throughout their careers

• Revalidation strengthens professionalism through ongoing reflection on the Code

• Revalidation encourages engagement and challenges isolation

• A positive affirmation – not about searching for ‘bad’ practice

• Positive impact on public protection: 680,000 nurses and midwives engaging with their professional standards and reflecting on their practice on an ongoing basis
Provisional revalidation requirements

The Code

- Practice Hours
- CPD
- Feedback
- Reflection and discussion
- Professional indemnity arrangement
- Health and character
- Confirmation
Revalidation pilots

- 19 organisations across the UK piloting revalidation
- Aim to test processes and tools of the revalidation model
- Finalised guidance to be published autumn 2015
- Provisional guidance and material available nmc-uk.org/revalidation
Revalidation pilots in England

- Over 1000 individual participants
- Mix of sectors and settings:
  - Central Manchester NHS Trust
  - Mersey Care NHS Trust (mental health)
  - Nottingham NHS Foundation Trust (prison nurses)
  - NHS Bracknell and Ascot CCG
  - Defence Primary Healthcare South West Region
  - Hallam Medical (agency nurses)
  - Birmingham City University
  - Guy’s and St Thomas’s Hospital
  - BUPA UK
  - Public Health England
  - The Priory Group
  - Unite the Union
Some personal experience…

“At a recent team meeting, we spent the last 30 minutes talking about our five reflective accounts of continuing professional development (CPD) and feedback. We were pleasantly surprised that getting five won’t be any problem at all.”

Jane Beach, Professional Officer, Unite Health Sector – “Revalidation pioneer”

http://www.commprac.com/blog/making-revalidation-exciting
Revalidation pilot overview

- Recruitment
- Preparing and submitting revalidation applications
- Feedback and evaluation

Jan | Feb | Mar | Apr | May | June | July | Aug
Revalidation of professional practice: The Code is the first step

Read and practise according to the Code from 31 March 2015.

Undertake CPD and reflective practice.

Find out when you need to revalidate. This happens every 3 years.
What do nurses and midwives need to do next?

• Familiarise themselves with the Code for current practice and in preparation for revalidation requirements, which will apply from the end of 2015

• Discuss the Code with peers, managers and students

• Learn more from the NMC website, Royal Colleges, representative organisations and professional journals

• Register with the NMC Online – login and find out your renewal date
For more information:
www.nmc-uk.org/Code
www.nmc-uk.org/revalidation
revalidation@nmc-uk.org
@nmcnews
#newCode
#revalidation