What is revalidation?

• Every three years, at the point of your renewal of registration, you need to show that, as a professional, you are living by the Code’s standards of practice and behaviour.

• This process is called revalidation and it builds on the previous Prep requirements.

• Participation is on an on-going basis rather than a point in time assessment.

• You need to meet a range of requirements, designed to show you are keeping up to date and practising safely and effectively.

• Revalidation is about promoting good practice across the whole population of nurses and midwives. It is not an assessment of your fitness to practise.
Revalidation aims to:

- **Raise awareness of the Code** and professional standards expected of nurses and midwives.
- Allow nurses and midwives to reflect on the role of the Code in their practice and demonstrate that they are ‘living’ these standards.
- Encourage nurses and midwives to stay **up to date** in their professional practice.
- Encourage a culture of **sharing, reflection and improvement**.
- Encourage nurses and midwives to engage in **professional networks and discussions** about their practice.
- Strengthen **public confidence** in the nursing and midwifery profession.

Overall, revalidation should lead to improved practice and therefore public protection benefits.
The anticipated benefits of revalidation

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<tr>
<th>For the public:</th>
<th>For nurses and midwives:</th>
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| • Provide confidence that nurses and midwives are up to date in terms of their skills and professional development  
• Provide assurance that nurses and midwives are being regularly reviewed | • Raise awareness of the Code and standards that are expected of nurses and midwives  
• Encourage a culture of sharing, reflection and continuous improvement  
• Encourage nurses to stay up to date in their professional practice |

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<th>For employers:</th>
<th>For the NMC:</th>
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| • Increase confidence that their staff practise safely and effectively  
• Encourage more consistent participation in appraisal and professional development  
• Help clarify the nature and scope of investment required in CPD | • Help to strengthen the regulation of nurses and midwives  
• Help to raise standards of practice  
• Provide more insight into how nursing and midwifery professionals are practising |
When do I need to revalidate?

- Your **revalidation application date** is the first day of the month in which your registration expires. This is different to your renewal date.
- You **must** submit your revalidation application by your revalidation application date so that we have time to process this.
- Your **renewal date** is the last day of the month in which your registration expires.
- You will be able to submit your application 60 days before your revalidation application date.
- You will also need to pay your fee as part of your revalidation application.
The revalidation journey

1. Over three years since last renewal: Meet revalidation requirements
2. In 12 months up to renewal: Discuss revalidation with a confirmer and demonstrate you have met requirements
3. 60 days before revalidation application date: Apply for revalidation using NMC Online
4. After revalidation application submitted: Registration renewed
What is the Code?

• The NMC has updated its Code of professional standards.

• The revised Code became effective on 31 March 2015 and all registered nurses and midwives are required to uphold its standards of practice and behaviours.

• The Code is centred around four themes, with public protection at the core, and builds on the existing foundation of good nursing and midwifery practice.

• The Code should be used as a ‘living’ guide at the heart of everyday nursing and midwifery practice.
Four themes brought together in one Code

Together they signify good nursing and midwifery practice

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

public protection
Revalidation requirements

Requirements
Practice hours

You must have practised a minimum number of hours over the three years since your registration was last renewed or you joined the register.

450 Hours

Minimum total practice hours required

Those with dual registration must undertake 900 hours
Continuing professional development

You must have undertaken continuing professional development (CPD), relevant to your scope of practice as a nurse or midwife, over the three years since your registration was last renewed or you joined the register.

35 Hours
Of these 35 hours of CPD, 20 must include participatory learning.
What counts as CPD

- Structured learning
- Accredited higher education
- Mandatory training relevant to scope of practice
- Workshops and conferences
- Reading and reviewing publications
- Coaching and mentoring
- Research.

Participatory learning includes any activity where you personally interact with other people. This can be face to face or in a virtual environment.
Practice-related feedback

You must have obtained practice-related feedback over the three years since your registration was last renewed or you joined the register.

5 Pieces
Types of feedback

Feedback can be about your individual practice or about your team, ward or organisation.

It can be:

- Formal or informal
- Written or verbal
- Positive or constructive
Written reflective accounts

You must have prepared five written reflective accounts on your CPD, practice-related feedback, and/or an event or experience in your practice, and explain how this relates to the Code. You should prepare these over the three years since your registration was last renewed or you joined the register.
Written reflective accounts

- What did you learn?
- How did you change or improve your practice?
- How does this link to the Code?
Reflective discussion

You must have had a reflective discussion with another NMC-registered nurse or midwife, covering your five written reflective accounts and how they relate to the Code.
Reflective discussion

- Face-to-face discussion where possible

- Must be with a nurse or midwife with effective NMC registration

- Can take place as part of appraisal
You must provide a health and character declaration, including declaring any cautions, convictions or determinations from another regulatory body.
Professional indemnity arrangement

You must declare that you have, or will have when practising, appropriate cover under an indemnity arrangement.
Confirmation

You will need to demonstrate to an appropriate person that you have met the revalidation requirements.

A confirmer is being asked to assess whether you have demonstrated that you have met the requirements for revalidation, not whether you are fit to practise.
Who can act as a confirmer?

- We recommend your line manager is your confirmer where possible.
- Your confirmer does **not** need to be an NMC-registered nurse or midwife.
- If you do not have a line manager we recommend you ask another NMC-registered nurse or midwife.
- It is for you to decide who is the most appropriate confirmer.
How does this work in practice?

When the confirmer is a registered nurse or midwife:

- The reflective discussion and confirmation discussion can happen with the same person.
- Nurses and midwives might like to have these discussions at one meeting, for example, at an annual appraisal.

When the confirmer is not a registered nurse or midwife:

- The reflective discussion with another NMC-registered nurse or midwife must happen first.
- The confirmation discussion will need to happen after all other requirements are met.
CONFIRMATION FORM

You must use this form to record your confirmation.

To be completed by the nurse or midwife:

Name: 
NMC Pin: 
Date of last renewal of registration or joined the register: 

I have received confirmation from (select applicable):

☐ A line manager who is also an NMC-registered nurse or midwife
☐ A line manager who is not an NMC-registered nurse or midwife
☐ Another NMC-registered nurse or midwife
☐ A regulated healthcare professional
☐ An overseas regulated healthcare professional
☐ Other professional in accordance with the NMC's online confirmation tool

To be completed by the confrimer:

Name: 
Job title: 
Email address: 
Professional address including postcode: 
Contact number: 
Date of confirmation discussion: 

If you are an NMC-registered nurse or midwife please provide:

NMC Pin: 

If you are a regulated healthcare professional please provide:

Profession: 
Registration number for regulatory body: 

If you are an overseas regulated healthcare professional please provide:

Country: 
Profession: 
Registration number for regulatory body: 

If you are another professional please provide:

Profession: 
Registration number for regulatory body (if relevant): 

Confirmation checklist of revalidation requirements

Practice hours

☐ You have seen written evidence that satisfies you that the nurse or midwife has practised the minimum number of hours required for their registration.

Continuing professional development

☐ You have seen written evidence that satisfies you that the nurse or midwife has undertaken 35 hours of CPD relevant to their practice as a nurse or midwife.

☐ You have seen evidence that at least 20 of the 35 hours include participatory learning relevant to their practice as a nurse or midwife.

☐ You have seen accurate records of the CPD undertaken.
Practice-related feedback

☐ You are satisfied that the nurse or midwife has obtained five pieces of practice-related feedback.

Written reflective accounts

☐ You have seen five written reflective accounts on the nurse or midwife’s CPD and/or practice-related feedback and/or an event or experience in their practice and how this relates to the Code, recorded on the NMC form.

Reflective discussion

☐ You have seen a completed and signed form showing that the nurse or midwife has discussed their reflective accounts with another NMC-registered nurse or midwife (or you are an NMC-registered nurse or midwife who has discussed these with the nurse or midwife yourself).

I confirm that I have read Information for confirmers, and that the above named NMC-registered nurse or midwife has demonstrated to me that they have complied with all of the NMC revalidation requirements listed above over the three years since their registration was last renewed or they joined the register as set out in Information for confirmers.

I agree to be contacted by the NMC to provide further information if necessary for verification purposes. I am aware that if I do not respond to a request for verification information I may put the nurse or midwife’s revalidation application at risk.

Signature:

Date:
Keeping a portfolio

• We recommend that nurses and midwives keep a portfolio of evidence showing how they meet the revalidation requirements.

• This can be either a paper portfolio or an e-portfolio.

• It should be a live document developed over the three years.
Revalidation checklist
Your portfolio should include the following elements:

• **Practice hours** – a record of practice hours
• **Continuing professional development (CPD)** – accurate and verifiable records of your CPD activities
• **Practice-related feedback** – notes on the content of the feedback and how you used it to improve your practice
• **Reflective accounts** – five reflective accounts that explain what you have learnt from the CPD activity, feedback and/or event or experience from your practice. You must use the NMC form for this.
• **Reflective discussion** – a completed NMC form used to record your reflective discussion
• **Confirmation** – a completed NMC confirmation form
Making your application

• You need to make your application via NMC Online.

• You will need to complete an online form and declare that you have met the revalidation requirements.

• You will **not** need to upload evidence from your portfolio to the NMC. Your confirmer will confirm that they have seen this evidence.

• You can print a summary of your application to keep in your portfolio.
Verification

- In order to ensure the process of revalidation is working effectively, each year the NMC will ask a sample of nurses and midwives to provide additional information demonstrating that they meet the requirements of revalidation.

- If you are selected it does not mean we have any concerns about your application and you can continue to practise as normal.

- You will be notified immediately after submitting your application and paying your fee.

- You will be asked to provide further details via an online form.

- We will also contact your confirmer to request further information. Please ensure your confirmer is aware that if they do not respond it may put your registration at risk.

- You should keep a record of all of this evidence in case it is required by the NMC.

- Your registration will not lapse whilst verification is ongoing but it will not be renewed until the verification process is complete.

- You will not be required to upload any information to the NMC.
NMC resources

Guidance
- *How to revalidate with the NMC*
- Information for confirmers and employers
- Guidance for dual registrants

Forms and templates
- Logs for recording all revalidation evidence
- Completed examples, including examples of reflective accounts
Revalidation microsite
- Dedicated home for all revalidation content and resources

Films and case studies
- Step-by-step guide to online application
- Written and filmed case studies covering a range of practice settings and specialisms

Employer resources
- Training materials
- Posters and leaflets
What should all nurses and midwives do to prepare?

1. Sign up to NMC Online at www.nmc.org.uk/nmc-online
2. Find out your revalidation date
3. Read the guidance and supporting resources on our website at www.nmc.org.uk/revalidation
4. Choose your reflective discussion partner and confirmer