REVALIDATION

What it means for you.
The Code and Revalidation
For everyone’s protection
Protection
What is the new 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
The Code aims to:

- **Remain relevant** – it was last updated in 2008 and since then society has changed, along with public expectations of nursing and midwifery practice.

- **Align with health regulatory** processes across the UK and **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.
What is **REVALIDATION**?

- Every three years, at the point of their renewal of registration, nurses and midwives will need to show that, as a professional, they are living by the Code's standards of practice and behaviour.

- This process will be called revalidation and will build on the current Prep requirements.

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

- Nurses and midwives will need to meet a range of requirements, designed to show that they are keeping up to date and actively maintaining their fitness to practise.

- Revalidation is about promoting good practice across the whole population of nurses and midwives. It is not an assessment of a nurse or midwife’s fitness to practise.
Revalidation aims to:

- **Improve public protection** and **professional standards** by encouraging a culture of reflection and improvement.

- Ensure that nurses and midwives continue to be **fit to practise** throughout their career.

- **Strengthen professionalism** through ongoing reflection.

- Give greater **confidence to the public, employers and fellow professionals** that nurses and midwives are up to date with their practice.

- Encourage **engagement** and challenge isolation.
Revalidation requirements

Requirements
<table>
<thead>
<tr>
<th>Revalidation</th>
<th>Proposed Requirements (currently being piloted)</th>
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<tbody>
<tr>
<td>Practice hours</td>
<td>You must practise a minimum of 450 hours (900 hours for those with dual registration) over the three years prior to the renewal of your registration.</td>
</tr>
<tr>
<td>Continuing professional development</td>
<td>You must undertake 40 hours of continuing professional development (CPD) relevant to your scope of practice as a nurse or midwife, over the three years prior to the renewal of your registration. Of these hours, 20 must be through participatory learning.</td>
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<tr>
<td>Practice-related feedback</td>
<td>You must obtain at least 5 pieces of practice-related feedback over the three years prior to the renewal of your registration.</td>
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<td>Reflection and discussion</td>
<td>You must record a minimum of 5 written reflections on the Code, your CPD and practice-related feedback over the three years prior to the renewal of your registration. You must discuss these reflections with another NMC registered nurse or midwife.</td>
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<tr>
<td>Health and character</td>
<td>You must provide a health and character declaration, including declaring any cautions or convictions.</td>
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<tr>
<td>Professional indemnity arrangement</td>
<td>You must declare that you have, or will have when practising, appropriate cover under an indemnity arrangement.</td>
</tr>
<tr>
<td>Confirmation from a third party</td>
<td>You will need to demonstrate to a third party that you have met the revalidation requirements.</td>
</tr>
<tr>
<td>Keeping a portfolio</td>
<td>We strongly recommend that you keep evidence that you have met these requirements in a portfolio (this is, however, optional).</td>
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</table>
Practice hours

You must practise a minimum number of hours over the three years preceding the date of your application for renewal of your registration.

450 Hours
Minimum total practice hours required. **Those with dual registration must undertake 900 hours.
Continuing professional development

You must undertake continuing professional development (CPD), relevant to your scope of practice as a nurse or midwife, over the three years prior to the renewal of your registration.

40 Hours
Of these 40 hours of CPD, 20 must include participatory learning.
Practice-related feedback

You must obtain practice-related feedback over the three years prior to the renewal of your registration.
Reflection and discussion

You must record written reflections on the Code, your CPD and practice-related feedback over the three years prior to the renewal of your registration. You must discuss these reflections with another NMC-registered nurse or midwife.
Health and character

You must provide a health and character declaration, including declaring any cautions or convictions.
Professional indemnity arrangement

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

You will need to demonstrate to a third party that you have met the revalidation requirements.

NB: 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.
How does this work in practice?

When the ‘confrimer’ is a registered nurse or midwife:

- The reflective discussion and confirmation discussion can happen with the same person.
- It is recommended that this process happens at one meeting, for example, at an annual appraisal.

When the ‘confrimer’ 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.
The benefits of revalidation

**For the public:**
- Increased confidence in the profession due to regular reviews of nurses and midwives

**For nurses and midwives:**
- An affirmation of their professionalism
- A framework of support for professional development
- An opportunity to engage in professional networks and discuss their practice

**For employers:**
- Increased confidence in their staff
- Clearer CPD investment priorities
- Alignment with organisational quality and safety objectives

**For the NMC:**
- A stronger regulatory process
- Raised standards
- Insight into how nurses and midwives are practising to inform future changes and greater patient safety
Revalidation pilots

- Pilots are currently running in 19 organisations across the four countries of the UK. They will be completed by the end of May 2015.

- Pilot organisations have been selected to cover a variety of settings and employment circumstances for nurses and midwives.

- Nurses and midwives taking part will be using the provisional revalidation guidance to compile a portfolio of evidence that meets the requirements.

- Learning from the pilots will be used to refine the revalidation model before finalised guidance is published in autumn 2015.
When will revalidation start?

In October 2015 the NMC Council is expected to give the go-ahead to launch revalidation. From this point, nurses and midwives will need to familiarise themselves with the revalidation requirements and start to develop their portfolio.

It has been proposed that the first nurses and midwives to revalidate will be those with a renewal date in April 2016. This will give everyone time to prepare and familiarise themselves with the requirements.
What should all nurses and midwives do now?

1. Register at NMC online, where they can also find out their renewal date

2. Read the new Code and practise according to its principles

3. Ensure they are up to date on revalidation developments and tools by checking regularly on our website www.nmc.org.uk/revalidation
Your organisation’s information