

To: GP Practices

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Dear Colleagues

Changes in how Nurses and Midwives Renew Professional Registration: The Introduction of Nurse and Midwifery Revalidation

As you are aware currently nurses have to re-register every year with the NMC, and every third year have to self-declare their fitness to practice. Employers, peers and members of the public can check if registrants are on the 'live' register (<http://www.nmc-uk.org/search-the-register/>).

Revalidation will replace the post-registration education and practice (PREP) standards. Revalidation aims to improve upon the PREP system by setting new requirements for nurses and midwives.

From January 1st 2016 all Nurses and Midwives on the Nursing and Midwifery Council (NMC) register will be required to Revalidate every 3 years as part of their confirmation as being fit to practice. All Practice Nurses in your practice will need to ensure they are prepared for this new process, which builds upon their existing requirements to confirm their fitness to practice. The key areas that the applicant has to demonstrate are that they have:

- Practised for 450 hours during the last three years
- Adhered to the requirements for continuing professional development, including participatory learning (not just lone learning such as e learning)
- Obtained confirmation from a third party on their continuing fitness to practise. This will be from their line manager or an NMC registrant if their line manager is not on the NMC register.
- Demonstrated how they are using practice related feedback from a variety of sources, including patients, to improve their standards of care.

Employers will need to ensure that employed nurses and midwives have available the following opportunities to support revalidation;

- Support in undertaking the required continuous professional development
- Peer to peer review
- Fit for purpose appraisals
- Support in gaining feedback on their clinical practice.

Local support for the implementation of Revalidation

All Registered Nurses in your employment will shortly be receiving the new NMC Code of Conduct (<http://www.nmc-uk.org/Documents/NMC-Publications/revised-new-NMC-Code.pdf>) and they will be required to revalidate against this new code.

Nationally there are pilots testing the model and these will inform the NMC implementation programme. The NMC website holds provisional pilot guidance on how to revalidate, guidance for confirmers and revalidations templates available for download (www.nmc-uk.org/Nurses-and-midwives/Revalidation/Revalidation-Pilots/).

We have established a sub-regional implementation group to support local discussions and to act as the conduit for sharing information and risks. CCG Directors of Nursing will be your link to this.

Contract holders are advised to start thinking about revalidation and the new code and make sure this is part of practice discussions. In the appendix we have attached a reminder about the responsibilities of contract holders in line with CQC and GP contract requirements.

We will provide key information to you as it becomes available but in the meantime review the new code with Nurses in your practice, review your appraisal process and review systems for tracking CPD and training.

The NMC website also holds a FAQ section and is being updated regularly for up to date information (www.nmc-uk.org)

Thank you for taking the time to read this rather lengthy communication but we hope you have found it useful. We will provide updates as information becomes available however if there are any urgent concerns please contact Jo Harrison at joanne.harrison@nhs.net or 07876 859941.

Yours sincerely



Margaret Berry OBE
Director of Nursing

Appendix 1

The responsibilities of GP contract holders

As employers, GP Contract holders are required to comply with regulations in the Health and Social Care Act 2008 (HSCA) and the CQC essential standards of quality and safety requires providers of health and social care to have suitably registered staff.

Regulation 21 of the HSCA – Requirements relating to workers states: The registered person must ensure that a person employed for the purposes of carrying on a regulated activity is registered with the relevant professional body where such registration is required by, or under, any enactment in relation to i) the work that the person is to perform or ii) the title that the person takes or uses.

Outcome 12 of the essential standards, in the section 'Manage quality by employing the right people', states that staff are:

- currently registered with the relevant professional regulator and/or professional body where appropriate and only use a protected professional title where their qualifications and registration allows them to do so.
- aware of, and adhere to, any codes of professional conduct that apply to them.

Providers should ensure that they have systems and processes in place to monitor the registration status of staff and are able to demonstrate ongoing compliance with outcome 12.

Furthermore, the Standard General Medical Services Contract (and PMS contract paras 54 to 56) places specific obligations on contract holders as below:

15.1.3. No health care professionalshall perform clinical services under the Contract unless he is registered with his relevant professional body and his registration is not currently suspended.

15.1.4. Where the registration of a health care professional or, in the case of a medical practitioner, his inclusion in a primary care list is subject to conditions, the Contractor shall ensure compliance with those conditions insofar as they are relevant to the Contract.

15.1.5. No health care professional shall perform any clinical services unless he has such clinical experience and training as are necessary to enable him properly to perform such services.