

Welcome... to our first regular update on progress towards nursing and midwifery revalidation, a new process being introduced by the Nursing and Midwifery Council (NMC).

Please forward this email to other registrants in your team and colleagues who would also find the information useful.

What is Revalidation?

Revalidation is a process that all nurses and midwives will need to engage with to demonstrate that they practise safely and effectively throughout their career. It is about promoting good practise and is not an assessment of a nurse or midwife's fitness to practise. Participation is on an ongoing basis and nurses and midwives will need to revalidate every three years, at the point of their renewal of registration and this will replace the current Prep requirements and Notification of Practise form.

Why is it being introduced?

Revalidation will give greater confidence to the public, employers and fellow professionals that nurses and midwives are up to date with their practise.

It will improve public protection by making sure that nurses and midwives continue to be fit to practise throughout their career and it will ensure they stay up to date with their professional practise.

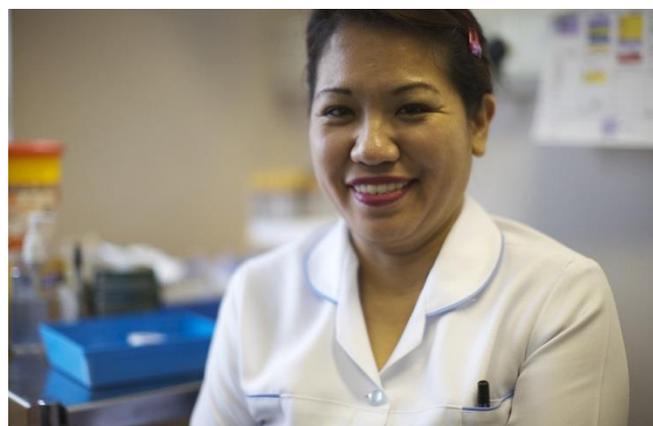
They will need to develop new skills, keep informed on standards and understand the changing needs of the public they serve and fellow healthcare professionals with whom they work.

Revalidation provides nurses and midwives with the opportunity to reflect on their practice against the standards in [The Code](#) and demonstrates that they are 'living' these standards.

For those nurses and midwives who are professionally isolated from their peers, revalidation will encourage them to engage in professional networks and discussions about their practice.

Revalidation requires nurses and midwives to:

- Practise a minimum of 450 hours over the three years prior to the renewal of registration
- Undertake 40 hours of continuing professional development (CPD)
- Obtain five pieces of practise-related feedback
- Record a minimum of five written reflections on the Code, CPD and practice related feedback
- Provide a health and character declaration
- Declare appropriate cover under an indemnity arrangement
- Gain confirmation, from a third party, that revalidation requirements have been met.



The Revised Code

The Code has not been updated since 2008 and now aligns to health regulations and acknowledges the changing and wider role of nurses and midwives in the UK.

The Code has been developed in collaboration with many nurses, midwives, patients and carers. It is shaped around four themes, which together show what good nursing and midwifery practice looks like. These are to:

- Prioritise people
- Practise effectively
- Preserve safety
- Promote professionalism and trust.

A copy of the revised Code has been posted to every registered nurse and midwife which should have been received by now. The revised Code is now effective as of 31 March 2015. In the accompanying letter, the NMC asks each nurse and midwife to log on to their NMC Online account or to set one up.

From the end of March 2015, each registrant should use the NMC Online system to check their personal renewal date and find out when they need to revalidate.

Where to find more information

The NMC webpages on Revalidation, including FAQs and resources, will be regularly updated with findings from the pilot sites and queries raised through regional and sub-regional groups.

The [FAQs](#) and resources are based on the current provisional guidance which has been developed for the pilot sites and their outcomes may effect changes to this guidance.

For help and support follow the link to the [Revalidation guidance and resources](#).

The final version of the guidance is due to be published in the autumn of 2015.

IT IS IMPORTANT YOU READ THE FOLLOWING DOCUMENTS AND SHARE WITH ANYONE ELSE WHO MAY FIND THEM USEFUL.



Revalidation Pilot Sites

Nottinghamshire Healthcare NHS Trust, Birmingham City University and Hallam Medical are all pilot sites within the Midlands and East Region. They are implementing the code and testing the system and will share experiences with other organisations within the region.

Other NHS pilot sites are:

- Aneurin Bevan University Health Board
- Bracknell and Ascot CCG
- Central Manchester NHS Hospitals Foundation Trust
- Guy's and St. Thomas' NHS Foundation Trust
- Mersey Care NHS Trust
- NHS Tayside and local partners
- Western Health and Social Care Trust

To ensure the pilots reflect a wide variety of practice and work settings, the other organisations participating in the pilots are:

- Bupa UK
- Independent occupational health practitioners through the Association of Occupational Health Nurse Practitioners (AOHNP)
- The Priory Group
- Public Health England
- School of Nursing and Midwifery at the University of Dundee
- Self-employed nurses through the British Association of Cosmetic Nurses (BACN)
- Self-employed nurses through the Private Independent Aesthetic Practices Association (PIAPA)
- South West Region Defence Primary Healthcare
- Unite the union (registrant members of the professional officer team).



Making Sure We Are Ready

We are working together with the NMC to assess the readiness of organisations and individuals for the

implementation of revalidation. There are two key pieces of work being undertaken:

- **Surveys and Interviews**
- **Communication Plan**

KPMG - Assessment of the impact of revalidation on the healthcare system

KPMG has been appointed by the NMC to assess the progress toward readiness for implementing revalidation by the end of October 2015. In addition, they are assessing the costs benefits of revalidation on the system.

KPMG Surveys

KPMG will undertake a survey of sample organisations. The survey readiness assessment will be aimed at two levels; organisational readiness and wider system readiness and will cover four main areas:

- Awareness and culture
- Resources capacity and capability
- Systems and processes
- Guidance and tools

2,700 registrants from the pilot sites have signed up for revalidation and individual surveys will be undertaken with these registrants through IPSOS.

The NMC are encouraging organisational surveys to be disseminated through the Chief Nursing Officer and will include a sample of pilot sites and identified organisations across various practice settings.

Dissemination of the survey requires further discussion at the Programme Board and further updates will follow.

KPMG Interviews

KPMG plan to interview various stakeholders in England by holding two groups and in addition consult and interview stakeholders from within pilot organisations to take to people in more detail following the survey.

Communications Plan



The NMC has engaged an organisation, MAID, to support roadshows and produce communication materials. They will support 20 roadshows in England and the region has been allocated five sessions. We will let you

know about this in the next communication.

The following central resources are being developed over the next few weeks:

- Training materials
- Simplified guidance
- Information graphics
- High level presentations targeted at mixed groups
- 'How to' guidance
- What does good looks like?
- Templates for case studies- working in big organisation/ working as sole practitioner
- Organisational case studies
- Marketing and promotional videos
- Webinars
- Monthly themed Twitter chats

Look out for them on the NMC website.

Update: Organisational Readiness Self-Assessment (ORSA)

There were plans to disseminate an ORSA to assist organisations in assessment their

readiness to implement revalidation. This will no longer be used. However a self assessment checklist is deemed to be more practical and is currently in the development stage. More information to follow soon.

Midlands and East: Engagement Activity

The Midlands and East have established a group to help support and deliver this programme of work. There are representatives from across a number of organisations who regularly meet, agree how to best implement the programme and use their networks to share learning and encourage early adoption.

Sub-Regional Revalidation Groups

Sub-regional meetings have a local focus and include key stakeholders from around the region. They receive information from the Midlands and East Implementation Group and are held in the:

- Central Midlands
- West Midlands
- North Midlands
- East Midlands

These groups are held on a regular basis and provide an opportunity to highlight concerns and share best practice from around the region. Any queries and concerns can be fed back through to the Midlands and East Regional Group.

Speak to the Director of Nursing for your patch for more information.

Revalidation Checklist: Top 10 Tips

1. Read and get to know your revised Code
2. Sign up to the NMC Online at www.nmc-uk.org/nmc-online so that registrants are ready to revalidate online when the time comes
3. Go to your NMC Online account and, from the end of March 2015, you will be able to check your personal renewal date – the date by which you will need to have revalidated.
4. Keep a record of your practice hours within your scope of practice.
5. Update your CPD record log, keeping a record of the number of hours, and providing a brief outline of the key learning points from e.g. the study day / seminar / conference that are linked to your scope of practice. Reflect on what you have learned and how this will influence your practice.
6. Link each learning activity to the Code so that you can provide an example of how this is relevant to one of the key areas of the Code: Prioritise people, Practice effectively, Preserve safety, Promote professionalism and trust.
7. Start discussing your preparation and progress for revalidation during your 1 to 1 with your line manager.
8. In addition, you may be able to discuss your preparation and progress for revalidation during group supervision sessions which will enable wider discussion, learning and support from peers who are also preparing for revalidation.
9. Keep a record of your reflections on the Code, as well as practice-related feedback.
10. Get clarification about who your Confirmer is going to be, particularly if you have two line managers.

Feedback...

Please send any feedback and/or questions through your sub-regional meetings/ leads and we will respond to them in the next issue.

Questions can be sent via email to:

naledikline@nhs.net

Or

manjit.darby@nhs.net

