

## Welcome... to the third Midlands and East Regional Revalidation Update.

Please share this update with all **nurse and midwife registrants**, and anyone else who would find the information useful.

### A message from Lynne Wiggins, Chief Nurse for NHS England (Midlands and East)



Dear colleagues

I'm pleased to be able to introduce this issue of the newsletter to you. It is especially poignant as the Nursing and Midwifery Council (NMC) has

announced the final decision to introduce revalidation for all nurses and midwives in the UK. It is the most significant change to regulation within our professions for a generation.

In this edition, we'll cover developments around NMC revalidation as we move into this implementation phase - both nationally and in our own Midlands and East region. Our previous editions provided an overview of revalidation and this edition is concentrating on the role of the confirmer.

From April 2016, all nurses and midwives will have to evidence that they are staying up-to-date in their practice and living the values of the new NMC Code. They will do so through both practice reflection and professional discussions with colleagues.

A new development is the three yearly confirmation that all the elements of revalidation have been achieved in order to renew registration.

During this period there has had to be a degree of assurance-seeking around preparations in place and overall readiness for this new system.

I have been very pleased with the support and engagement from partners within our region. You have understood that the end game is to be able to provide nurses and midwives with help and information so they are as ready as possible for revalidation and so they can further demonstrate the safe, effective and professional patient care that they deliver. When joining our register, and then on renewing registration, we as nurses and midwives commit to upholding these standards – a commitment to professional standards which is fundamental to being part of our nursing and midwifery professions.

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## The process of confirming revalidation



Confirmation is when nurses and midwives have demonstrated, to an appropriate person, that they have complied with the revalidation requirements.

Nurses and midwives will need to use their judgement to choose who should provide confirmation. The NMC strongly recommends that it is provided by their line manager. They do not need to be an NMC registered nurse or midwife.

As part of a revalidation application nurses and midwives will need to provide the following details of the individual that provided confirmation:

- Name
- NMC PIN or other professional identification number (where relevant)
- Email address
- Professional address and postcode.

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The most up-to-date guidance on the confirmer role is on NMC's [guidance and resources](#) page.

There you'll find a useful step-by-step [flow chart](#) that supports NMC registrants in identifying who is the most appropriate person to be their confirmer.

Those who are independent practitioners or don't have a line manager may struggle to identify a confirmer. A list of who might be suitable is provided on the [website](#).

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## National updates

### Revalidation is 'achievable, desirable and realistic', pilot findings show.

The decision to revalidate was partly-based on the pilots that were held in 19 healthcare settings – both NHS and non-NHS – across the UK.

More than 2,100 participants who work in a range of health and social care settings took part in the pilots. They tested the revalidation process.



Initial findings from the evaluation show that taking part in the pilots reduced nurses' and midwives' concerns about the process.

Those that went through the process largely felt that the additional requirements aren't difficult to achieve, and build to a great extent on the work that they are already doing.

As well as highlighting positive experiences from the pilots, the feedback does identify areas where further work is needed.

These include being clearer about the role of the confirmer, simplifying the guidance and making sure the NMC raises awareness of revalidation across all areas where nurses and midwives work.

Nottinghamshire Healthcare NHS Foundation Trust was a pilot site and said of the **role of the confirmer**:

*"There were concerns that the confirmer role would be just a tick box check. However those who have taken the role of confirmer within the pilot have acknowledged the value of having the confirmer conversation. In addition nurses have reported that having had a conversation with their confirmer there is a strong sense of personal and professional validation.*

*"Nottinghamshire Healthcare NHS Foundation Trust has taken the decision that the confirmer will be the line manager of the registered nurse. In part, this is to encourage leadership accountabilities whether the line manager is a registered nurse or not. Our organisational view is that if you are line managing registered nurses, you should have a full understanding of the registered nurse role."*

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### Are you revalidation ready?

In August the NMC sent out important information on revalidation and how nurses and midwives can prepare for it.

The 'Are you revalidation ready?' postcard lists the top three things to do. Cont'd...

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The postcard was emailed to those who already have an NMC Online account, and posted to those who hadn't yet signed up.



The revalidation process will be entirely online, so it's essential every nurse and midwife gets an NMC Online account and finds out their renewal date. It's also important to read the provisional guidance and become familiar with the requirements.

For more revalidation information, tools and resources, you can visit the NMC's website [www.nmc.org.uk/revalidation](http://www.nmc.org.uk/revalidation)

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## Midlands and East Updates

### Region-wide:

#### NHS England Twitter

The NHS England Midlands and East comms team are supporting the NMC in promoting revalidation on social media, via the regional twitter account.



Follow **@NHSEnglandMidE** and look out for **#NewCode** and **#revalidation**

#### NMC Tweet chats

The NMC has been running a series of tweet chats on revalidation.

[Summaries of the chats](#) are being made available using @Storify – keep an eye out!



More chats are planned – the next will be in October. Keep updated by following **@nmcnews**

### Engagement activity

NHS England teams in Midlands and East continue to meet to help support and deliver this programme of work. The meetings bring together representatives from across a number of organisations to agree how to best implement the programme and use their networks to share learning and encourage early adoption.

The meetings are held on a regular basis and provide an opportunity to highlight concerns and share best practice from around the region.

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



### East:

Events for **practice nurses** on revalidation and consent will take place in Essex:

- Basildon (5 Nov)
- Colchester (10 Nov)
- Chelmsford (8 Dec)

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### Central Midlands:

The following events have been held:

#### 20 Oct

Presentation to Luton CCG's Practice Managers Group.

#### 27 Oct

Nursing / Care Home Nursing Revalidation conference, hosted in partnership by Lincolnshire Local Authority and the four Lincolnshire CCGs.

### West Midlands:

- Many CCGs are running events for care staff and practice nurses to raise awareness of revalidation requirements.

### North Midlands:

- Training days are being run by Health Education East Midlands (see below).

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## Training and Education

### National training

The NMC has commissioned a company called MIAD to deliver training around the revalidation agenda. Across the country there will be 40 sessions. Dates and venues are to be confirmed.

Because there are 40 spaces they will be prioritised to those staff in organisations that can then cascade the messages widely or individuals who are in small or isolated places of work.

Topics to be covered will include:

- roles and accountabilities
- creating and developing a portfolio
- how to reflect on your practise/ reviewing reflection
- the professional development discussion

- confirming evidence within the portfolio.

Look out for further information in your inbox.



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### Health Education in Midlands and East

In the previous newsletter we explained that Health Education East Midlands (HEEM) has commissioned 15 training days, to be delivered as half-day workshops at venues across the East Midlands (Derbyshire, Leicestershire / Rutland, Lincolnshire, Northamptonshire and Nottinghamshire). The training days are primarily for 'hard to reach' nurses and midwives in primary care, nursing homes, the independent and voluntary sector.

Each full day will comprise two separate workshops on the following topics:

1. Reflective practice skills (morning session)
2. Role of confirmer and validator (registrant peer reviewer) – (afternoon session).

Delegates can attend a half-day on one day and another half-day on a separate day (to fit around working patterns) if they wish.

The workshops will take place between November 2015 and April 2016. A full list of dates and venues can be found [here](#).

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There are 16 places on each half day workshop; bookable on a first-come first served basis.

- There has been a high level of interest, so only a limited number of places are left for the 2015 sessions
- Booking for January to May 2016 dates will open later this month.

The bookings process is electronic, via [this link](#) to the pod website. Once on the website, go to the '**Revalidation**' page for all the dates and booking information.

Attendance at the workshops is free of charge and will count as 'participatory learning' within your revalidation portfolio.

Any queries about the sessions, contact: [CaroleAppleby@nhs.net](mailto:CaroleAppleby@nhs.net).

All training sessions will be evaluated and the outcomes will inform future work in other Local Education and Training Boards (LETB) throughout the country. The LETB Leads for Midlands and East are:

**East Midlands:** [Jackie.Brocklehurst@nhs.net](mailto:Jackie.Brocklehurst@nhs.net)

**East of England:** [PaulineMilne@nhs.net](mailto:PaulineMilne@nhs.net)

**West Midlands:**  
[Karen.Storey@wm.hee.nhs.uk](mailto:Karen.Storey@wm.hee.nhs.uk)

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## Myth Buster

**Myth** – I have to find a registered nurse or midwife to be my confirmer

**Fact** - Your line manager can be your confirmer. They do not have to be an NMC registered nurse or midwife.

**Myth** – I don't have a line manager so I can't revalidate.

**Fact** - Another NMC registered nurse or midwife can be your confirmer. It is helpful if they have worked with your or have a similar scope of practice, but this is not essential.

If you have questions about the process take a look at the NMC online [tool](#) designed to help you identify who should be your confirmer, simply by answering a few questions about your practice.

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## Indemnity Insurance

- All registrants need to have in place an indemnity arrangement is a mandatory requirement of our Code (from July 2014)
- On joining / renewing registration with NMC registrants will have to self-declare that they have this in place and that it covers their scope of practice
- If no indemnity insurance is in place, registrants will be removed from the register
- Keep evidence of this – employment contract, copy of insurance from employer perhaps. Copies of insurance won't routinely be requested by the NMC but audits are being made
- Working in NHS? – you'll have cover.
- Not working in the NHS? – most employers will have this but check;
- Work independently? – you'll need to arrange for this individually
- Work in NHS and elsewhere? – you'll need to cover appropriate to all of your contracts/private work (NHS employment indemnity won't cover other work)

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- For midwives, indemnity arrangement appropriate for their role and the risks associated with their specific scope of practice must be in place. The cover must be sufficient to meet an award of damages if a successful claim is made against them. For instance, if an individual midwife's scope of practice is limited to teaching, they will only need to have an indemnity arrangement which covers the risks associated with teaching. A midwife involved in any professional capacity in attending a woman in childbirth must have an appropriate indemnity arrangement which covers the full nature and extent of the associated risks.

For further information;  
<http://www.nmc.org.uk/registration/staying-on-the-register/professional-indemnity-arrangement/>

### **The difference between the date when NMC annual fees are due and when you actually revalidate**

**Annual fee expiry date:** This is the date by which your annual fee payment must be received to maintain your registration.

**Renewal expiry date – this is when you revalidate:** This happens every three years when you must demonstrate that you have met the renewal requirements. This is usually on the third anniversary of you first registering with the NMC (then every subsequent three years); falling when you – at present – complete your notification to practice

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## **Resources**

### **Revalidate in 16 Days**

Check out the attached document for a day-by-day guide.

### **Here's a reminder of our Revalidation Checklist on how to prepare:**

1. Read and get to know your revised Code
2. Sign up to the NMC Online at [www.nmc-uk.org/nmc-online](http://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.