

REVALIDATION

Preparing for revalidation

A guide for employers and organisations where registered nurses and midwives work

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. The NMC Code is central to good nursing and midwifery practice. Revalidation will emphasise reflection on the Code and will lead to greater engagement with the standards registered nurses and midwives are expected to meet.

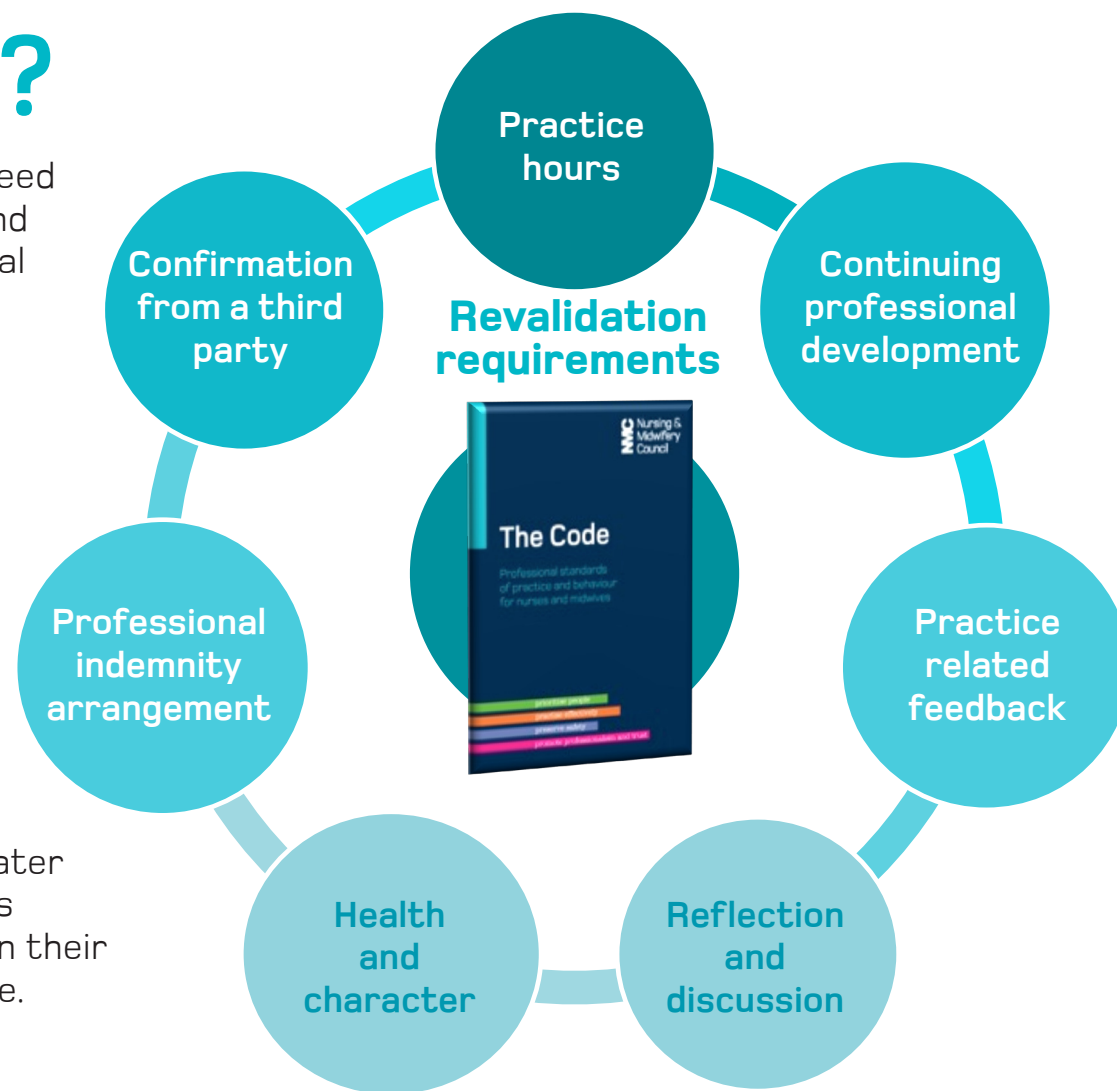
Revalidation is about promoting good practice for all nurses and midwives. It is not an assessment of a nurse or midwife's fitness to practise and it is not intended to address bad practice – we already have fitness to practise processes in place for that.

We want to improve professional standards. Revalidation builds on the existing post-registration education and practice (Prep) standards by encouraging a culture of reflection and improvement. We believe it will give even greater confidence to the public, employers and fellow professionals that registered nurses and midwives are actively engaged in their professional development and up to date with their practice.

Revalidation aims to

- protect the public and increase public confidence in nurses and midwives
- use practice related feedback to improve the quality of care and service provision
- help promote a culture of professionalism and accountability through ongoing reflection on the Code, and require those on the NMC's register to demonstrate that they are 'living' these standards

The NMC Council will be considering revalidation, and readiness for its implementation in October 2015, and final guidance will be available from then. Further information and provisional guidance for the proposed revalidation model can be found on our website: www.nmc.org.uk/revalidation.



What does revalidation mean for you?

Revalidation is a requirement of individual nurses and midwives. You are not obliged to provide specific support to the nurses and midwives you employ. However providing support for revalidation could be considered as a key part of your quality and assurance systems. Good employment practice requires employers to have support in place so that the nurses and midwives you employ are competent to provide safe and effective care. There is a range of support that you could provide to your nurses and midwives to help them to revalidate.

The table below sets out two different levels of support you could provide when preparing for revalidation. Four categories have been outlined for each of the approaches, however others might be available and you may choose to put in place additional measures that are more supportive than those outlined below.

	Minimum support <i>Basic foundations of support that you could provide to enable your nurses and midwives to revalidate</i>	Reasonably expected <i>Core building blocks of support that you might be 'reasonably expected' to put in place that would assist your nurses and midwives to successfully revalidate and contribute to greater professionalism</i>
Awareness and culture	Raise awareness of revalidation among your nurses and midwives	<ul style="list-style-type: none"> Understand the proposed changes to current requirements and how revalidation will impact registered nurses and midwives in your organisation Communicate to your nurses and midwives the changes and new requirements under revalidation Put basic plans in place to support revalidation and present these to your organisation's senior leadership
Resources: capacity and capability	Ensure nurses and midwives are able to revalidate and that there is no significant obstacle to this from the organisation's perspective	<ul style="list-style-type: none"> Assess what is needed to support revalidation in your organisation including what level of support staff may require, along with plans to address this Ensure line managers (or other individuals) are made available to undertake confirmation roles and, where relevant, professional development discussion roles Provide space and time for your nurses and midwives to hold their professional development and confirmation discussions (if separate from an appraisal process)

<p>Systems and processes</p>	<p>Ensure that all employees are on the register (this is a current requirement)</p>	<ul style="list-style-type: none"> • Identify renewal dates for all of your nurses and midwives • Encourage nurses and midwives to register for NMC Online • Put plans in place for all nurses and midwives to receive confirmation as part of your appraisal process, or an alternative process • Permit access to feedback where it already exists (including audits, satisfaction surveys, complaints and the nurse or midwife's individual appraisal).
<p>Guidance, tools and support</p>	<p>Know where to go for further information to assist your nurses and midwives</p>	<ul style="list-style-type: none"> • Signpost nurses and midwives to the NMC's standards, guidance, information and materials on revalidation • Provide further information about roles, responsibilities, and expectations for nurses, midwives and confirmers within your organisation (including clinical and non-clinical) • Provide further information about who in your organisation can perform this confirmer role as detailed in the NMC's requirements • Develop information and examples setting out the expectations you have for your registered nurses and midwives regarding each aspect of revalidation. These could include: an example of a note of feedback received, an example of a written reflection or evidence of having undertaken a development in clinical practice as per the NMC's requirements • Review whether informal organisation systems could be implemented to allow for participatory (joint/team) CPD learning • Take a view locally about issues such as reflective models that could be adopted by or suggested within your organisation to support and guide reflective processes • Make job descriptions or other relevant information available for nurses and midwives across bands to assist with additional reporting requirements on practice hours, should these be requested • Plan to communicate requirements for online revalidation submission and timing for this submission • Remind nurses and midwives of their obligations of confidentiality under the Code and Data Protection legislation