REVALIDATION

WHAT’S IT ALL ABOUT?
NMC CODE OF CONDUCT

• UPDATED IN 2015
• 4 THEMES
  • PUTTING PEOPLE FIRST
  • PRESERVING SAFETY
  • PRACTISING EFFECTIVELY
  • PROMOTING PROFESSIONALISM AND TRUST
• ACTS AS GUIDE TO REFLECT ON YOUR DAILY PRACTICE, PROFESSIONAL APPROACH AND PHILOSOPHY
REVALIDATION

• CONTINUOUS PROCESS THAT NURSES AND MIDWIVES WILL ENGAGE WITH THROUGHOUT THEIR CAREER
• IT IS NOT A POINT IN TIME ACTIVITY OR ASSESSMENT
• 3 YEARLY REVALIDATION (REPLACED NOTIFICATION OF PRACTISE FORM)
• INTRODUCED TO GIVE GREATER CONFIDENCE TO PUBLIC, EMPLOYERS AND FELLOW PROFESSIONALS
• RESPONSIBILITY OF NURSE OR MIDWIFE
• 1ST NURSES & MIDWIVES REVALIDATED IN APRIL 2016
REVALIDATION

- Revalidation aims to strengthen the renewal process by introducing new requirements that focus on:
  - Up-to-date practice and professional development
  - Reflection on the professional standards of practice and behaviour as set out in the code, and
  - Engagement in professional discussions with other registered nurses or midwives
  - Not an assessment of a nurse or midwife’s fitness to practice
SO WHAT DO I NEED TO DO?
REVALIDATION REQUIREMENTS

- 450 HOURS OF PRACTICE IN THE PREVIOUS 3 YEARS
- 35 HOURS OF CPD (20 HOURS OF WHICH MUST BE PARTICIPATORY)
- 5 PIECES OF PRACTICE RELATED FEEDBACK
- 5 REFLECTIONS ON FEEDBACK/CPD ACTIVITY/EVENT OR EXPERIENCE IN PRACTICE TO INCLUDE REFLECTION ON THE NEW NMC CODE (STANDARDS OF CONDUCT, PERFORMANCE AND ETHICS, 2015)
- A REFLECTIVE DISCUSSION WITH ANOTHER REGISTRANT
- WRITTEN CONFIRMATION – USUALLY FROM A LINE MANAGER THAT ALL REQUIREMENTS HAVE BEEN MET
- PROFESSIONAL INDEMNITY COVER
- HEALTH & CHARACTER DECLARATION
PRACTICE HOURS

- Minimum of 450 hours over 3 years (Nurse or Midwife)
- 150 hours a year
- 12.5 hours a month!!!
- Practice hours need to reflect current scope of practice
- If you are a midwife need to submit intention to practice form yearly

- If nurse & midwife need to do 900 hours (450 as a nurse and 450 as a midwife)
CPD

• MINIMUM OF 35 HOURS IN TOTAL (20 HOURS PARTICIPATORY LEARNING)
• LEARNING ACTIVITY MUST RELATE TO YOUR SCOPE OF PRACTICE
• CANNOT USE MANDATORY TRAINING UNLESS IT IS DIRECTLY RELATED TO YOUR ROLE
• EG FIRE TRAINING OR HEALTH & SAFETY IS TRUST WIDE AND NON SPECIFIC
WHAT IS PARTICIPATORY?

• ANY LEARNING ACTIVITY IN WHICH YOU PERSONALLY INTERACT WITH OTHER PEOPLE
• UNDERTAKEN WITH ONE OR MORE PROFESSIONALS OR IN A LARGER GROUP SETTING
• DOES NOT NEED TO BE IN A PHYSICAL ENVIRONMENT – CAN BE ONLINE
• PROFESSIONALS YOU ENGAGE WITH DO NOT HAVE TO BE HEALTHCARE PROFESSIONALS
HOW TO RECORD CPD?

• CPD METHOD
• BRIEF DESCRIPTION OF TOPIC AND HOW ITrelates TO Your PRACTICE
• DATE UNDERTAKEN
• NUMBER OF HOURS AND PARTICIPATORY HOURS
• IDENTIFICATION OF THE PART OF THE CODE MOST RELEVANT TO THE CPD
• EVIDENCE OF CPD ACTIVITY
PRACTICE RELATED FEEDBACK

• 5 PIECES – VERBAL, EMAIL, CARD, LETTER, FORMAL OR INFORMAL, POSITIVE OR CONSTRUCTIVE
• FEEDBACK FROM PATIENTS/RELATIVES
• FEEDBACK FROM COLLEAGUES/STUDENTS/MANAGERS
• COMPLAINTS
• SERIOUS EVENT REVIEWS
• APPRAISAL
• TEAM PERFORMANCE REPORTS
REFLECTIVE DISCUSSION

• 5 PIECES

• MUST REFER TO CPD ACTIVITY OR PRACTICE RELATED FEEDBACK OR EVENT OR EXPERIENCE IN YOUR OWN PROFESSIONAL PRACTICE

• NEEDS TO COVER WHAT YOU LEARNT FROM IT, HOW YOU HAVE CHANGED/IMPROVED PRACTICE & HOW IT IS RELEVANT TO CODE

• HANDWRITTEN OR TYPED

• BULLET POINTS OR PARAGRAPHS

• BETWEEN YOU AND CONFIRMER – DO NOT SUBMIT TO NMC
REFLECTIVE DISCUSSION

• WITH NMC REGISTRANT
• DISCUSS 5 REFLECTIVE PIECES
• AIM IS TO ENCOURAGE SHARING, REFLECTION AND IMPROVEMENT
CONFIRMATION

• DISCUSSION WITH APPROPRIATE CONFIRMER
• FACE TO FACE OR VIA VIDEO CONFERENCE
• CAN BE AT ANY TIMED DURING THE FINAL 12 MONTHS OF THE 3 YEAR RENEWAL PERIOD
• IF CONFIRMER IS NURSE OR MIDWIFE, CAN HAVE REFLECTIVE DISCUSSION AT SAME TIME
• IF NOT NURSE OR MIDWIFE, MUST ENSURE REFLECTIVE DISCUSSION IS WITH A NMC REGISTERED NURSE OR MIDWIFE
WILL I BE ASKED TO PROVIDE EVIDENCE TO NMC?

- Sample of nurses/midwives will be selected to provide further info or evidence to verify their application.
- Usually notified immediately but can be up to 24 hours (via email) of submission and payment.
- NMC will ask you to provide certain info.
HOW CAN I MAKE REVALIDATION EASY?

• KEEP AN UP TO DATE RECORD OF YOUR PRACTICE HOURS WITHIN YOUR SCOPE OF PRACTICE.

• 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.
HOW CAN I MAKE REVALIDATION EASY?

• 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: PRIORITIZE PEOPLE, PRACTICE EFFECTIVELY, PRESERVE SAFETY, PROMOTE PROFESSIONALISM AND TRUST.

• DISCUSS REVALIDATION IN YOUR APPRAISAL
ANY QUESTIONS?
USEFUL LINKS

• HTTPS://WWW.NMC.ORG.UK/
• HTTP://REVALIDATION.NMC.ORG.UK/
• HTTPS://WWW.NMC.ORG.UK/GLOBALASSETS/SITEDOCUMENTS/REVALIDATION/COMPLETED-REVALIDATION-FORMS-AND-TEMPLATES.PDF