

# The NMC Code and Revalidation reviews

Jools Dixon – Nursing Education Adviser

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# The Code

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# Vision Statement

Our new Code will be evidence-based and future-focussed, reflecting contemporary practice, our ambitions on equality, diversity and inclusion, ensuring it reflects the breadth of the register, our remit as a regulator and is based on feedback provided by a range of stakeholder voices.

# Key points to remember when we review the Code

Four country  
context

Three professions –  
across nursing and  
midwifery

Addition of nursing  
associate role in  
England

Updated education  
standards and  
proficiencies

NMC as a regulator  
and NMC as an  
organisation

Learnings from the  
past 10 years

Future focus

Breadth of practice,  
settings, roles

Population profile  
and demographics

Technology and  
digitalisation

# Design Principles

The updated Code and supporting information must:

1. Be fit for all our regulatory purposes
2. Reflect the evidence from our regulatory processes
3. Represent the nursing and midwifery professions we regulate, with a UK-wide context
4. Align with our existing standards and regulatory commitments
5. Be ambitious, evidence-informed and outcome focussed reflecting contemporary issues and be future proofed
6. Meet PSA's 'right touch regulation principles' of proportionality
7. Be accessible and reflect feedback from diverse stakeholders including members of the public and people who use services
8. Demonstrate our learning mindset as an organisation and regulator reflecting the lessons learnt from public inquiries and our organisational transformation approach

# Our approach for the Code review

- ❖ **Clear objectives** for embedding authentic equality, diversity and inclusion
- ❖ **Culture transformation with clear** links to regulatory fairness
- ❖ **Co-production** – involving members of the public and patients, and professionals on the register promoting a culture of openness and honesty
- ❖ **Co-design** of outcome focused standards, guidance and other deliverables – actively engaging, respecting and applying multiple perspectives to prioritise outcomes
- ❖ **Communication and engagement** that is participatory, inclusive, open and transparent
- ❖ **Consensus** building and decision making that is underpinned by evidence and expert perspectives that drives validity and rigour of approach

# Initial sources of Evidence at discovery phase

1. Mapping to Codes of conduct of other regulators (UK and international)
2. 'Reverse mapping' to our own standards and proficiencies recently updated
3. Thematic analysis from our inboxes, datasets, insights from regulatory processes
4. Lessons and themes identified from the various public inquiries in health and social care
5. Our published insight reports
6. Horizon scanning of issues likely to impact the professions we regulate
7. Reflections and learnings from our culture transformation work
8. Stakeholder engagement feedback

# Your feedback

1. Your recommendations for **data, insights, stakeholder groups**
2. Considering the current Code which areas should we?
  - **Keep as is**
  - **Strengthen**
  - **Refine or nuance**
3. What **new areas** do we need to include in the Code?
4. What are some areas that we need to develop supporting **guidance** underpinning the Code?

# Revalidation

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# Why are we reviewing revalidation?



Revalidation was introduced in 2016



Advances in technology and its use in practice



Changing role of professionals, including advanced practice and leadership roles



Systemic issues, incl: staff shortages, long wait times, poor cultural sensitivity



Learning from public inquiries

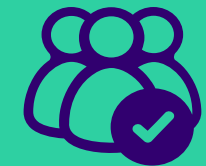
# Our principles



To maximise the outcomes and potential for sustainability, the next stages should be around strengthening and tightening the model



We need to ensure all stakeholders have confidence in the robustness of our requirements and process



Any changes to the model should not add unnecessary burden or risk successful implementation

We must keep in mind the principles of proportionate regulation.

Revalidation should continue to feel relevant to ongoing and changing practice

The model must deliver regulatory fairness and apply to all the register, regardless of scope, role or setting, and bearing in mind the protected characteristics of registrants

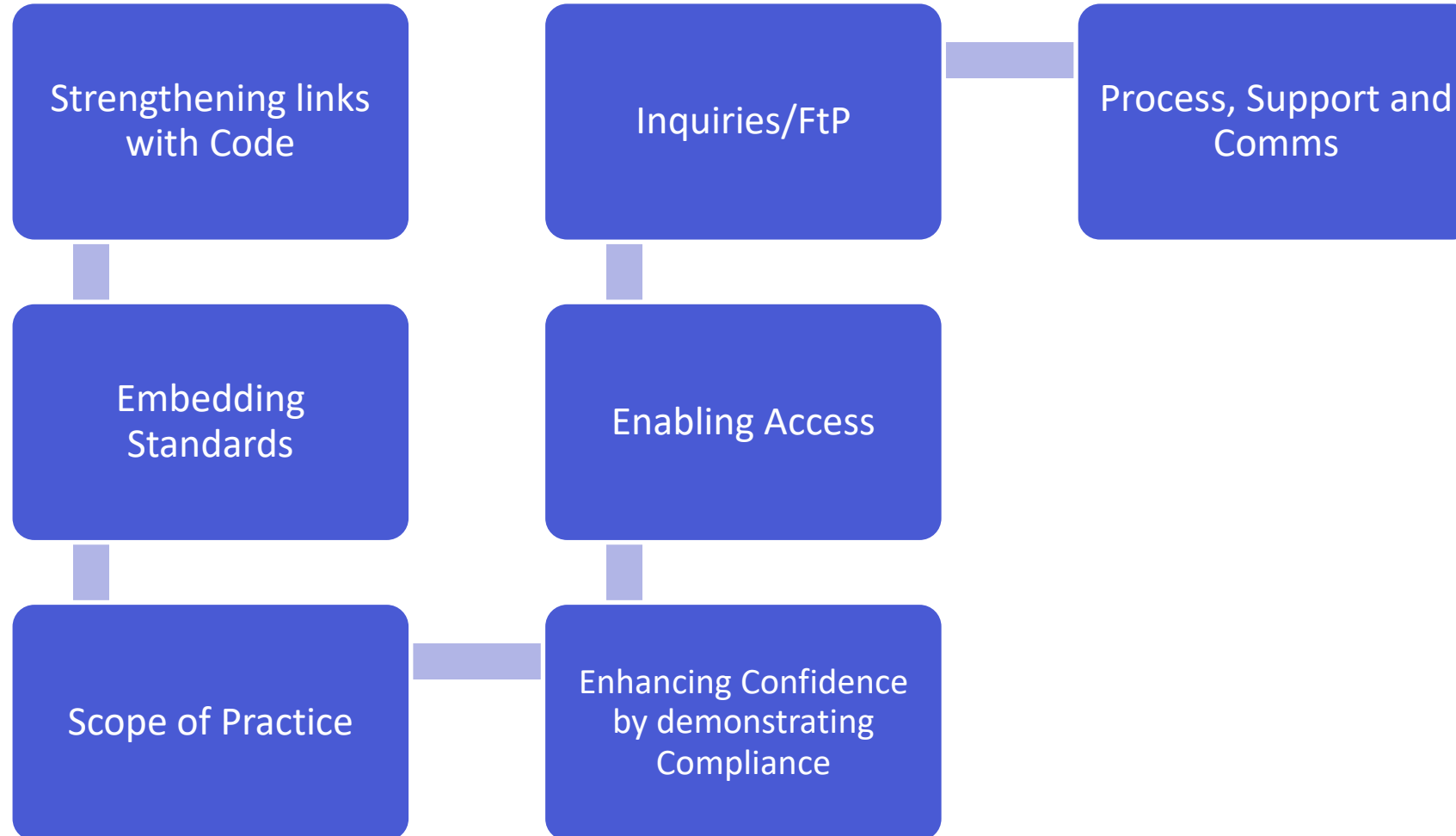
# Timelines



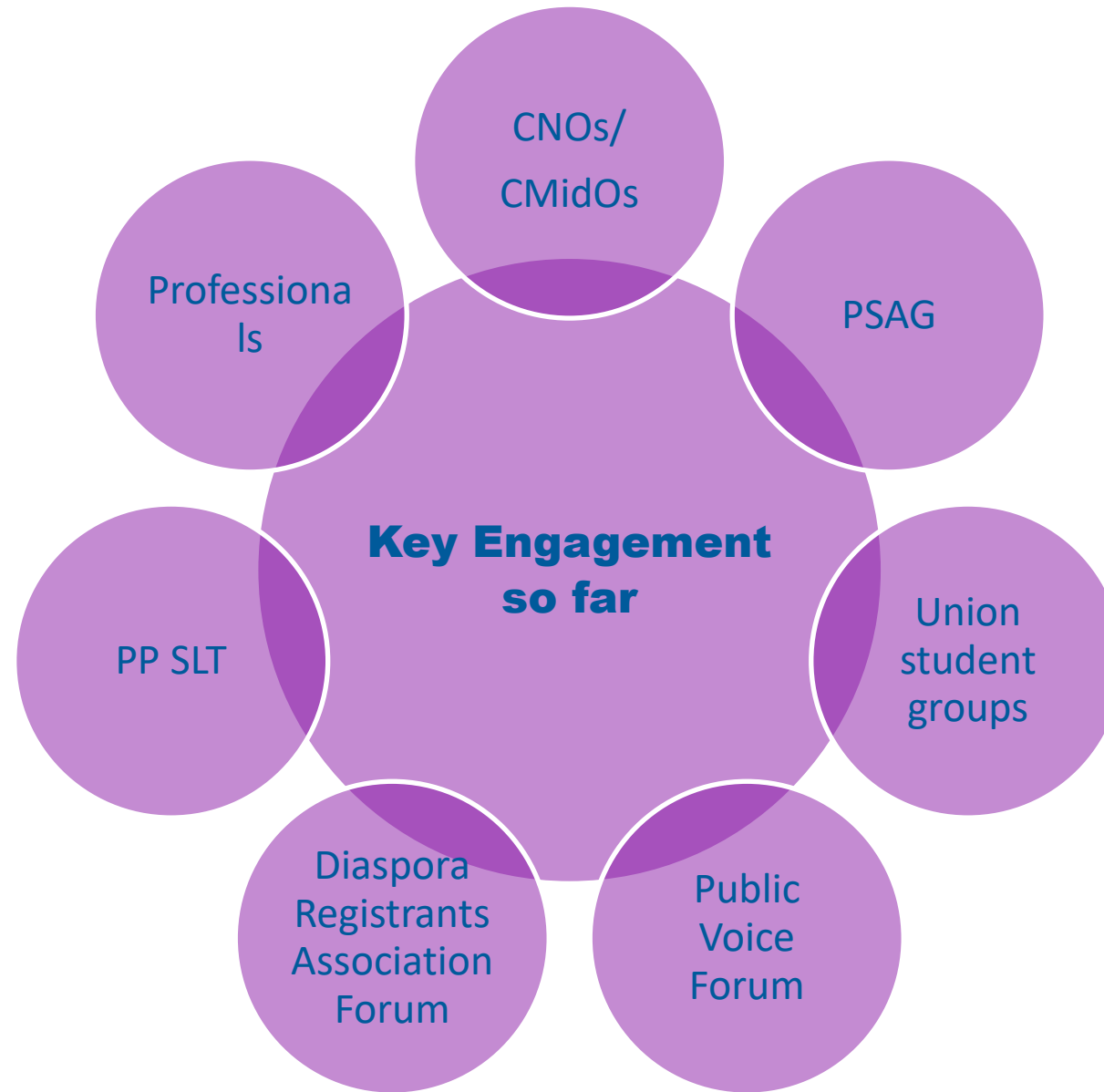
# Options co-development

- We have already undertaken extensive background research in 2024 to ascertain key areas to explore in this review.
- Follow a Standards methodology approach, including review, formative engagement and developing policy options.
- Key Lines of Enquiry approach
- Undertake extensive engagement with professionals, public and stakeholders
- Establish an external Steering Group with an independent Chair (joint with Code Review)
- Set up Breadth of Practice, Public and Student/Newly Qualified Advisory Groups
- The findings from this work will inform the consultation proposals we take to our Council in 2026

# Key Lines of Enquiry (KLOEs)



# Who have we been speaking to?



# Key questions



How should we improve Revalidation?



What should we keep in Revalidation?



How can we make Revalidation more accessible for all professionals?

# Can you represent your own practice via the current list of scopes of practice in Revalidation?

- Direct clinical care or management: adult and general care nursing; children's and neo-natal nursing; mental health nursing; learning disabilities nursing; midwifery; health visiting; occupational health; school nursing; public health; other
- Commissioning
- Education
- Policy
- Quality assurance or inspection
- Research
- Other

# Can you represent your own practice via the current list of work settings in Revalidation?

- Ambulance service
- Care home sector
- Community setting (including district nursing and community psychiatric nursing)
- Consultancy
- Cosmetic or aesthetic sector
- Governing body or other leadership
- GP practice or other primary care
- Hospital or other secondary care
- Inspectorate or regulator
- Insurance or legal
- Maternity unit or birth centre
- Military
- Occupational health
- Police
- Policy organisation
- Prison
- Private domestic setting
- Public health organisation
- School
- Specialist or other tertiary care including hospice
- Telephone or e-health advice
- Trade union or professional body
- University or other research facility
- Voluntary or charity sector
- Other

# Should we require professionals to explicitly revalidate against NMC post-reg qualifications or fields?

Currently...

- We state revalidation applications 'should relate to [your] most current or most recent scope(s) of practice'
- Professionals do not have to undertake any additional requirements if they hold an NMC **post-registration qualification**

# Cont...

- Some professionals will be able to relate all their revalidation requirements to a post-registration qualification, for example health visitors. For some this may be harder
- Nurses acquire a **field** on initial registration. For UK-educated professionals this is linked to a UK nursing programme or for internationally-educated professionals their ToC field
- Nurses do not need to revalidate against their initial registration field, and nurses may be working in a practice area not associated with their field when they joined the register

# Cont...

We are exploring...

- Seeking regular assurance via revalidation that a registrant's practice is up-to-date with our standards for any post-registration qualification they hold
- If/how we can use revalidation to seek assurance about a nurse's initial field of registration

## Options

- Could we require professionals with a post-registration qualification to complete CPD hours, collect practice-related feedback or reflect on each post-registration qualification they hold or their initial field?
- What happens if they **don't** do this?
- What happens if they **can't** do this (e.g. they don't use their qualification, or they've moved field)?

# Revalidation and fitness to practise

Our insights from inquiries work has raised some important questions about the relationship between revalidation and fitness to practise.

These early insights suggest:

- There is uncertainty about the extent to which revalidation should be seen as a supportive tool for professional development and not an assessment of fitness to practise.
- Questions are emerging about how revalidation should apply to professionals who are:
  - Under FTP investigation
  - Subject to sanctions
  - Subject to a local investigation

# Revalidation and fitness to practise

- We need to clarify the role of confirmation in relation to FTP, including:
  - Whether a professional under investigation should act as confirmers
  - How we support confirmers and reflective discussion partners when they feel unsure or uneasy
  - Any link to local employment concerns or disciplinary actions
- We need to consider:
  - Whether revalidation should be more prescriptive
  - The potential for additional character declarations
  - Possible changes to the verification process

# Inquires & FtP



To what extent should revalidation serve as a mechanism for assessing fitness to practise, rather than solely supporting professional development?



How should revalidation processes adapt for professionals currently under FTP investigation or with sanctions?



What changes, if any, are needed to the roles and responsibilities of confirmers and reflective discussion partners to ensure confidence in the process?

# Next Steps

- Ongoing extensive engagement with professionals, the public and stakeholders
- Building engagement with our Community of Interest
- Steering Group and Advisory Groups convene (Sept/Oct 2025)
- EB/Council Immersive sessions (Nov 2025)
- Council Update (March 2026)
- Consultation (Sep 2026)

# Links to get involved

We now have a community of interest for the Code and revalidation reviews – please [sign up here](#) to receive updates, including about opportunities to get involved.



To complete our survey, please visit: [nmc.org.uk/standards/future-standards/code-and-revalidation-reviews/](https://nmc.org.uk/standards/future-standards/code-and-revalidation-reviews/).

**Thank you!**

**Any Questions?**

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For further information please contact:  
[CodeandRevalidationReviews@nmc-uk.org](mailto:CodeandRevalidationReviews@nmc-uk.org)