

Revalidation and Code review update

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Context

- NMC is the largest professional healthcare regulator in the world – 680,000 on register
- we protect patients and the public by regulating nurses and midwives
- we set standards of education, conduct and performance for nurses and midwives
- currently three year renewal period (Prep)
 - 450 hours of practice
 - 35 hours continuing professional development

The Principles

- Extensive engagement across 4 countries of UK
- Developed in line with our current legislative framework (450 hours of practice)
- Phased approach (phase 1: Jan 2016 to Dec 2018)
- Built on the existing processes:
 - 3 year renewal cycle
 - appraisals
- Regular auditing

The proposed revalidation model

Every three years, at the point of renewal a nurse or midwife will declare online they have:

- practised for 450 hours during the last three years
- met the requirements for CPD
- reflected on feedback, the Code and CPD
- have a professional indemnity arrangement in place
- obtained confirmation from their line manager that they have met the revalidation requirements

All registrants will have a conversation with another NMC registrant as part of the confirmation process. This will focus on the reflections on feedback, the Code and CPD.

Where the line manager is a NMC registrant, this discussion will take place with them.

Revalidation purpose

Primary aim is to improve public protection by enhancing existing renewal requirements through:

- increasing professionalism through greater accountability for individual performance and improvement
- encouraging managers to ensure their staff are engaging in professional development
- encouraging registrants who work in professional isolation to participate in peer networks
- greater assurance through third party confirmation

Consultation - part one

Online survey (January to March) on the revalidation model and the Code:

- Focused on operational aspects of the model, gathering intelligence on how it will work across all settings;
- Gauged initial views on the content of the revised Code
- Outcomes informed drafting a revised Code and revalidation model development
 - Promoted through NMC and stakeholder communication channels
 - Supported by extensive stakeholder engagement

Consultation - part one

Overview

- 9799 responses (6741 online + 3058 omnibus);
- 215 responses from organisations;
- 68% direct patient care, others in management, education, policy and research roles;
- Majority in permanent employment;
- Representative responses from all 4 countries;
- Omnibus – clear majority of UK public feel revalidation would enhance public safety.

Consultation part one

- Majority prefer a NMC registered nurse/midwife who is overseeing their work to confirm:
 - Support also for an employer / manager who oversees their work (but is not a registrant), peer or another UK regulated health professional who has worked with them.
- Almost all respondents said they receive an appraisal with a majority feeling it is the best way of obtaining confirmation
- Strong support for feedback from peers (registered nurses/midwives), patients and service users and other colleagues.
 - Also support for relatives and carers

Consultation part two

- Started 19 May and closed 11 August 2014;
- Considered draft revised Code and revalidation;
- Consisted of an online consultation survey and qualitative research, including deliberative workshops, focus groups and online forums with:
 - nurses and midwives
 - employers
 - patients and the public
 - seldom heard groups
- 1,652 responses from individuals (110 responses from organisations / stakeholders)
- Final report – November 2014

Part 2 Consultation headline themes: revalidation

- Revalidation broadly welcomed as a way of improving the regulation of nurses and midwives and enhancing patient care.
- Most felt they could access appropriate confirmer and appraisal.
- Majority agreed with requirement of 40 hours CPD (20 hours participatory over 3 years) – feeling that CPD could have a positive impact on their patient care
- Most already reflect on feedback – some keep a formal account others do so informally

Consultation outcomes: The Code

Encouraging, the draft revised Code has generated considerable comment, much of it positive. Going forward key issues include:

- Application: ensuring it addresses all scopes of practice, not just direct patient care roles.
- Tone: including positive language to support the professionalism agenda.
- Length/relevance: reducing the length and enabling registrants to use the Code to revalidate against their own practice so they don't attempt to apply aspects which don't relate to their scope of practice.

Engagement overview

- Over NMC 130 engagement activities between January – November 2014;
- Directly engaged approx. 3000 stakeholders
- Included 5 Stakeholder Summits: March – July 2014
 - Attended by over 1200 stakeholders
 - Mostly managers/leaders of nurses and midwives.
- Transition from **consultation promotion** to **strategic partnership building**
 - supporting employer readiness
 - planning the pilots
 - preparing the pilot organisations

Timeline

December 2014: Council considers draft revised Code / revalidation policy

January 2015: publication of revised Code

January 2015: publication revalidation draft standards / guidance

January to June 2015: revalidation – pilot and testing

Autumn 2015: Council decision on model and roll out

End of 2015: revalidation launch

Revalidation pilots

Purpose

Test the revalidation model, process, guidance and tools with registrants and employers across different settings and scopes of practice.

Outcomes

To help inform any final adjustments to the model, the guidance, supporting information, systems and processes before going live at the end of 2015.

Pilot overview

Understanding the requirements of revalidation (using guidance)

Meeting revalidation requirements

Building a portfolio (forms / templates)

Approaching / scheduling time with your confirmer

Having revalidation conversation and gaining confirmation

Submitting online self-declarations

Gather participant views and perceptions of
pilot experience

Thank you

Questions and
Feedback