

REVALIDATION

The Code and Revalidation

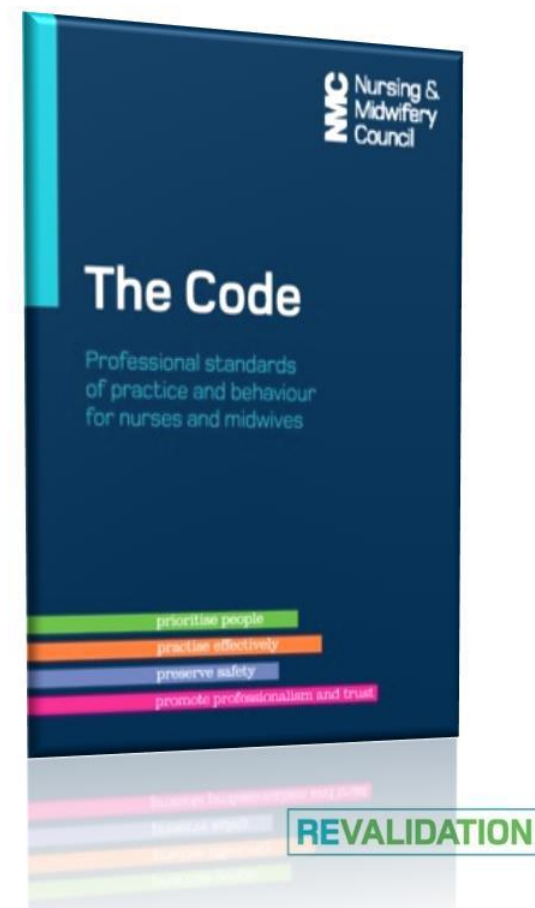
For everyone's protection

A photograph of two healthcare professionals in a clinical setting. On the left, a Black woman with her hair in braids, wearing a light blue scrub top and a lanyard, is smiling and looking towards the other woman. On the right, an Asian woman with her hair in a ponytail, wearing a blue scrub top, is looking back at her. They are standing in front of a white counter. In the background, there are medical monitors and a hand sanitizer dispenser. The word 'PROTECTION' is overlaid in large, bold, teal letters across the bottom of the image.

Protection

What is the Code?

- The NMC has updated its Code of professional standards.
- The revised Code became effective on 31 March 2015 and all registered nurses and midwives are required to uphold its standards of practice and behaviours.
- The Code is centred around four themes, with public protection at the core, and builds on the existing foundation of good nursing and midwifery practice.
- The Code should be used as a 'living' guide at the heart of everyday nursing and midwifery practice.



Four themes brought together in one Code

Together they signify good nursing and midwifery practice.



What is revalidation?

- Every three years, at the point of their renewal of registration, nurses and midwives need to show that, as a professional, they are living by the Code's standards of practice and behaviour.
- This process is called revalidation and it builds on the previous Prep requirements.
- Participation is on an on-going basis rather than a point in time assessment.
- Nurses and midwives need to meet a range of requirements, designed to show that they are keeping up to date and practising safely and effectively.
- Revalidation is about promoting good practice across the whole population of nurses and midwives. It is not an assessment of a nurse or midwife's fitness to practise.

Revalidation aims to:

- **Raise awareness of the Code** and professional standards expected of nurses and midwives;
- Allow nurses and midwives to reflect on **the role of the Code in their practice** and demonstrate that they are 'living' these standards;
- Encourage nurses and midwives to stay **up to date** in their professional practice;
- Encourage a culture of **sharing, reflection and improvement**;
- Encourage nurses and midwives to engage in **professional networks and discussions** about their practice; and
- Strengthen **public confidence** in the nursing and midwifery profession.










Overall, revalidation should lead to improved practice and therefore public protection benefits.

Revalidation requirements



Requirements



	Revalidation	Revalidation requirements
	Practice hours	You must practise a minimum of 450 hours (900 hours for those with dual registration) over the three years prior to the renewal of your registration.
	Continuing professional development	You must undertake 35 hours of continuing professional development (CPD) relevant to your scope of practice as a nurse or midwife, over the three years prior to the renewal of your registration. 20 hours of CPD must be through participatory learning.
	Practice-related feedback	You must obtain five pieces of practice-related feedback over the three years prior to the renewal of your registration.
	Written reflective accounts	You must prepare five written reflective accounts on what you learnt from your CPD, practice-related feedback or an event or experience in your practice, and explain how this is relevant to the Code.
	Reflective discussion	You must discuss these reflective accounts with another NMC-registered nurse or midwife as part of a reflective discussion.
	Health and character	You must provide a health and character declaration, including declaring any cautions or convictions.
	Professional indemnity arrangement	You must declare that you have, or will have when practising, appropriate cover under an indemnity arrangement.
	Confirmation	You will need to demonstrate to an appropriate person that you have met the revalidation requirements.
	Keeping a portfolio	We strongly recommend that you keep evidence that you have met these requirements in a portfolio. This does not have to be an e-portfolio.

Practice hours

You must have practised a minimum number of hours over the three years since your registration was last renewed or you joined the register.



450 Hours

Minimum total practice hours
required

Those with dual registration must
undertake 900 hours

Continuing professional development

You must have undertaken continuing professional development (CPD), relevant to your scope of practice as a nurse or midwife, over the three years since your registration was last renewed or you joined the register.



35 Hours

Of these 35 hours of CPD, 20 must include participatory learning

Practice-related feedback

You must have obtained practice-related feedback over the three years since your registration was last renewed or you joined the register.



5 Pieces

Written reflective accounts

You must have prepared five written reflective accounts on your CPD, practice-related feedback, and/or an event or experience in your practice, and explain how this relates to the Code. You should prepare these over the three years since your registration was last renewed or you joined the register.



5 Reflective
accounts

Reflective discussion

You must have had a reflective discussion with another NMC-registered nurse or midwife, covering your five written reflective accounts and how they relate to the Code



Reflective discussion

Health and character

You must provide a health and character declaration, including declaring any cautions or convictions or determinations from another regulatory body.



Health and character

Professional indemnity arrangement

You must declare that you have, or will have when practising, appropriate cover under an indemnity arrangement.



Indemnity

Confirmation

You will need to demonstrate to an appropriate person that you have met the revalidation requirements.

A confirmer is being asked to assess whether you have demonstrated that you have met the requirements for revalidation, not whether you are fit to practise.



Confirmation

How does this work in practice?

When the confirmer is a registered nurse or midwife:

- The reflective discussion and confirmation discussion can happen with the same person.
- Nurses and midwives might like to have these discussions at one meeting, for example, at an annual appraisal.

When the confirmer is not a registered nurse or midwife:

- The reflective discussion with another NMC-registered nurse or midwife must happen first.
- The confirmation discussion will need to happen after all other requirements are met.

The anticipated benefits of revalidation



For the public:

- Provide confidence that nurses and midwives are up to date in terms of their skills and professional development
- Provide assurance that nurses and midwives are being regularly reviewed

For nurses and midwives:

- Raise awareness of the Code and standards that are expected of nurses and midwives
- Encourage a culture of sharing, reflection and continuous improvement
- Encourage nurses to stay up to date in their professional practice

For employers:

- Increase confidence that their staff practise safely and effectively
- Encourage more consistent participation in appraisal and professional development
- Help clarify the nature and scope of investment required in CPD

For the NMC:

- Help to strengthen the regulation of nurses and midwives
- Help to raise standards of practice
- Provide more insight into how nursing and midwifery professionals are practising

What happens next?

- The first nurses and midwives to revalidate will be those due to renew in April 2016
- The NMC have contacted every nurse and midwife on their register following Council's decision to proceed with revalidation
- The new guidance, forms, templates and supporting information will be published on the NMC's website
- A range of communication materials will be introduced over the coming weeks and months to support nurses and midwives and employers

What should all nurses and midwives do to prepare?

- 1 Sign up to NMC Online at www.nmc.org.uk/nmc-online
- 2 Find out your renewal date
- 3 Read the guidance and supporting resources on our website at www.nmc.org.uk/revalidation