

**UNIVERSITY HOSPITALS BIRMINGHAM NHS FOUNDATION TRUST
BOARD OF DIRECTORS
THURSDAY 23 APRIL 2015**

Title:	Nursing Revalidation
Responsible Director:	Philip Norman, Executive Chief Nurse
Contact:	Carolyn Pitt, Lead Nurse Workforce, Ext 12089

Purpose:	To provide the Board of Directors with an update on the Nursing and Midwifery Council's (NMC) provisional plans for renewing nursing registration and demonstrating continuing fitness to practice - "Nursing Revalidation".
Confidentiality Level & Reason:	None
Annual Plan Ref:	Aim 1. Always put the needs and care of patients first.
Key Issues Summary:	This paper sets out the current actions being taken within the Trust to ensure organisational readiness for Nursing and Midwifery Revalidation.
Recommendations:	The Board of Directors is asked to receive this update report regarding Nursing & Midwifery Revalidation and to note the actions underway to ensure organisational readiness for revalidation.

Approved by:	Philip Norman	Date: 10 April 2015
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NURSING REVALIDATION

PRESENTED BY THE EXECUTIVE CHIEF NURSE

1. Introduction and Executive Summary

This paper provides an overview of the changes the Nursing and Midwifery Council (NMC) is making to the requirements that nurses and midwives must meet when they renew their registration every three years. The paper includes the actions being taken to ensure organisational readiness and to ensure there is a robust system in place which supports implementation of revalidation from April 2016. The process will apply to Registered Nurses and Midwives, throughout this paper only registered nurses will be referred to.

2. What is revalidation and the key changes proposed by the NMC.

2.1 Background

Revalidation will be the process by which registered nurses will demonstrate to the NMC that they continue to be fit to practise. Revalidation will take place every 3 years and will replace the current post registration education and practice (PREP) standards. The aim is to improve upon the current PREP system by setting new requirements for registered nurses. Under revalidation registered nurses will have to declare they have:

- Met the requirements for practice hours (practiced for at least 450 hours during the previous 3 years)
- Met the requirements for continuing professional development (undertaken at least 40 hours of continuing professional development relevant to the registrants scope of practice as a nurse, with a minimum of 20 hours being participatory learning)
- Reflected on their practice based on the requirements of the NMC Code (2015), using feedback from service users, patients, relatives, colleagues and others.
- Provide a health and character declaration and declared any conviction for a criminal offence or the issuing of a formal caution.
- Professional indemnity arrangement – confirmed the registered nurse has or will have when practicing, appropriate cover under an indemnity arrangement.
- Received confirmation from a third party (referred to as a 'confirmer') that their declaration is reliable in accordance with the NMC Code (2015).

Revalidation aims to protect the public, increase public confidence in nurses and help those on the NMC register to meet the standards required of them.

The proposed revalidation for nurses and midwives by the NMC is not the same as medical revalidation undertaken by the General Medical Council (GMC), the NMC register is much larger and the people on it practice in more diverse health care settings. The NMC operates under different legislation from the GMC and the NMC legislation around revalidation does not allow for the introduction of responsible officers.

2.2 Responsibility

Nurses and Midwives are responsible and will be held accountable for their own revalidation process. Every three years at the point of renewal of registration, nurses will need to demonstrate the requirements of revalidation and their fitness to practice in order to remain on the NMC register.

From April 2016, all nurses who are due to re-register at that point will start using revalidation. This means by April 2019 everyone on the NMC register will have undergone revalidation.

2.3 Provisional Guidance Testing

The NMC have produced provisional guidance which is being tested in a number of provider organisations and locations where registered nurses work. They are testing guidance for individuals and third party confirmers as well as evidence logs and templates.

The pilot sites are expected to report in the summer of 2015 with final guidance expected to be issued by the NMC in the autumn of 2015.

3. National Approach

Each region within the United Kingdom has established a Nursing and Midwifery Revalidation and Implementation Programme Board. In England this is chaired by Jane Cummings – Chief Nursing Officer NHS England. Terms of reference have been agreed and a communication strategy commenced with the establishment of regional programme groups.

4. Regional Approach

Each region in England has established a Regional Revalidation Implementation Group and there are sub groups based on locality which report in turn to the regional group. The Trust is represented at the West Midlands Sub-regional Nurses and Midwives Revalidation Implementation Group; this is chaired by Sue Doheny Director of Nursing & Quality West Midlands. To date the group has met twice and agreed terms of reference and membership, feedback to the regional and national groups is aligned.

The NMC have commissioned KPMG to ascertain the “state of readiness”, it is understood that they will work with approximately 150 organisations across all 4 countries of the United Kingdom and undertake an assessment of organisational readiness. The draft tool has been shared within the sub-regional group to allow organisations to use this to self-assess.

5. Trust Approach

5.1 Nursing Revalidation Task and Finish Group

A nursing revalidation task and finish group has been established and held its inaugural meeting in March 2015. Terms of reference have been agreed and key stakeholders identified to attend monthly meetings. The group is chaired by the Lead Nurse for Workforce and the group reports to the Nursing Workforce meeting chaired by the Executive Chief Nurse. The core role of the group is to:

- Develop and oversee the delivery of a nursing revalidation implementation plan which ensures there are effective systems in place.
- Identify and mitigate potential system risks and escalate as required to the Nursing Workforce Group.
- Develop a communication strategy.
- Develop the internal process required to support nursing revalidation for individuals and confirmers.
- Provide guidance on collation, collection of evidence requirements to support revalidation.

5.2 Initial actions

Whilst the outcome of the learning from the pilot sites and the final NMC guidance is awaited, the group have agreed first actions based on provisional guidance. The Trust has agreed to align the process to annual appraisal which is an approach being adopted by most employers, line managers of nurses are usually best placed to be a third party confirmer. Where a registrants line manager is not another NMC registrant this will be undertaken by the person who is identified as professional line of accountability within the post holders job description.

The group will use the provisional guidance to develop a framework for the Trust and has planned the first series of communication with key stakeholders which is aimed to raise awareness. Core group members are expected to lead on awareness communication within their Division /Service. There are dates planned to provide this at a variety of nursing forums during April/May 2015. The draft organisational readiness self-assessment tool will be used to assess the Trust position

6. Recommendations

The Board of Directors is asked to receive this report on the progress with plans to oversee the implementation of nursing revalidation.

Mr Philip Norman
Executive Chief Nurse
10 April 2015