

NMC revalidation: what's happening?

**An update from the RCN on NMC revalidation,
plus frequently asked questions**



What is revalidation?

The Nursing and Midwifery Council (NMC) is in the process of piloting a proposed revalidation model. Revalidation is a process that you will need to engage with to demonstrate that you practise safely and effectively throughout your career.

It is important to recognise that renewing your registration is not a new requirement to remain on the NMC register. As nurses and as midwives, we declare that we have met the current NMC Prep standards every three years. Revalidation builds on the Prep standards and will also be a process which takes place every three years.

Why now?

The NMC wants to improve public protection by bringing in a more robust process to make sure all registrants continue to be fit to practise throughout their career.

What are the proposed key changes and what evidence is required?

Subject to NMC Council approval the model will be decided upon in October 2015. The first registrants to revalidate under the new model will be those due to renew their registration in April 2016 and from then on a monthly basis according to each individual registrant's renewal date.

It is important that those first group of registrants begin to familiarise themselves with the requirements to revalidate and develop their portfolio of evidence.

All registrants, however, need to be familiar with the requirements and set up an NMC online account. This is because revalidation applications will be submitted online. More information can be found at: www.nmc.org.uk/registration/nmc-online/ and at: www.rcn.org.uk/revalidation

The proposed key changes relate to how registrants will demonstrate their compliance with the *NMC Code (2015)* and are highlighted below.

PROPOSED REVALIDATION CRITERIA	PREP REQUIREMENTS	PROPOSED REVALIDATION REQUIREMENTS	THE CHANGES
Pay annual fee	✓	✓	NO CHANGE
Obtain five pieces of practice-related feedback		✓	NEW
Provide five written reflections on the <i>Code</i> , CPD (continuing professional development) and practice-related feedback	The current Prep standards require you to maintain a personal, professional profile of your learning activity	✓	NEW
To complete practice hours	✓	✓	NO CHANGE
CPD	✓	✓	NEW The hours proposed are 40 hours, 20 hours of which must be participatory.
Declaration of health and character	✓	✓	NO CHANGE
Professional indemnity	✓	✓	NO CHANGE
Confirmation by a third party	✗	✓	NEW It is proposed that all registrants will be required to obtain confirmation from a third party by demonstrating that they have met the requirements of revalidation.

How can you prepare for revalidation?

- Look at the information and resources the NMC has provided so far on the NMC website at: www.nmc.org.uk/standards/revalidation
- Ensure you know when your renewal date is.
- Join NMC online.
- Ensure the NMC has your most up-to-date contact details as they may need to contact you.
- Ensure you are familiar with the *NMC Code*.
- Start collecting the information outlined above.

What is the RCN offering to support you with revalidation?

In 2014 we consulted with our members to gather their views on the NMC's proposed model for revalidation and received almost 10,000 responses that we shared with the NMC.

We are currently developing online RCN resources in order to give you as much information as possible about the process and the NMC requirements as they develop. This information supports the resources that the NMC are providing as the model emerges. For more comprehensive information, visit the RCN revalidation resource at: www.rcn.org.uk/revalidation

What does the RCN currently offer members to support Prep?

The RCN website is in a process of development. At this moment in time, the Education section on the RCN website and the Learning Zone are current sources of support for Prep. This can be accessed at www.rcn.org.uk/development/learning

Does the RCN have any further information around the NMC's proposed changes to how they will manage nursing revalidation?

The NMC are developing a range of resources and information on the NMC's website in relation to the proposed requirements. Provisional guidance, along with an introduction to the provisional guidance, and further information on how nurses can stay up to date and what they can do now to prepare, is available at: www.nmc.org.uk/standards/revalidation

The NMC is working with the revalidation pilots in different settings around the UK and data is being collected on the state of readiness for revalidation across the profession and at organisational level.

The RCN is also liaising with members in the pilot sites to obtain feedback on their experiences of revalidation and will communicate this to the NMC after the pilots have concluded in June 2015. As we receive the information we will share this with you through the RCN website.

If you are currently working within a pilot site and would like to share your experience of revalidation please complete the survey by 28 June 2015 at: www.smartsurvey.co.uk/s/revalidationpilotsite/

Please visit the RCN's online revalidation page for more comprehensive information on all of the topics above at: www.rcn.org.uk/revalidation

Frequently asked questions (FAQs)

Q - How should I and the rest of my nursing team prepare for revalidation?

These are some suggestions:

- make sure all the team, where relevant, are familiar with the new *NMC Code of conduct*, which was launched on the 31 March 2015, as this is key to revalidation
- establish when individuals within your team will be completing their notification of practice form next, and who they might need to share this information with, to ensure they are supported to complete the revalidation process. (You can find out your renewal date by checking your NMC online account.)
- explore how you might use team meetings, appraisals and 1-2-1s to facilitate reflection on practice and provide feedback and identify developmental needs
- identify the range of different learning opportunities that are available to your team – remember this can be through both formal activities, such as a taught course or informal opportunities, such as reading about issues relevant to practice or engaging in a relevant social media discussion
- encourage the team to reflect on their practice so that they are continuing to build skills around reflective practice which will stand them in good stead for the revalidation process
- start to gather feedback from activities with your client group. Remember, feedback may not always be positive – less positive feedback can often trigger us to reflect and adjust our practice appropriately
- begin to explore and identify who will be able to take on the role of confirmer.

Q - What are the implications for registrants who are not practising?

The activities you undertake to meet the revalidation requirements will reflect your individual scope of practice as a nurse or midwife.

All nurses and midwives are required to declare that they have undertaken the required amount of practice hours in the last three years. This is an existing requirement and will continue under revalidation. You must meet your practice hours in a role where you rely on your skills, knowledge and experience of being a registered nurse or midwife. Nurses and midwives work across a wide range of roles, functions and settings. For example, these include roles in frontline clinical care both in acute and community settings, roles in nursing and midwifery education and research, policy advisory roles and management and leadership roles specific to nursing or midwifery.

If you do not undertake any type of work where you rely on your skills, knowledge or experience as a registered nurse or midwife, you will need to cancel your registration. You will not be able to meet the practice hours requirements, as well as other revalidation requirements. You can apply for readmission to the register in future if you wish to practice as a nurse or midwife.

If you are concerned that you may not meet this requirement, you should review the NMC's guidance. For further information see the RCN revalidation website.

Q - Can mandatory training form part of my CPD requirements?

The NMC has outlined in its guidance its position on mandatory training that is not directly related to your practice. For example, fire training or health and safety training cannot be included as part of your 40 hours of CPD. However, if you undertake any mandatory training that supports and enables you to develop your practice this can count towards the required CPD hours. For example, mandatory training on equality legislation if you are in a policy role, or safeguarding when working with vulnerable groups.

Q - Where should I store my evidence for revalidation?

The NMC are emphasising that the information you collect as part of the revalidation will need to be portable. You can decide where to store your evidence – you may wish to store it digitally, online or in a portfolio. The RCN has produced information on the different ways to collect and store evidence. See the RCN revalidation website for further details.

The NMC has produced provisional templates which are currently being piloted. You can use these to record your CPD, reflections and professional discussions. These can be found at: www.nmc.org.uk/standards/revalidation/revalidation-guidance-and-resources/

Q - I am a registered nurse and a full time trade union representative. This has meant I have not had a clinical role for some time. How will the RCN be able to support me in remaining on the NMC register?

All registrants will be able to map against the *Code* within their own field of practice, which may or may not be within a clinical practice setting. This will be no different for RCN representatives. As a RCN trade union representative you play an important part in:

- influencing good employment relations with employers
- encouraging the employer to work towards a healthy workplace environment
- supporting the learning and career development of RCN members in the workplace through enabling members to meet continuing professional development requirements.

This important work ultimately contributes to the provision of excellent patient care and will map against the four broad areas of the *Code* and therefore not hinder the revalidation process. You could use feedback on your practice from those who you work with and those who you have supported.

There is more information on this on the RCN revalidation website.

Q - Reflective feedback – Does the RCN have any guidance on this?

Reflection is about the individual and his or her experience which leads to a new understanding. In other words, reflection is a process which allows you to stop and think about your practice and consciously analyse it. There are several frameworks for reflection to help you structure your approach – more information can be found on the RCN revalidation website and on the RCN Learning Zone website.

Q - Is there a template for reflection? Should we use a specific model?

The NMC have provided a provisional template which they are currently piloting. You can use this to record your reflections. It can be found at: www.nmc.org.uk/standards/revalidation/revalidation-guidance-and-resources/

However, you do not have to use the suggested template. You can use a reflective model that is suitable for you. Your reflective account should detail what you have:

- learnt from your CPD activity, feedback or a combination of both
- how you changed or improved your work as a result of this
- how it is relevant to the *Code*.

Q - How long and in what format must the feedback be?

The actual evidence of feedback does not need to be submitted to the NMC, however it is recommended that you keep a note of the content of any feedback you receive in anonymised form, including how you used it to improve your practice. This will be helpful for you to use when you are preparing your reflective accounts.

You must keep details of the name of the NMC registrant you have your professional development discussion with, their Pin number and professional contact details, the date of discussion and the number of reflections discussed.

Q - I am a bit concerned as to how I will achieve revalidation as I have been out of clinical practice for some time. I certainly do not want to lose my registration.

Your practice hours will relate to your own specific field of practice and are not limited to direct patient care. For some roles, practice will include non-clinical practice, such as those working in research, policy, education or management. All of these important roles ultimately contribute to provision of excellent patient care and map against the four broad areas of the *Code*. Therefore, this will not prevent you from meeting the requirements of revalidation.

For more information or support on any of the topics above access the RCN's and NMC's resources at:

www.rcn.org.uk/revalidation

www.nmc.org.uk/standards/revalidation

The RCN represents nurses and nursing, promotes excellence in practice and shapes health policies

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