

Revalidation Branch Check List

Introduction:-

The Nursing and Midwifery Council are currently piloting a new model of revalidation for nurses and midwives; this is being tested in organisations across the UK. At the same time KPMG are conducting an analysis of the impact from the pilots both in terms of time it takes individuals to undertake their revalidation but also the cost to employers in terms of time and its impact on service. The results of both are expected at the end of June and these findings will help to inform whether or not this system is ratified by the NMC in October 2015.

Some organisations may be reluctant to start this work it will be up to you to stress how vital it is we start our preparation at a local level now to help assess the organisational risk.

UNISON will provide branches with more detailed information as it emerges however in the meantime we would strongly recommend that you start planning and engaging with staff.

Revalidation:-

Will affect every nurse and midwife, irrespective of where they work. It's important that we start to put in place plans for revalidation locally. This includes talking to employers mapping the size of their workforce and where nurses and midwives are employed. It also means that employers will have a more significant responsibility to ensure that they have effective appraisal and personal development plan in place for nurses and midwives.

Whilst the NMC will not take a final decision on revalidation until October there is much work that could be commenced now in order to ensure that both organisations and staff are prepared. We do not know yet what the impact on employers will be as a result of revalidation. However we can be certain that it will require significant amounts of time for managers both to ensure that staff meets the requirements and also for those managers acting as confirmers to ensure that they can effectively fulfil their role. It's essential therefore that organisations start to work with local UNISON branches to ensure they have effective plans in place including a risk register.

Materials:-

UNISON has produced some initial materials to support branches to have conversations with members about revalidation. More information will be developed and produced in the lead up to revalidation. Available now is a PowerPoint presentation, with speaker notes to enable you to undertake local briefings to nurses and midwives on revalidation. A set of frequently asked questions and answers has also been produced, we will add to this list as information emerges. It would be helpful if branches could email questions which are being posed by staff to us if they are not currently covered by the FAQ sheet, at this enable us to populate more.

Checklist – What to do Now	
Make revalidation a standing item on local joint staff forums with employers	<input checked="" type="checkbox"/>
Establish with employers a local group to oversee preparation for revalidation UNISON must have a seat on this	<input checked="" type="checkbox"/>
Map Nursing & Midwifery workforce / how many/where	<input checked="" type="checkbox"/>
How up to do is your organisation on appraisals – receive a regular report on numbers by directorate	<input checked="" type="checkbox"/>
Map when renewal dates are on Electronic Staff Records or their equivalent	<input checked="" type="checkbox"/>
Do you have services contracted out who employ nurses & midwives? These also need to be included	<input checked="" type="checkbox"/>
How many managers will be confirmers within your organisation	<input checked="" type="checkbox"/>

UNISON Branches & Members	
Map your Nursing & Midwifery membership against workforce numbers	<input checked="" type="checkbox"/>
Plan work place briefings on revalidation staff should be given time off to attend these and reps to run them	<input checked="" type="checkbox"/>
Include revalidation in local news sheets & updates	<input checked="" type="checkbox"/>
Identify representatives to oversee this locally	<input checked="" type="checkbox"/>
Include revalidation in all recruitment activities	<input checked="" type="checkbox"/>
Provide feedback to regional organisers on progress	<input checked="" type="checkbox"/>