

Nursing & Midwifery Revalidation

Frequently Asked Questions

1. Why is the NMC introducing revalidation?

The idea behind revalidation-keeping nurses practice up-to-date is nothing new. However there were concerns that the previous system, PREP, was not effectively monitored. The new system includes an additional level of monitoring as every nurse, midwife or health visitor will need to be confirmed by their manager or someone in a similar position.

Revalidation was a key recommendation following the Francis enquiry which highlighted failures of care at Mid Staffordshire Foundation Trust. Revalidation's aims are to improve patient safety ensuring nurses, midwives and health visitors are all providing care that meets the acceptable standards.

Confirmation of revalidation will require an increase in continuing professional development (CPD) hours from 35 to 40 over 3 years.

Nurses and midwives will also require 5 pieces of practice related feedback. This can be for more written or verbal. In addition, you will need to complete 5 written pieces of reflective practice linked to the NMC code of conduct and discuss this with another registrant.

Whereas in the past nurses and midwives were asked to confirm that they had undertaken CPD in order to reregister, this was only checked if they were subject to a spot check or under fitness to practice proceedings. Every registrant will be required to provide the evidence and have this confirmed by their manager.

2. What is revalidation?

Revalidation is the means by which a nurse or midwife renews the professional registration with the NMC. They are required to do this every 3 years.

They will be required to provide evidence that they have undertaken 450 hours of practice over the previous 3 year period. In addition to this they will have to evidence 40 hours of CPD, 5 pieces of practice feedback from others and 5 pieces of reflection correlated with the new professional code of

conduct. Finally they have to demonstrate that they are of good health and character. All of this has to be confirmed by another person, normally the line manager. This role is called the confirmer.

3. Why change the current PREP?

The NMC was required to audit 10% of registrants. When the NMC tested this recently, the cost per portfolio was approximately £350. If this were an average cost across 10% of registrants it would lead to a significant increase in registration fees. UNISON have been absolutely clear with the NMC that any revalidation system should be risk-based and proportionate and should not as a result increase registration fees.

4. When do I have to do it?

The NMC have just finished piloting this new system of revalidation across the UK; they are expected to take a decision regarding it at their October council meeting. If it is approved registrants whose renewal dates are from April 2016 onwards will be the first to go onto the new system. Registrants are encouraged now, to identify their renewal date, which is unique to them and detailed as part of their PIN number.

5. How will I complete the process?

If the NMC approves the new revalidation system you will receive notification from them giving you specific information of how you access and submit your evidence. You may wish to review your current PREP portfolio and identify evidence from it, which helps you to complete the following elements:-

- practice hours
- reflection
- continuous professional development
- any evidence of feedback

6. Will revalidation be the same for nurses and midwives?

All nurses and midwives will need to comply as will students once they have graduated.

7. I am a student nurse, does this affect me?

Revalidation will affect you from the point you graduate. For example if you graduate in August 2015 your first revalidation would be August 2018. You

should seek during that three-year period to maintain professional portfolio and collect evidence, which meet the new requirements.

8. I no longer work clinically; will I be able to maintain my registration?

You have to demonstrate 450 hours of practice. These hours are whatever your scope of practice is, for example if you're working full-time in academia then they are your practice hours. If you are released currently on trade union activities within your organisation, then they are your practice hours. You will be able to use evidence of your role to still meet the revalidation requirements. However if you also are required to work clinically as part of this role or wish to do so in the future then both components need to be clarified and accounted for in your practice hours. For example if you work clinically once a week, or a few times a month you can evidence this with a copy of your clinical rota. This combined with your other role will be sufficient to meet practice hours.

9. What sort of activities count towards continuing professional development?

Revalidation will require you to demonstrate that you have undertaken 40 hours of CPD within the past three years to reregister with the NMC.

The NMC has stated that there is no such thing as approved activity to count towards this CPD requirement; however it is important to remember that it should be relevant to your scope of practice or it may not be counted. For example you may as a nurse or midwife attend a study day on ethics; this could count towards your CPD. However a course in flower arranging interesting though it may be is not relevant to your scope of practice other than in circumstances where your role includes therapeutic activities such as this.

10. Who will approve my revalidation?

Approval of revalidation will be called confirmation; it is undertaken by someone well placed to comment on your practice. This will normally be your line manager, they do not have to be a nurse or midwife. It should however be somebody who is familiar with you, your role and standards in the code of conduct, which nurses and midwives have to abide by as they are confirming that you meet these.

They will be confirming to the NMC that they have discussed your revalidation portfolio with you and in their opinion you meet the required standard.

11. What happens if I do not revalidate?

If you do not submit when requested to do so all of your evidence to meet new revalidation requirements you may find that your registration with the NMC is lapsed. If this happens you would not be able to practice as a nurse, midwife or health visitor until such times as you have met the requirements and are re-entered onto the register. There is a charge for re-entry onto the register; it is therefore in your best interest should you wish to maintain your registration to do so within the time period set by the NMC.

12. How can I find out when my renewal is due?

If you register with the NMC's online system you will be able to find out this information. You will have to provide your revalidation evidence 30 days before your renewal date. For example if your renewal date is 20 April 2016 you will need to provide the NMC with information by 20 March 2016. You can find out how to access the NMC's online system here

<http://www.nmc.org.uk/registration/nmc-online/>

13. How can I find out more information about this?

More detailed information about revalidation can be accessed on the NMC website. It is important to remember the NMC has not yet taken a final decision on all of this information therefore it remains provisional until such time. <http://www.nmc.org.uk/standards/revalidation/>