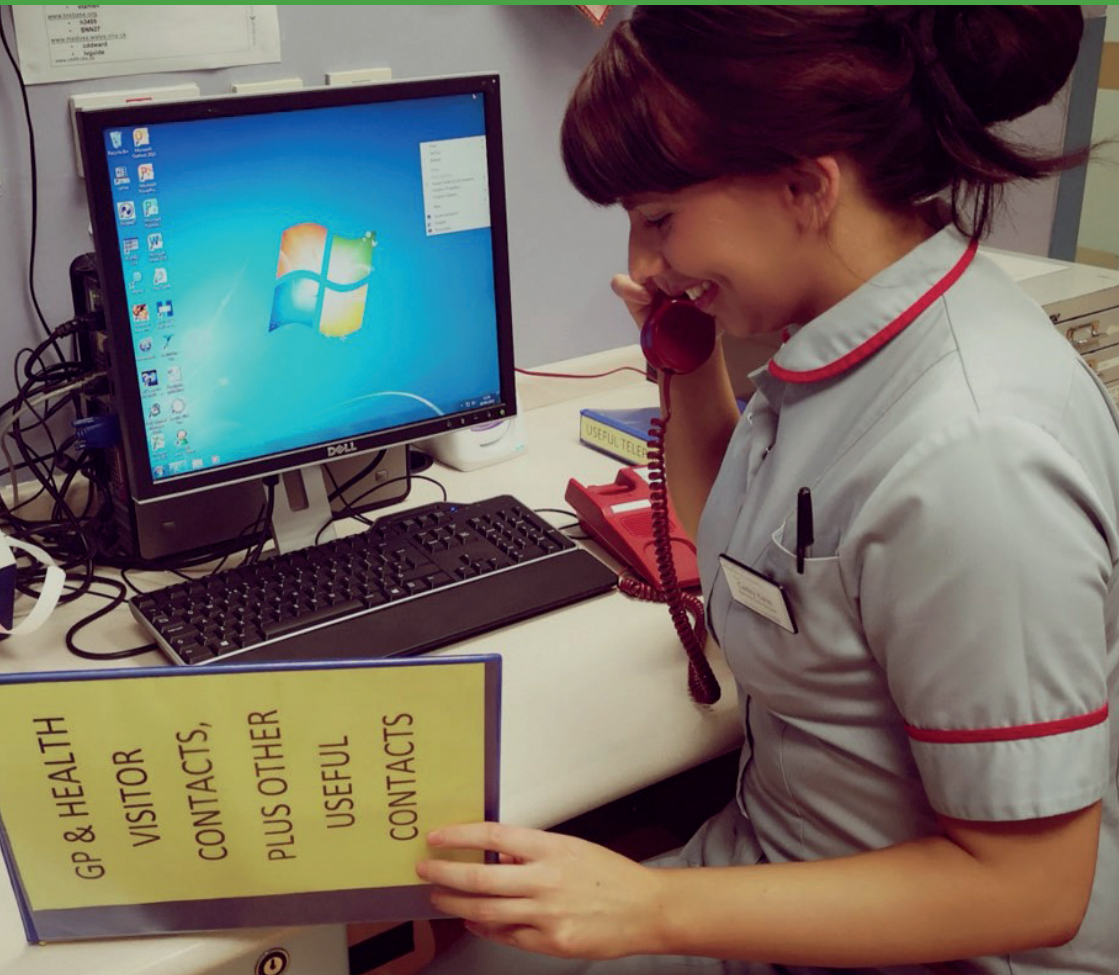


Nursing Associates, Revalidation Are you ready?



Revalidation – are you ready?

The role of a Nursing Associate is regulated by the Nursing and Midwifery Council (NMC). In the same way as both Nurses and Midwives, Nursing Associates must complete the NMC's revalidation process to demonstrate competence and to continue their registration and practice.

The difference between paying NMC fees and revalidation

Nursing Associates pay an annual fee to the NMC to remain on the register. However, in addition, once every three years you have to demonstrate that you are capable of safe and effective practice – which is where revalidation comes in. Both processes are mandatory in order to maintain registration.

What do I have to do to revalidate?

The following conditions must be met in order to successfully revalidate:

- 450 practice hours, or 900 hours if renewing two registrations (for example, as both a nursing associate and midwife)
- 5 hours of CPD including 20 hours of participatory learning
- Five pieces of practice-related feedback
- Five written reflective accounts
- Reflective discussion
- Health and character declaration
- Professional indemnity arrangement
- Confirmation

Top tip

You can access the mandatory forms the NMC require you to use via the links on the resources section at the end of this guidance.

Practice Hours

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

What if I haven't practised the required number of hours?

If you haven't practised for the required number of hours, then you must successfully complete an approved return to practice programme or a Test of Competence before the date of your application for renewal of registration.

Please see the resources section for a link to the NMC's Practice hours log template

Continuing Professional Development

You must have undertaken 35 hours of continuing professional development (CPD) relevant to your scope of practice in the three-year period since your registration was last renewed, or from when you initially joined the register.

Of those 35 hours of CPD, at least 20 must have included participatory learning.

To meet the participatory learning requirement, the activity must involve interaction with one or more other professionals. This can be in either a physical or virtual environment.

It's important to remember that the NMC doesn't prescribe any particular type of CPD. Examples of participatory learning can include attending a conference, taking part in a workshop or attending a relevant training course



'My journey as a trainee nursing associate was a very exciting one, and it was an honour to be part of it. Becoming a Nursing Associate gave me the confidence, knowledge and skills to be able to continue my learning.'

The Nursing Associate role can be a brilliant supportive role within the nursing family.'

*Carley Kane -
Nursing Associate*

Top tip

UNISON members are able to take advantage of access to a range of courses delivered by UNISON and partners which can contribute towards your CPD hours. The 'resources' section of this document provides links to 'UNISON Learning' and the 'UNISON Skills Academy.' You can also speak to your local UNISON Branch Education Co-ordinator for more information.

Practice Related Feedback

You must provide five pieces of practice related feedback. This can be written or verbal, formal or informal. Your annual appraisal can be included as part of your feedback. These can come from patients, service-users, colleagues, managers of members of your multi-disciplinary teams.

Page 25 of the NMC's revalidation guidance provides a list of acceptable submissions.

Written reflective accounts

Similar to practice related feedback, you must provide five written reflective accounts of your practice, CPD and feedback.

The NMC requires you to use a specific form when submitting your reflective accounts. This form is available via the NMC website (see the resources section of this document for the link).

Reflective discussion

Separate to your written accounts you must provide evidence of a reflective discussion with another NMC registrant, covering your five written reflective accounts on your CPD and/or practice-related feedback and/or an event or experience in your practice and how this relates to the Code.

It is preferable for this discussion to be with another Nursing Associate, though it can also be had with a registered nurse or midwife.

The NMC requires you to use a specific form when submitting your reflective discussion. This form is available via the NMC website (see the resources section of this document for the link).

Health and Character

Revalidation requires you to declare, in the same way as when you first joined the register, any charges, convictions for any criminal offence (including a conditional discharge) or whether you have been issued with a formal caution.

You also need to declare if you have been subject to any adverse determination that your fitness to practise is impaired by a professional or regulatory body (including those responsible for regulating or licensing a health and social care profession).

This does not require further evidence.

Revalidation

As a registered nurse, midwife or nursing associate you are legally required to have a professional indemnity arrangement in place in order to practise.

Employers should provide the appropriate cover for their employees, but it is worth checking with your employer to confirm this. If you work for the NHS, your indemnity cover is provided for. If you are self-employed you will need to have arranged your own professional indemnity cover.

You don't need to provide evidence to prove you meet this requirement – you just need to confirm you have the appropriate cover when making your application.

Confirmation

This is the final stage and requires you to confirm and declare that all the evidence you will submit meets the requirements for revalidation.

To complete this stage you will need to engage with an appropriate person who will act as a 'confirmer'.

The NMC advise that 'where possible, your confirmer should be your line manager. Your confirmer does not need to be a registered nurse, midwife or nursing associate and does not need to be the same person you had your reflective discussion with, although this can often be a sensible choice as it makes the process a little easier.'

The NMC provide a mandatory form to record your confirmation (please see the resources section for the link).

You will need to provide the name, NMC Pin or other professional identification number (where relevant), email, professional address and postcode of your confirmer when making your submission.

Resources

NMC Revalidation – Full guide

<https://www.nmc.org.uk/globalassets/sitedocuments/revalidation/how-to-revalidate-booklet.pdf>

Practice log template available to download

<https://www.nmc.org.uk/revalidation/requirements/practice-hours/> - <https://www.nmc.org.uk/revalidation/requirements/cpd/> - CPD log template

Reflective practice guidance sheet

<https://www.nmc.org.uk/globalassets/sitedocuments/revalidation/reflective-discussion-guidance.pdf>

UNISON Learning

<https://learning.unison.org.uk/>

UNISON Skills Academy

<https://learning.unison.org.uk/skills-academy/>

Mandatory Forms

Reflective accounts form - Mandatory

<https://www.nmc.org.uk/globalassets/sitedocuments/revalidation/reflective-accounts-form.doc>

Reflective discussion form - Mandatory

<https://www.nmc.org.uk/globalassets/sitedocuments/revalidation/reflective-discussion-form.doc>

Confirmation form - Mandatory

<https://www.nmc.org.uk/globalassets/sitedocuments/revalidation/confirmation-form.doc>