


NURSE REVALIDATION

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Policy Statement

Revalidation is the process that allows nurses and midwives to maintain their registration with the Nursing and Midwifery Council. Every three years' nurses and midwives will need to renew their registration with the Nursing and Midwifery Council (NMC) by submitting a revalidation application online.

Purpose of Revalidation




- ✓ to improve public protection by making sure nurses and midwives demonstrate their continued ability to practice safely and effectively throughout their career
- ✓ to encourage nurses to use the NMC Code of Practice in their day- to -day practice and personal development
- ✓ to increase employer's awareness of the standards expected of registered nurses in their professional practice
- ✓ to encourage early discussions about practice concerns before they escalate or require referral
- ✓ it requires nurses to seek feedback from service users and colleagues
- ✓ it requires nurses to consider the role of the Code in their practice by having a reflective discussion with another nurse and seeking confirmation that they have met those requirements, from an appropriate person
- ✓ it encourages engagement and professional networks and discussion to reduce professional isolation
- ✓ through revalidation the NMC want to create an interactive career-long relationship with nurses

The Policy

As an organisation we are proactive in supporting nurses in our employment to meet the range of requirements designed to show that they are keeping up to date and actively maintaining their ability to practice safely and effectively. We understand that we may act as a Confirmer and decide whether the nurse has met the revalidation requirements following the information given on the NMC website www.nmc.org.uk/confirmation or to act as a "reflective discussion partner" following guidance given from the NMC website www.nmc.org.uk/standards/revalidation/revalidation-guidance-and-resources. In all these situations we will act honestly and in good faith. *All applications are submitted in good faith but if the NMC have grounds for believing that the nurse about whom we have provided information has knowingly made a false declaration in their revalidation application, then the information may be used in the investigation in any alleged breach of the Code or for any subsequent "Fit for Practice" proceedings against the nurse.*

Requirements and Process of the Revalidation

- € completing the revalidation process is the responsibility of the nurse, they are the owners of their own revalidation process
- € a minimum of 450 practice hours for nurse revalidation (This is not limited to clinical practice and includes work in non-clinical roles such as management, policy and education), including both paid and voluntary work
- € 35 hours of Continual Professional development (CPD) of which at least 20 hours must be participative learning
- € 5 pieces of practice related feedback
- € 5 written reflective accounts of their CPD or practice related feedback and or an event or experience in their practice and how this relates to the Code

-  reflective discussion with another nurse
-  Health and Character declaration
-  Professional Indemnity arrangements.

All these requirements need to be met during the three years since the nurses last registration renewal or from joining the register. The NMC have provided a template which nurses may find useful to record their practice hours which includes practice setting, dates of practice, scope of practice and a description of the work undertaken and the number of hours. Once the evidence is collected, nurses need to have a confirmation discussion in which they demonstrate to an appropriate person to confirm that the requirements have been met. We expect our nurses to obtain confirmation during the final 12 months of their 3-year renewal period. The last day of the month in which the nurse's registration expires is the renewal date. Once the revalidation application has been submitted, the NMC will take a decision on the application, the registration will not be renewed until we have received payment.

Late Submissions

We also understand that from November 2015 the only way for nurses who lapse from the register due to late submissions and wish to regain registration will need to make a new application for readmission. This process can take two to six weeks and the nurse would be unable to practice during that period

Appraisals

We have an appraisal system in place to assess the performance of our employees against the requirements of their role and identify areas for improvement and development. The revalidation process is designed so that it can be undertaken as part of a regular appraisal although these are two separate processes. Whenever possible, with the appraisees agreement the Reflective Discussion and the Confirmation Discussion can be incorporated into the annual appraisal.

Keeping Evidence

Nurses keep their evidence in a portfolio which can be separate or part of their existing CPD file or an e-portfolio. These portfolios do not contain any confidential information and no service user or colleague will be able to be identified from the information. Guidance can be obtained from the NMC website. Revalidation must be made in English although the NMC has a welsh language scheme for those nurses who have trained and practice in Wales. www.nmc.org.uk/about-us/our-equality-and-diversity-commitments/welsh-language-scheme

Fitness to Practice Concerns

If, as an employer we become or are made aware of a serious concern about the fitness to practise of one of our nurses, we will raise it promptly through the NMC Fitness to Practise procedures. All nurses or midwives have a professional duty to raise a concern either through their employer or directly with the NMC.

If one of our nurses is subject to an internal disciplinary investigation they will be able to apply to renew their registration as long as they fulfil all the revalidation requirements. However, if the internal disciplinary procedure includes concerns about the nurse's fitness to practice, these should be raised through the NMC fitness to practice procedures. This is separate to the revalidation process.

www.nmc.org.uk/concerns-nurses-midwives/what-we-do/what-is-fitness-to-practise .

Referrals – www.nmc.org.uk/report-nurse-midwife

In providing support we follow the NMC model for revalidation in nursing and midwifery and access the additional support materials available on the NMC website.

www.nmc.org.uk/standards/revalidation/revalidation-guidance-and-resources

Related policies
Adult Safeguarding
Data Protection
Disciplinary
Recruitment
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