

Reporting to:	Trust Board - March 2015
Title	Nursing Revalidation
Sponsoring Director	Director of Nursing & Quality
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Previously considered by	Quality & Safety Committee
Executive Summary	<p>From 31st December 2015 The Nursing and Midwifery Council (NMC) are changing the requirements that nurses and midwives must meet when they renew their registration every three years. This will replace the current post-registration education and practice (PREP) standards.</p> <p>All registrants are required to meet a number of minimum standards the three years preceding the date of their application for renewal. Individuals who fail to meet revalidation standards are not legally able work in the United Kingdom within the profession.</p> <p>The Trust is required to submit an organisational readiness self assessment to NHS England in May to identify any risks and challenges to the process and develop an implementation plan to address any gaps and mitigate risk that may impact on implementation of revalidation and service delivery.</p>
Strategic Priorities <input checked="" type="checkbox"/> Quality and Safety <input type="checkbox"/> Healthcare Standards <input checked="" type="checkbox"/> People and Innovation <input type="checkbox"/> Community and Partnership <input type="checkbox"/> Financial Strength	Operational Objectives <p>Reduce harm, deliver best clinical outcomes and improve patient experience through our Quality Improvement Strategy</p>
Board Assurance Framework (BAF) Risks	<input checked="" type="checkbox"/> If we do not deliver safe care then patients may suffer avoidable harm and poor clinical outcomes and experience <input type="checkbox"/> If we do not implement our falls prevention strategy then patients may suffer serious injury <input checked="" type="checkbox"/> Risk to sustainability of clinical services due to potential shortages of key clinical staff <input type="checkbox"/> If we do not achieve safe and efficient patient flow and improve our processes and capacity and demand planning then we will fail the national quality and performance standards <input type="checkbox"/> If we do not have a clear clinical service vision then we may not deliver the best services to patients <input type="checkbox"/> If we do not get good levels of staff engagement to get a culture of continuous improvement then staff morale and patient outcomes may not improve <input type="checkbox"/> If we are unable to resolve our (historic) shortfall in liquidity and the structural imbalance in the Trust's Income & Expenditure position then we will not be able to fulfil our financial duties and address the modernisation of our ageing estate and equipment

Care Quality Commission (CQC) Domains	<input checked="" type="checkbox"/> Safe <input checked="" type="checkbox"/> Effective <input checked="" type="checkbox"/> Caring <input type="checkbox"/> Responsive <input checked="" type="checkbox"/> Well led
<input checked="" type="checkbox"/> Receive <input type="checkbox"/> Review <input checked="" type="checkbox"/> Note <input type="checkbox"/> Approve	Recommendation NOTE the findings and RECEIVE the report

Nursing and Midwifery Council Revalidation

1.0 Introduction

This paper outlines how Nurses and Midwives will maintain their registration through the revalidation at the point of renewal of registration. Revalidation is applicable to all Nurse and Midwives irrespective of their role be that staff in frontline clinical care, education, research, policy, advisory, management and leadership roles. It applies to substantive, temporary and short term contract staff including bank staff.

2.0 Background

From 31st December 2015 The Nursing and Midwifery Council (NMC) are changing the requirements that nurses and midwives must meet when they renew their registration every three years. This will replace the current post-registration education and practice (PREP) standards.

Revalidation supports professionalism through a close alignment with the NMC Code for Nurses and Midwives which has been revised in March 2015.

The four themes of the code are

- Prioritise people
- Practice effectively
- Preserve safety
- Promote professionalism.

Revalidation is already common practice for Medical staff so is not a new concept for the Trust. However the number of nurses and Midwives in the Trust is 1689 compared to 341 career grade substantive medical/dental staff therefore the scale of the exercise is considerably more extensive and the potential impact of nurses failing to meet revalidation could have significant consequences for service delivery.

NHS England has established a Regional Programme Board which has good stakeholder representation to ensure an efficient and structured implementation programme is progressed. Each sub region has also established an implementation group with SATH being a member of the North Midlands group.

3.0 Revalidation requirements. (Provisional arrangements)

The provisional revalidation standards are currently being piloted in a number of organisations. The final revalidation process and standards will be confirmed in the autumn before implementation on the 31st December 2015.

All registrants are required to meet the following minimum standards for the three year period preceding the date of their application for renewal. Individuals who fail to meet revalidation standards are not legally able work in the UK in their profession

- 3.1 A minimum of 450 practice hours within their scope of practice. This scope of practice can be direct patient care, management, education, policy or research in a wide range of health, social care and independent care settings.
- 3.2 To undertake 40 hours of continuous professional development (CPD) relevant to the scope of practice
- 3.3 To obtain at least five pieces of practice related feedback , which can be from patients, carers, service users, students, colleagues and annual appraisals
- 3.4 Reflection and discussion through a minimum of 5 written reflections on the code, practice and CPD
- 3.5 Declaration of health and character
- 3.6 Confirmation of professional indemnity arrangements
- 3.7 Confirmation from a third party, usually the manager for the purpose of verifying the declarations

Although individual staff have a responsibility for meeting their revalidation requirements the Trust will need to support staff by having robust systems, and processes, capacity and resources to comply with revalidation, in particular:

- A designated lead to oversee the implementation of revalidation.
- Staff are facilitated to meet their appropriate CPD requirements.
- Staff receive yearly appraisals which can deliver the NMC requirements for revalidation.
- Sufficient management capacity to support staff with revalidation and third party verification and confirmation.
- Information systems that can record and identify nurses and midwives current registration status and know when validation dates are due.

4.0 Next Steps

The Trust is required to submit an organisational readiness self assessment to NHS England in May to identify any risks and challenges to the process. This includes a requirement for boards to be aware of their organisational plan and any risks to delivery.

Develop an implementation plan to address any gaps and mitigate risk that may impact on implementation of revalidation and service delivery.

Provide briefings and training sessions for all nurses, midwives to make them fully aware of the scheme, the implications and their role in delivery.

Ensure staff have access to advice and support to help them meet revalidation particularly for those due to renewal in the early stages of implementation.