

<b>Recommendation</b>  <input type="checkbox"/> DECISION <input checked="" type="checkbox"/> NOTE	The <b>note</b> the content of this report.
<b>Reporting to:</b>	Trust Board
<b>Date</b>	27 <sup>th</sup> July 2017
<b>Paper Title</b>	NMC Revalidation update
<b>Brief Description</b>	<p>From April 2016 the Nursing and Midwifery Council (NMC) changed the requirements that nurses and midwives must meet when they renew their registration every three years.</p> <p>All registrants are required to meet a number of minimum standards during 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 as a registered Nurse or Midwife.</p> <p>The Trust has implemented internal systems and process for monitoring, alerting, informing and supporting staff and managers through the revalidation process.</p> <p>Since April 2016 – June 2017 698 Nurses and Midwives employed by Shrewsbury and Telford Hospital were due to revalidate; 100% of these have revalidated successfully.</p>
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<b>Recommended / escalated by</b>	
<b>Previously considered by</b>	
<b>Link to strategic objectives</b>	VALUES INTO PRACTICE - Value our workforce to achieve cultural change by putting our values into practice to make our organisation a great place to work with an appropriately skilled fully staffed workforce
<b>Link to Board Assurance Framework</b>	If we do not get good levels of staff engagement to get a culture of continuous improvement then staff morale & patient outcomes may not improve (RR 423) Risk to sustainability of clinical services due to shortages of key clinical staff (RR 859)
<b>Equality Impact Assessment</b>	<ul style="list-style-type: none"> <li>● <b>Stage 1 only (no negative impacts identified)</b></li> <li>● <b>Stage 2 recommended (negative impacts identified)</b> <ul style="list-style-type: none"> <li>● negative impacts have been mitigated</li> <li>● negative impacts balanced against overall positive impacts</li> </ul> </li> </ul>

**Freedom of  
Information Act  
(2000) status**

- This document is for full publication
- This document includes FOIA exempt information
- This whole document is exempt under the FOIA

## Trust Board July 2017

### Nursing and Midwifery Council Revalidation progress report

#### 1.0 Introduction

This paper provides an update on the Trust progress and compliance with the Nursing and Midwifery Council (NMC) revalidation process for all registered Nurses and Midwives since it was introduced in April 2016.

#### 2.0 Background

All registered Nurses and Midwives are required to annually renew their professional registration. From April 2016 the NMC changed the requirements that nurses and midwives must meet when they renew their registration every three years. This replaced the previous post-registration education and practice (PREP) standards.

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

#### 2.1 Revalidation requirements.

All registrants are required to meet the following minimum requirements 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 UK in their profession.

- 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.
- To undertake 35 hours of continuous professional development (CPD) relevant to the scope of practice.
- To obtain at least five pieces of practice related feedback, which can be from patients, carers, service users, students, colleagues and annual appraisals
- Reflection and discussion through a minimum of 5 written reflections on the code, practice and CPD
- Declaration of health and character
- Confirmation of professional indemnity arrangements
- Confirmation from a third party, usually the manager for the purpose of verifying the declarations.

#### 2.2 Preparation for Revalidation

Revalidation is already common practice for Medical staff so was not a new concept for the Trust. However there are significantly more nurses in the Trust compared to substantive medical staff so the scale of the exercise was considerably more extensive and the potential impact of nurses failing to meet revalidation could have far reaching consequences for service delivery.

A number of steps were taken to ensure staff and managers were prepared for revalidation

- A designated lead for the implementation project.
- Delivery of a wide range of briefing session to all nurse, midwives and managers to make them fully aware of the scheme, the implications and their role in delivery.
- Access to a range of information to advice and support staff with revalidation, particularly for those who were due to renew in the early stages of introduction.
- NMC revalidation web page on the intranet.

- Development of a revalidation data base linked to ESR and the NMC website which identifies current registration status alongside annual registration and revalidation renewal date.

### **3.0 Current position**

It is the responsibility of the individual registrant to meet their revalidation requirements. The NMC contacts individual registrants 60 days in advance of their revalidation submission date. To reinforce and to act as a further alert the trust has a number of systems and process in place that notify and monitor revalidation/ registration renewal dates and support staff in ensuring they meet their revalidation.

- All managers of NMC registrants have access to the Trust revalidation database so they can be cited and monitor their staff revalidation dates on a monthly basis.
- The Lead Nurse for Workforce, Education and Quality sends an email to Managers to remind them of staff that are due to revalidate. This is sent two months in advance of submission date.
- Managers make 1:1 contact with staff, who are due to revalidate 1-2 months before they are due to submit their declaration to ensure staff are progressing with completing their revalidation documentation and provide additional advice and support if required.
- The Nurse Resourcing and Recruitment Governance Manager oversees revalidation of bank staff and will make contact with each member of staff due to revalidate 2 months in advance to ensure they are progressing their revalidation and provide support and advice as required.
- When planning duty rosters there is an alert on E roster of staff who's registration is due to expire the following month.
- Annual appraisal documentation includes a section on readiness for revalidation so discussion can commence well in advance of submission

Since April 2016 – June 2017 698 Nurses and Midwives employed by Shrewsbury and Telford Hospital were due to revalidate 100% of these have revalidated successfully. A small number of staff have taken the voluntary decision not to revalidate and let their registration lapse.

### **4.0 Summary**

Implementation of NMC revalidation in the Trust has been relatively straight forward. Staff and managers have embraced the principles of revalidation and used it as a vehicle to support professional development. Robust systems and processes have supported its implementation and ongoing monitoring.

NMC revalidation was placed on the Trust Risk register in April 2016 but was closed on the 17<sup>th</sup> June 2017 given the assurances around the Trust compliance.

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July 2017