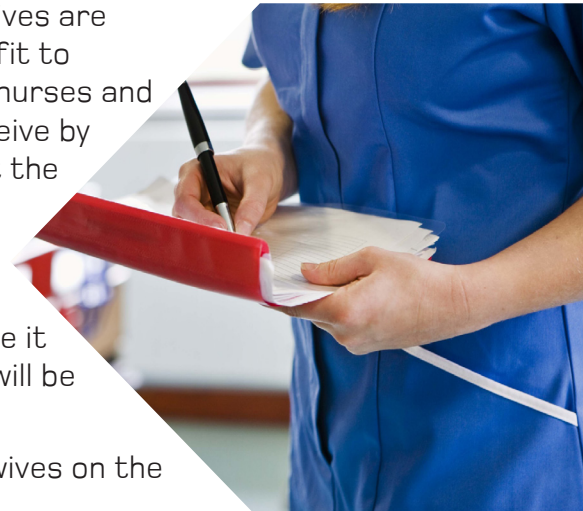


Revalidation

Revalidation is the process by which registered nurses and midwives are required to regularly demonstrate to the NMC that they remain fit to practise. Revalidation promotes greater professionalism among nurses and midwives and also improves the quality of care that patients receive by encouraging reflection on nurses' and midwives' practice against the revised Code.

Our Code sets standards of conduct and competence for registered nurses and midwives. To ensure it remains up to date and supports revalidation we are consulting on how best to revise it both in terms of its content and format. Alongside the Code we will be developing supporting guidance specific to revalidation.

Revalidation will provide greater assurance that nurses and midwives on the register remain up to date and fit to practise.



Revalidation explained

The Nursing and Midwifery Council (NMC) exists to protect the public. Revalidation will require registered nurses and midwives to demonstrate on a regular basis that they remain fit to practise. The NMC revalidation model aims to:

- Improve public protection.
- Increase public confidence in nurses and midwives by allowing them to demonstrate that they are always fit to do their work.
- Ensure nurses and midwives on the register continue to meet NMC standards.
- Enable nurses and midwives to be accountable for demonstrating their continuing fitness to practise.
- Promote a culture of professionalism and accountability through ongoing reflection on the Code and standards.



Why we are introducing revalidation

There is a public expectation that all nurses and midwives are up to date and fit to practise at all times. Both the Department of Health and the Professional Standards Authority have recommended that a continuing fitness to practise measurement such as revalidation is necessary for all healthcare professions.

How we are developing revalidation

In developing this revalidation process, we have engaged with a large number of key stakeholders in the four countries of the UK. These included Chief Nursing Officers and their teams, governments, senior nurses and midwives, professional bodies, unions, key education and employer stakeholders and Local Supervising Authority Midwifery Officers. We continue to engage with all professional and systems regulators in the four countries as well as patient and public groups.

A model of revalidation which includes third party input was chosen because of strong support from patients and public about including user feedback as part of revalidation to enhance public protection. The model of feedback is being used by other regulated professionals and has been further supported by recent enquiries and recommendations to the NMC (such as those included in the Francis report).

We are consulting on our model of revalidation starting in January 2014, and would like to hear from nurses and midwives who work in a range of employment settings. We are committed to extensive engagement to refine this process and ensure it is effective and workable within existing systems.

How it will work

All nurses and midwives on our register will be revalidated every three years at the point of their renewal. Each nurse and midwife will take ownership of their revalidation. Those who do not revalidate will lapse from the register. Those who wish to revalidate will be required to continually gather evidence for their revalidation based on criteria in the revised Code, standards and guidance, which are due to be published in December 2014.

Every nurse and midwife will be required to confirm that they:

- Continue to remain fit to practise.
- Have met the requirements for practice and continuing professional development.
- Have sought and received third party feedback which has informed their reflection on their practice. This feedback could be from patients, carers, students (for educators) or peers.
- Have sought and received third party confirmation that they are fit to practise. A third party (likely to be a manager, another registrant or a supervisor) will need to confirm that the nurse or midwife is adhering to the Code and standards, and is fit to practise.

When will revalidation begin

The aim is for the revised Code and standards to be launched at the end of 2014, and for revalidation to be introduced by the end of 2015.

We will provide guidance for revalidation to nurses, midwives and those providing confirmation, as well as information for patients and the public. Nurses and midwives will be given sufficient time to prepare before we introduce revalidation across the sector.



The benefits of revalidation

To the public

- Enhanced public protection.
- Better understanding of what professional standards to expect from nurses and midwives.

To nurses and midwives

- A way for nurses and midwives to take control of their professional development.
- Ability to use evidence to show continuing fitness to practise.

To employers

- Deeper understanding by the employer of the requirements of professional regulation.
- Better assurance that their nurses and midwives are maintaining their registration through continuous professional development.