



Welcome

Carmel Lloyd
Standards Development Manager
October 2013

Give the PSA your views on the NMC

Who?

- Everyone can feed in views – individuals, organisations, stakeholders about their experiences – good or bad – of the NMC since April 2013.

Why?

- PSA uses your comments to help assess our performance.

How?

- Go to the PSA website or visit:
<https://www.surveymonkey.com/s/83G9ZHS>

When?


- By 5 December 2013.




Revalidation of nurses and midwives in the UK

SoM roadshows

The Nursing and Midwifery Council

- 
- We exist to protect and safeguard the health and wellbeing of the public.
 - We set standards of education, training, conduct and performance so that nurses and midwives can deliver high quality healthcare consistently throughout their careers.
 - We ensure that nurses and midwives keep their skills and knowledge up to date and uphold our professional standards.
 - We have clear and transparent processes to investigate nurses and midwives who fall short of our standards.

What is Revalidation?




Revalidation is a mechanism for nurses and midwives practicing in the UK to prove they continue to remain fit to practise.

Our proposed model of revalidation will enhance public protection and increase public confidence in nurses' and midwives' continued practice and their fitness to remain on the register.


Stakeholder engagement

- External engagement – circa 70 organisations
 - Professional and systems regulators in four countries including NHS Employers, Independent Healthcare Advisory Services, LSA Midwifery Officers
 - Key professional stakeholders including RCN, RCM, Unison, Unite
 - Education stakeholders including Council of Deans, Health Education England, NHS Education for Scotland, Northern Ireland Practice and Education Council, Cyngor Wales
 - Strategic Discussion Group, Task & Finish Group
 - Patient and public forum
 - Events in England, Scotland, Wales and Northern Ireland

Our journey so far...

- 
- Extensive engagement and building relations
 - Developed revalidation principles
 - Developed a set of options based on the principles
 - Presented options to the NMC Council for decision – option 3 chosen.
 - Wider engagement to further inform consultation – circa 50 events


Principles developed with stakeholders

- 
- Benefits need to reflect public protection
 - Aligned to current legislation & renewal process
 - Self-declaration +/- some element of third party confirmation
 - Can be a by-product of an existing employer process aligned to appraisals
 - Phased approach and proportionate model integrating political context on four country level
 - Audit and evaluation at each phase

Council decision

- NMC Council 12th Sep 2013
- Option 3 Agreed - Self confirmation from the individual nurse or midwife which is informed by third party input and based on the revised Code and guidance for revalidation.
 - NMC to perform audit and triangulation.
- Third party input :
 - Confirmation – for example, employers (where applicable) via appraisals
 - Feedback - patients, users and colleagues etc.

Challenges acknowledged

- 
- Potential impact on the system
 - Differing or no appraisal system in place
 - Varied employment settings and scope of practice
 - Emphasis on the important role of stakeholders

Next Steps

- Getting the detail through public consultation and further work with stakeholders
 - Code and standards
 - Confirmation – sources and mechanisms
 - Incorporating feedback
 - Ensuring it will work for a variety of settings and scopes of practice
 - Auditing – process and outcome
 - Sharing of information between the regulators

Review of the Code – some key emerging themes

- Putting patients first
- Compassion, respect and dignity
- Effective complaints handling and raising concerns
- Openness, transparency and duty of candour
- Honesty and integrity
- Leadership, delegation and mentoring
- Team-working and communication
- Professional accountability

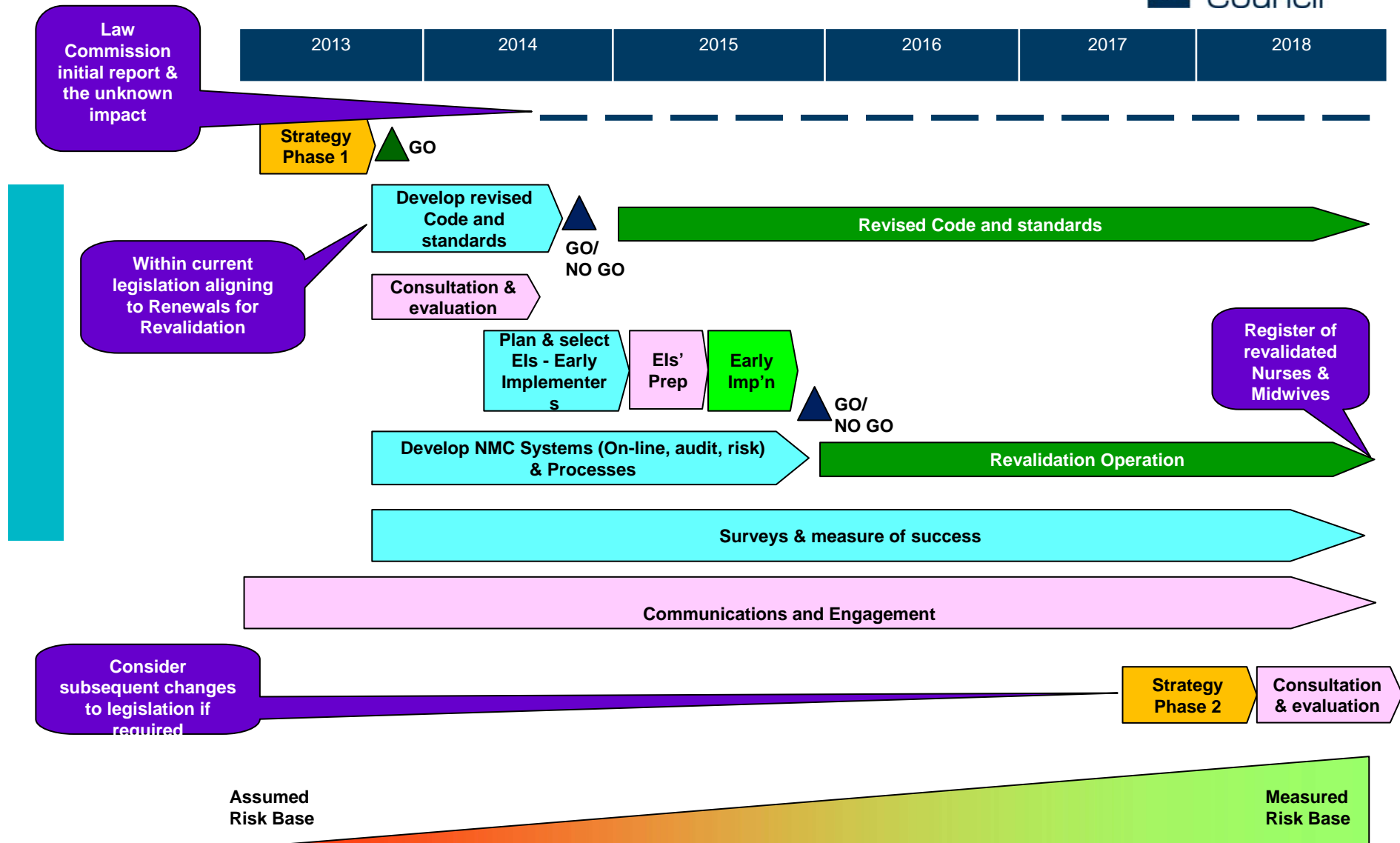
Standards and guidance for revalidation

- Standard will be set out in the Code and will state practice (450 hours) and CPD requirements.
- Guidance will state what nurses and midwives need to do in order to meet the standard including:
 - Defining the scope and nature of their practice.
 - Confirming they have undertaken 450 hours practice.
 - Undertaking CPD activities covering their scope of practice.
 - Linking practice and CPD activities to the Code.

Ongoing Engagement

- Wider engagement
 - Planning started for public consultation
 - From early 2014 to mid 2014
 - Revalidation
 - Code and Standards
- Continued direct stakeholder engagement
 - Revalidation Strategic Advisory Group
 - Task and Finish Group
 - Employer Reference Group
 - Revalidation Communications Group

Revalidation - Timelines



Working together

- Invaluable stakeholder involvement so far
- Committed to working together in the months ahead and want your input
- Continue to seek feedback and comments from you:
 - To build an effective and robust revalidation
 - To ensure it can work in all scopes of practice
- Continued openness and transparency

Questions and comments

revalidation@nmc-uk.org

Review of the Code and development of Guidance for revalidation

Carmel Lloyd
Standards Development Manager
SoM roadshows

Review of the Code 2013-2014

- Early stakeholder engagement suggests that the current 'look' of the code is right but requires strengthening in a number of areas.
- Will include:
 - The standard for revalidation including practice (450 hours) and CPD requirements.
 - Good health and good character requirements.

Review of the Code - evidence

A wide ranging review is currently in progress which has taken into account evidence from a range of sources across the four countries including:

- Recommendations from reviews and reports e.g. Francis.
- Policy initiatives e.g. Compassion in Practice.
- Feedback from internal and external stakeholders including patients and the public.
- Other health professional regulators codes of practice.
- NMC FtP annual report and registration issues e.g cautions and convictions.
- Media and parliamentary activity monitoring.
- Health service ombudsman reports.

Review of the Code – some key emerging themes

- Putting patients/people you care for first
- Compassion, respect and dignity
- Effective complaints handling and raising concerns
- Openness, transparency and duty of candour
- Honesty and integrity
- Leadership, delegation and mentoring
- Team-working and communication
- Professional accountability

Standards and guidance for revalidation

- Standard will be set out in the Code and will state practice (450 hours) and CPD requirements.
- Guidance will state what nurses and midwives need to do in order to meet the standard including:
 - Defining the scope and nature of their practice.
 - Confirming they have undertaken 450 hours practice.
 - Undertaking CPD activities covering their scope of practice.
 - Linking practice and CPD activities to the Code.

Theme 1 – Public protection

- To what extent does the current version of the Code adequately address the issue of public protection?
- Please give examples of where you think the Code is strong in this area and areas that you think need to be added or strengthened.
- Do you agree that the revised Code should contain an opening statement outlining a fundamental duty to ‘first do no harm’ ?

1.

2.

3.

Theme 2 – Professional development

- To what extent does the current version of the Code adequately address issues of professional development ?
- What would you consider to be continuing professional development suitable for the purposes of maintaining your registration?
- What CPD requirements do you think would be sufficient for public protection purposes?

1.

2.

3.

Theme 3 – Fitness to practise

- To what extent do you see the Code as an aspirational document or as a tool to address disciplinary or fitness to practise issues?
- How do you use the Code in your daily working life?
- What would you like to see in the revised Code which would help you to measure your fitness to remain on the Register?



1.

2.

3.

Theme 4 – Diversity of the Register

- How well does the current Code apply to the different settings in which nurses and midwives work?
- To what extent does the Code promote professional accountability across the diverse roles and functions of nurses and midwives?
- What changes would you like to see in a revised Code to make it more widely applicable to all nurses and midwives?

1.

2.

3.