

Borders NHS Board



NURSING AND MIDWIFERY COUNCIL (NMC) PROPOSED MODEL FOR REVALIDATION - SCOTTISH PILOT HOSTED BY NHS TAYSIDE

Aim

This report provides an update on progress of the Scottish Pilot for Revalidation, planning, implementation and learning, to support the Nursing and Midwifery Council (NMC) proposed Model for Nurse and Midwife Revalidation.

Background

The NMC is the largest health professional regulator in the world and ensures public protection through regulation of nursing and midwifery professionals. It has a registrant body in excess of 680,000, approximately 10% of who work in Scotland. Implementation of the NMC revalidation proposals will affect all nurses and midwives in NHS Borders.

Following a number of reviews of NMC processes (Council for Healthcare Regulatory Excellence 2012, Francis Report 2013) the NMC has committed to introducing a more robust system of assurance for ensuring the ongoing fitness to practise of nurses and midwives and has confirmed to the Health Select Committee of the UK Parliament that this system will be in place by October 2015.

This proposal supports the implementation of NHS Scotland's Healthcare Quality Strategy (2010), Staff Governance Standards (2012) and the Route Map to the 2020 Vision for Health and Social Care (2013), ensuring a workforce fit to practise and to deliver safe, effective, person-centred care for people of all ages in a range of health and social care environments.

The NMC revalidation model seeks to be proportionate, risk-based and aligned with existing processes, such as employer-led appraisal processes. It will consist of:

- Registered nurses and midwives holding personal responsibility for declaring Fitness to Practise alongside providing;
 - A receipt of confirmation that declaration of fitness to practise is reliable in accordance with the Code;
 - Receipt of third party feedback which has informed reflection on practice;
 - The nurse/midwife has met requirements for practice hours and Continuing Professional development (CPD) proposed as 40 hours (20 in participatory learning).
- Confirmation of good health and good character
- Confirmation that Professional Indemnity Insurance is in place.

Each of the four UK countries identified organisations to test and evaluate the proposed revalidation model, and NHS Tayside led the pilot on behalf of Scotland.

The revalidation pilots finished on 31 May 2015. Over 2,100 revalidation applications were submitted and pilot participants across all 19 partner organisations have given feedback on their experiences.

An Ipsos Mori's online survey was completed by 1,120 people, NHS Borders submitted a response.

There were also a series of well-supported focus groups and interviews. These have provided the NMC with the information they need to improve the provisional guidance, templates and online processes before revalidation goes live.

Since early in 2015 the NHS Borders Practice Education Facilitators (PEFs) have been undertaking workshops for nurses and midwives in various venues throughout Scottish Borders.

In July 2015 the NMC has published [a guide for employers](#) to help them prepare for revalidation. Supporting revalidation in the workplace will help make sure that nurses and midwives can practice safely and effectively. This guide sets out the type of support employers could provide to help their nurses and midwives revalidate.

They have also produced [an online tool](#) to help nurses and midwives identify who should be their confirmer, simply by answering a few questions about their practice.

By August 2015 the NMC will have developed pilot case studies that will reflect the experiences of nurses and midwives working across a range of organisations and settings. In September the NMC will publish a full report about what was learnt from the pilot. Following analysis of the outcomes from the pilot the NMC is preparing to launch revalidation in October 2015, with the first nursing and midwifery registrants revalidating in April 2016.

Within NHS Borders a Revalidation Working Group comprised of representation from Finance, IM&T, Workforce and Nursing & Midwifery Directorate under the chairmanship of David Thomson, Associate Director of Nursing has been established.

Nationally the Directors of Finance and the Scottish Executive Directors are engaged in planning and predicting the likely resources required to implement nurse and midwife revalidation.

Summary

Until the results of the pilot work at published the full implications of nurse and midwife revalidation is uncertain, however, planning in NHS Borders is progressing. This report provides an update on progress of the Scottish Pilot for Revalidation, planning, implementation and learning, to support the NMC proposed Model for Nurse and Midwife Revalidation.

Recommendation

The Board is asked to **note** the work to date regarding the NMC proposed model for nursing and midwifery revalidation.

Policy/Strategy Implications	May be implications of revalidation on a number of policies.
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Consultation	Pilot currently being tested in NHS Tayside. A Revalidation Working Group will be set up in NHS Borders.
Consultation with Professional Committees	A report has gone to the Strategy Committee and Integration Joint Board.
Risk Assessment	N/A
Compliance with Board Policy requirements on Equality and Diversity	Yes.
Resource/Staffing Implications	Yes.

Approved by

Name	Designation	Name	Designation
Evelyn Rodger	Director of Nursing & Midwifery, Interim Director of Acute Services		

Author(s)

Name	Designation	Name	Designation
Zoe Brydon	Project Support Manager/PA		