Welcome… to the second Midlands and East Regional Revalidation Update.

Please share this update with all nurse and midwife registrants, and anyone else who would find the information useful.

What is Revalidation?
Revalidation is a process that all nurses and midwives will need to engage with to demonstrate that they practise safely and effectively throughout their career. It is about promoting good practice and is not an assessment of a nurse or midwife’s fitness to practise. Participation is on an ongoing basis and nurses and midwives will need to revalidate every three years, at the point of their renewal of registration and this will replace the current Prep requirements and Notification of Practice form.

National updates
Revalidation pilots move to evaluation phase

The revalidation pilots finished at the end of May and the Nursing and Midwifery Council’s (NMC) evaluation is already underway. Over 1,200 applications have been submitted across 19 partner organisations.

Ipsos Mori is now conducting surveys and focus groups to understand participants’ experiences of revalidation. The NMC will use evaluation and surveys to inform the final guidance.

New introduction to the provisional revalidation guidance published

Following early feedback from the pilots, the NMC has produced an introduction to the provisional revalidation requirements, which is available on its website.

This introduction is intended to provide an overview of the requirements, but it is not a replacement for the full provisional guidance. Nurses and midwives will still need to use the full provisional guidance to revalidate. This is available to download as a pdf on the NMC website.

New resources coming soon

The following resources will be published on the NMC website in the coming months:

- a guide for employers on how to support revalidation in their organisation published by NHS Employers
- more information about the professional development discussion and confirmation from a third party
- case studies for nurses and midwives working in different settings
- examples of emerging good practice from the pilots.

Also coming up…

June onwards:

- Publication of new resources to support nurses, midwives, managers and employers.

July:

- A direct mailing to all nurses and midwives, to help them build their portfolios and prepare for revalidation
- KPMG and Ipsos Mori to report key findings from their research on system impact and the experience of pilot participants (respectively)
- The four countries will provide the NMC with their position on readiness.
October:
- A second direct mailing to all nurses and midwives to help them prepare for revalidation
- The NMC will publish finalised guidance following its Council’s consideration of readiness for revalidation.

The regional nursing directorate will be holding revalidation workshops for staff on 8 and 15 July, at Victoria House, Fulbourn, Cambridge.

For more information email: naledikline@nhs.net

East:
Revalidation has been linked into practice nurse training sessions to promote understanding. More work is planned and a further update will be included in the next newsletter.

Central Midlands:

**LMC sessions**

Lincolnshire LMC’s Revalidation sessions for Practice Nurses were held on 28 and 29 April 2015. Working in partnership, Lincolnshire LMC hosted the events with Manjit Darby (director of nursing and quality at NHS England) and Joanne Harrison (head of quality, nursing and quality team, NHS England).

The events included presentations on revalidation, appraisals and reflective practice. They were attended by 180 practice nurses, practice managers and other primary care staff. Evaluations of the events were positive.
In addition, a marketplace of electronic portfolio providers was available, giving attendees the opportunity to see systems ‘live’ and discuss the technical aspects with other representatives.

**Central Midlands Revalidation Workshop**

The Central Midlands team also facilitated a session, on 3 June, covering the latest national update on nurse revalidation, reflection, the role of the confirmer and revalidation preparation in general.

Attendance at the session was aimed at nurse and midwifery registrants employed by NHS England Central Midlands and CCG nurses within the sub-region. 18 colleagues attended.

The group proposed next steps including informal sessions prioritising the first years’ cohort and their preparation for revalidation. There will be more workshops to come.

**Partnership working to promote revalidation**

Health providers across Leicester, Leicestershire and Rutland area are working in partnership to promote nursing and midwifery revalidation.

On 28 July, University Hospitals Leicester NHS Trust and Leicestershire Partnership NHS Trust, supported by Health Education East Midlands are holding the first of a series of sessions open to all registrants to book in and attend. These sessions will provide practical support and advice around all aspects of revalidation; from how to register on NMC Online to portfolio preparation.

More information and booking details [here](#).

**West Midlands:**

Birmingham and Solihull Mental Health NHS Foundation Trust’s (BSMHFT) held an event to help registered nurses start planning for revalidation. This was part of the Trust’s celebration of International Nurses’ Day. It was open to all registrants due to renew in April, May and June 2016. Colleagues from outside the Trust were also invited.

**Left to right:** Patrick Cullen, senior nurse professional standards BSMHFT; Sue Hartley, executive director of nursing BSMHFT; Sue Doheny, director of nursing and quality NHS England (West Midlands) and Stuart Wix, deputy director for nursing and quality BSMHFT

Stuart Wix welcomed attendees then Sue Doheny provided an overview on the latest developments and news on revalidation.

Patrick Cullen then spoke about the practical requirements of revalidation and what it means for individual registrants. Following workshops, Sue Hartley led a Q&A session.

The trust’s NHS Care Makers created a video about revalidation. Watch it on the NMC website.
North Midlands:

There is a North Midlands Revalidation Group facilitated by NHS England. Members include Health Education, CCG and Provider Organisations. The group meet regularly to provide updates on progress, opportunity to share learning from local pilots and awareness sessions, and understand the concerns and risks.

There are a variety of awareness sessions occurring across the North Midlands, including targeted support and awareness for primary care, led by CCGs.

Health Education in Midlands and East

Health Education East Midlands (HEEM) hosted a Support for Revalidation Meeting on 29 April for NHS and non-NHS organisations.

HEEM has commissioned 15 days training per East Midlands county (Derbyshire, Leicestershire / Rutland, Lincolnshire, Northamptonshire and Nottinghamshire) from Pod International Ltd. These will be delivered in county based settings.

From conversations with nurses and midwives across the region three key areas or themes have emerged that people are most concerned about:

1. Awareness of the New Code - with emphasis on the new aspects and revalidation requirements
2. Reflective writing skills
3. Role of confirmer - with an emphasis on reducing any variances and reassurance of their role and accountability/ responsibility.

HEEM is currently seeking views from colleagues across the region to help develop a prioritised list of these concerns and will work with the training provider to develop training that adequately addresses all the issues. Training sessions will take place from the autumn onwards.

HEEM also wish to support the engagement of nurses and midwives (irrespective of their employer) by helping local organisations to organise a series of ‘Revalidation Roadshows’ across the East Midlands - this work is being led by Carole Appleby.

If you would like support in organising events in the East Midlands please contact Carole at caroleappleby@nhs.net or 07817 803221.

All training sessions will be evaluated and the outcomes will inform future work in other LETBs throughout the country. The LETB Leads for Midlands and East are:

Ruth Auton, r.auton@nhs.net
Pauline Milne paulinemilne@nhs.net
Karen Storey Karen.Storey@wm.hee.nhs.uk

The Health Education West Midlands (HEWM) Board agreed to support local revalidation across the West Midlands. Funding could be used to support awareness events for registrants and confirmer / managers and formal education resources. The funding will be used across the four LETC geographical regions to include all provider settings - NHS and non-NHS organisations. A panel is informing successful bidders.
Feedback has indicated that some nurses and midwives, especially those not working in direct patient care, are unsure if the hours they work in their current role will meet the revalidation requirements. The NMC provides the following guidance:

Under current renewal requirements, nurses and midwives must undertake a minimum number of practice hours in “…some capacity by virtue of a nursing or midwifery qualification…” This means nurses and midwives are practising in a role based on their professional capacity as a registered nurse or midwife, using their qualifications, skills and experience in this role.

It is acknowledged that nurses and midwives work across a wide range of roles, functions and settings, and that many of these do not involve direct patient care. This means that activities to meet the revalidation requirements will reflect an individual’s current scope of practice as a nurse or midwife.

Revalidation does not intend to change the meaning of practice hours. However, the NMC has received a number of queries lately and recognise that we need to develop more guidance around practice hours for revalidation. The learning from our pilots will help us to provide more information in the final guidance.

Supporting Practice Nurses in general practice

We want to support practice nurses so they understand what they need to do but also making sure employers know they have a responsibility too.

A self-assessment checklist has been developed for primary care and will be sent to all GP Practices within Midlands and East. The checklist is accompanied by a letter to GPs and provides advice and useful information.

Here’s an extract:

From 1 January 2016 all Nurses and Midwives on the Nursing and Midwifery Council (NMC) register will be required to Revalidate every three years as part of their confirmation as being fit to practice. All Practice Nurses in your practice will need to ensure they are prepared for this new process, which builds upon their existing requirements to confirm their fitness to practice. The key areas that the applicant has to demonstrate are that they have:

- Practised for 450 hours during the last three years
- Adhered to the requirements for continuing professional development, including participatory learning (not just lone learning such as e-learning)
- Obtained confirmation from a third party on their continuing fitness to practise. This will be from their line manager or an NMC registrant if their line manager is not on the NMC register.
- Demonstrated how they are using practice related feedback from a variety of sources, including patients, to improve their standards of care.
Employers will need to ensure that employed nurses and midwives have available the following opportunities to support revalidation;

- Support in undertaking the required continuous professional development
- Peer to peer review
- Fit for purpose appraisals
- Support in gaining feedback on their clinical practice.

Be sure to check with your employers that they've received the letter and that they're acting on it.

The ethos of this tool is to provide practical support for practices as they prepare for their duties as employers of registrants, as we move forward into the process of revalidation.

By completing this tool, practices will be able to identify the areas that need to be prioritised for action in supporting the registrants’ preparation for Revalidation.

What you need to do

Read and get to know your revised Code

2. Sign up to the NMC Online at www.nmc-uk.org/nmc-online so that registrants are ready to revalidate online when the time comes

3. Go to your NMC Online account and, from the end of March 2015, you will be able to check your personal renewal date – the date by which you will need to have revalidated.

4. Keep a record of your practice hours within your scope of practice.

5. Update your CPD record log, keeping a record of the number of hours, and providing a brief outline of the key learning points from e.g. the study day / seminar / conference that are linked to your scope of practice. Reflect on what you have learned and how this will influence your practice.

6. Link each learning activity to the Code so that you can provide an example of how this is relevant to one of the key areas of the Code: Prioritise people, Practice effectively, Preserve safety, Promote professionalism and trust.

7. Start discussing your preparation and progress for revalidation during your 1 to 1 with your line manager.

8. In addition, you may be able to discuss your preparation and progress for revalidation during group supervision sessions which will enable wider discussion, learning and support from peers who are also preparing for revalidation.

9. Keep a record of your reflections on the Code, as well as practice-related feedback.

10. Get clarification about who your Confirmer is going to be, particularly if you have two line managers.

Revalidation: My personal reflection

Here at NHS England those who are practising nurses are making on start on their own personal revalidation. Ruth May (left), who used to be Chief Nurse for NHS England (Midlands and East) said: “It's actually not that bad... Indeed it's quite liberating. I've been doing it live now for about 10 weeks and it's good to reflect after a hard week what you've done to promote professionalism or preserve safety. My advice - get started now!

Ruth has now left NHS England to join Monitor as Chief Nurse. Her successor is Lynne Wigens (left) who started this week!

Welcome to Lynne!