Nursing & Midwifery Revalidation Annual Report

Trust Board

27th July 2017

Presented for: Governance

Presented by: Professor Suzanne Hinchliffe CBE, Chief Nurse / Deputy Chief Executive

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Previous Committees: None

Trust Goals

| The best for patient safety, quality and experience | ✓ |
| The best place to work | ✓ |
| A centre for excellence for research, education and innovation | |
| Seamless integrated care across organisational boundaries | |
| Financial sustainability | |

Key points

1. Overview of revalidation in nursing and midwifery

2. All staff have revalidated as required since its introduction.

3. Recommendations for future reporting.

Information  Assurance  Discussion
1.0 Summary

This paper provides an update on revalidation with the Nursing and Midwifery Council (NMC) for registered nurses and midwives.

This paper focuses on national progress with revalidation and how Leeds Teaching Hospitals Trust (LTHT) has supported the introduction of revalidation for its nurses, midwives and managers.

2.0 Introduction

In October 2015 the Nursing and Midwifery Council (NMC) introduced revalidation for all registered nurses and midwives. Revalidation is the process that all nurses and midwives in the UK need to follow to renew their registration with the NMC every three years.

The purpose of revalidation is to strengthen the regulatory framework for nurses and midwives thereby improving public protection by ensuring that nurses and midwives continue to be fit to practise safely and effectively throughout their career.

The first nurses and midwives to revalidate were those with a renewal date of 30 April 2016.

The NMC’s requirements for revalidation are detailed in Appendix 1.

3.0 National Progress with revalidation

Following the launch of revalidation in October 2015, the NMC published a range of guidance and education materials to support nurses, midwives, their managers and employers. All nurses and midwives received a direct mailing to help them prepare for revalidation.

All NHS Trusts were asked initially to provide quarterly updates to the Trust Development Authority or Monitor regarding their project plan and readiness for revalidation. This is no longer required.

The NMC has reported that the introduction of revalidation had been a major success, with the majority of nurses and midwives revalidating successfully. A small number of applications have been granted an extension or are subject to additional checks by the NMC - none of these in the Trust.

For quality assurance purposes, each year, the NMC will select a sample of nurses and midwives to provide further information about their revalidation application. This process is known as ‘verification’. If selected, the confirmer and registrant will be required to complete an online form.

4.0 Local progress with revalidation

The process for revalidation has been incorporated into the Trust’s existing online appraisal platform. NMC guidance on revalidation has been added to the current LTHT appraisal documentation to alert nurses and midwives, and their managers, of the revalidation requirements.
In preparation for revalidation, nurses and midwives are asked about their revalidation date, and advised at their appraisal to produce two pieces of reflective evidence and two pieces of practice related feedback each year.

At LTHT approximately 1400 nurses and midwives revalidate each year. All registered nurses and midwives in the Trust have completed revalidation, as required, since its introduction.

LTHT, as with many healthcare organisations, has a number of registered nurses in non-nursing roles - where a nursing registration is not a pre-requisite. Staff wishing to maintain their NMC registration, who work within these roles, have been contacted and offered support with their revalidation.

The Trust now generates an automated revalidation notification report for Managers, which provides details of staff who are due to revalidate in future months and those whose revalidation date has passed. This process has now become embedded in practice and we have no reported incidents of failure to revalidate.

To provide assurance that revalidation is in the contract with bank and agency providers the following actions have been undertaken:

- As the administrator of the LTHT Staff Bank, Reed has provided the Trust with information about how they are supporting their staff with revalidation.
- External agency providers have also provided the Trust with information about how they are supporting their staff with revalidation.

The Trust is currently working with the developer of our existing appraisal platform to develop an online electronic revalidation portfolio which staff will be able to access both at work and at home to record their evidence for revalidation. This is currently with the developer for final changes.

4.1 Communication Plan

After the initial staff engagement period communication regarding revalidation continues through the following methods:

- Reminders are given at Introduction to Professional Practice programmes for all nursing staff who are new to the trust, Patient Care and Safety Day and Professional Forum
- In house learning events considered to be appropriate for ‘participatory learning’ are clearly identified on the Trust’s Training Calendar
- In house learning events and resources have been mapped against each of the four themes of the NMC Code
- The revalidation section on the Trust’s Nursing and Midwifery webpages with specific links to all of the resources on the NMC website and local guidelines.

4.2 On-going Support for Staff

Feedback from Trust staff who have revalidated since 2016 has been very positive. Overall staff felt well prepared and did not find the process onerous. There appears to have been no increase in the number of nurses or midwives choosing not to renew their registration as a direct result of revalidation.
As well as electronic resources staff are encouraged to approach their line managers or Clinical Educators for on-going support. There is a Senior Project nurse in education available in the corporate teams for anyone who has been unable to identify support locally.

5.0 Summary

In October 2015, the Nursing and Midwifery Council launched revalidation. The first nurses and midwives to revalidate were those with a renewal date of 30 April 2016.

LTHT have developed and delivered a range of mechanisms to prepare its nurses, midwives and managers for the requirements of revalidation.

All staff required to revalidate have successfully completed the process, since its introduction last year.

6.0 Recommendations

The Trust Board is asked to:

- Receive the report for information regarding the revalidation process and its progress
- Note that revalidation is now embedded into professional practice and the systems introduced locally to support nurse, midwives and managers, at Leeds Teaching Hospitals Trusts are now complete.
- Note that all staff have revalidated as required, since its introduction
- Review the submission for an annual Trust Board report by exception only.

Heather McClelland
Head of Nursing Education & Workforce
27th June 2017