

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

**Aim**

- 1.1 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 Revalidation co-ordinated by Scottish Government and hosted by NHS Tayside.

**Background**

- 2.1 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 Scotland, including those who work in NHS Scotland, the care sector, and the independent and third sectors.
- 2.2 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.
- 2.3 The NMC model proposes:
- Replacement of the current 3 yearly Notification to Practice Form.
  - Registered nurses and midwives will hold 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).
- 2.4 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.
- 2.5 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:
- Self-confirmation from the registrant
  - Reflection on the revised Code
  - Satisfaction of the required hours of CPD and hours of practice
  - Confirmation of good health and good character
  - Confirmation that Professional Indemnity Insurance is in place
  - Third party input – confirmation and feedback

- Random risk-based audit by the NMC regarding compliance
- 2.6 The NMC is preparing to launch revalidation in October 2015, with the first nursing and midwifery registrants progressing revalidation in April 2016.
- 2.7 Each of the four UK countries has identified organisations to test and evaluate the proposed revalidation model, and NHS Tayside has been nominated by the Scottish Government Revalidation Programme Board and Scottish Executive Nurse Directors to lead the pilot on behalf of Scotland.
- 2.8 NHS Tayside Board accepted the position of Pilot NHS Board and became a Pilot site in January 2015 to host the Pilot programme within the dedicated timeline of January – June 2015.

### Summary

- 3.1 To establish 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.

### Recommendation

The Health & Social Care Integration Joint Board is asked to **note** the report.

<b>Policy/Strategy Implications</b>	May be implications of revalidation on a number of policies.
<b>Consultation</b>	Pilot currently being tested in NHS Tayside. A Revalidation Working Group will be set up in NHS Borders.
<b>Risk Assessment</b>	N/A
<b>Compliance with requirements on Equality and Diversity</b>	Yes.
<b>Resource/Staffing Implications</b>	Yes.

### Approved by

<b>Name</b>	<b>Designation</b>	<b>Name</b>	<b>Designation</b>
Evelyn Rodger	Director of Nursing and Midwifery, Interim Director of Acute Services		

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