


MEETING DATE:	13 August 2015	 North Lincolnshire Clinical Commissioning Group REPORT TO THE CLINICAL COMMISSIONING GROUP GOVERNING BODY
AGENDA ITEM NUMBER:	Item 7.13	
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JOB TITLE:	Director of Risk and Quality	
DEPARTMENT:		

REVALIDATION OF NURSING STAFF

PURPOSE/ACTION REQUIRED:	<p>The purpose of this paper is to brief North Lincolnshire CCG Governing Body on the revalidation process that all nurses and midwives will need to engage with from March 2016 to demonstrate that they practice safely and effectively throughout their career</p> <p>The Governing Body members are asked to receive & note the content of this report</p>
CONSULTATION AND/OR INVOLVEMENT PROCESS:	This report has also been submitted to Quality Group
FREEDOM OF INFORMATION:	<p>Revalidation is a public focussed process.</p> <p>Public</p>

1. PURPOSE OF THE REPORT:

The Nursing and Midwifery Council [NMC] response to the Francis report committed to introducing an appropriate system of revalidation for nurses and midwives. Following two public consultations in 2014 the NMC developed a model for revalidation that underpins the NMC Code of Practice. The provisional model, agreed by the NMC Council in December 2014, was piloted in 19 organisations across the UK during the first half of 2015. It has been evaluated by IPSOS MORI and the NMC. An additional independent assessment of readiness across the four countries and a cost benefit analysis of the NMC model were carried out by KPMG.

The aim of this revalidation is to improve public protection by bringing in a more robust process to make sure all registrants continue to be fit to practice throughout their career.

The final model will be decided upon in October 2015. The first registrants to revalidate under the new model will be those due to renew their registration in April 2016 and from then on a monthly basis according to each individual registrants renewal date.

Revalidation is a process that all nurses and midwives 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's or midwives fitness to practise. Revalidation will occur every three years at the point of the renewal of registration.

Revalidation provides nurses and midwives with the opportunity to reflect on their practice against the standards in 'The NMC Code' and demonstrates that they are 'living within' these standards.

Revalidation requires nurses and midwives to undertake the following:

- * Practise a minimum of 450 hours over the three years prior to the renewal of registration
- * Undertake 40hrs of continuous professional development

- * Obtain five pieces of practice related feedback
- * Record a minimum of five written reflections on the Code, CPD and practice related feedback.
- * Provide a Health and Character declaration
- * Declare appropriate cover under an indemnity arrangement
- * Gain confirmation form a third party, that revalidation requirements have been met.

CCG Responsibilities

Revalidation is a requirement of individual nurses and midwives. Employers are not obliged to provide specific support to the nurses and midwives they employ. However, providing support could be considered a key part of an organisations quality and assurance systems. Good employment practice means that it is important to ensure the nurses and midwives are competent and able to provide safe and effective care.

As an employer, the CCG currently directly employs six nurses/midwives with live registrations and is confident they will be able to support their on-going development to ensure they are able to fulfil the required criteria.

As a commissioner, the CCG is working with providers to ensure that they will be able to meet the requirements of the revalidation without increasing the risk to patient safety or quality of care.

Primary Care

It is recognised that revalidation for smaller organisations, such as GP practices, will find the revalidation process more challenging. It is critically important that all nurses and midwives in all settings are enabled to revalidate. This will include the provision of support in undertaking the required continuous professional development, peer to peer review, fit for purpose appraisals and support in gaining feedback on their practice.

GPs and practice managers are therefore recommended to capture the fundamental 'must do's' of nurse and midwife revalidation and to support, assist and share good practice.

2. STRATEGIC OBJECTIVES SUPPORTED BY THIS REPORT:

Continue to improve the quality of services	X
Reduce unwarranted variations in services	
Deliver the best outcomes for every patient	X
Improve patient experience	X
Reduce the inequalities gap in North Lincolnshire	

3. ASSURANCES TO THE CLINICAL COMMISSIONING GROUP

The CCG will fulfil its responsibility as a good employer by supporting Nurses and midwives within their employment to fulfil their revalidation requirements.

The CCG will seek assurance from all commissioned providers that they are able to fulfil the revalidation requirements without increasing risk to patient safety or quality.

4. IMPACT ON RISK ASSURANCE FRAMEWORK:	<table border="1"> <tr> <td>Yes</td> <td></td> <td>No</td> <td>X</td> </tr> </table>	Yes		No	X
Yes		No	X		
5. IMPACT ON THE ENVIRONMENT – SUSTAINABILITY:	<table border="1"> <tr> <td>Yes</td> <td></td> <td>No</td> <td>X</td> </tr> </table>	Yes		No	X
Yes		No	X		
6. LEGAL IMPLICATIONS:	<table border="1"> <tr> <td>Yes</td> <td></td> <td>No</td> <td>X</td> </tr> </table>	Yes		No	X
Yes		No	X		
Nothing Identified at this stage					
7. RESOURCE IMPLICATIONS:	<table border="1"> <tr> <td>Yes</td> <td></td> <td>No</td> <td></td> </tr> </table>	Yes		No	
Yes		No			
Potential for resource in terms of time to allow nurses and midwives spend time achieving their requirements such as CPD and clinical experience					
8. EQUALITY IMPACT ASSESSMENT:	<table border="1"> <tr> <td>Yes</td> <td></td> <td>No</td> <td>X</td> </tr> </table>	Yes		No	X
Yes		No	X		
9. PROPOSED PUBLIC & PATIENT INVOLVEMENT AND COMMUNICATIONS:	<table border="1"> <tr> <td>Yes</td> <td></td> <td>No</td> <td>X</td> </tr> </table>	Yes		No	X
Yes		No	X		
10. RECOMMENDATIONS:					
<p>The CCG is asked to: -</p> <ul style="list-style-type: none"> • Note the report. 					