

# Getting Ready for NMC Revalidation Advice for UK Universities

May 2015



The Nursing and Midwifery Council (NMC) is due to launch a system of revalidation for all nurses and midwives on its register, including those who work in universities, in October 2015. Revalidation is the process by which registrants will be required to regularly demonstrate to the NMC that they remain fit to practise. The current expectation is that the first nurses and midwives to revalidate will be those with a renewal date in April 2016.

The NMC's proposals for revalidation are currently being piloted with a range of organisations and practice settings across the UK, including two universities. The pilots end in July and the NMC will finalise its revalidation system in October 2015.

This document sets out five key ways in which universities can prepare now for revalidation. This advice has been developed together with the universities currently involved in piloting revalidation for the NMC and will be updated as further lessons are learnt from the pilots.

You can find more information about revalidation, including FAQs and draft guidance, on the NMC's website: [www.nmc.org.uk/standards/revalidation](http://www.nmc.org.uk/standards/revalidation).

# How can universities prepare now for revalidation?

## 1. Appoint an internal organisational lead for revalidation

**Rationale:** Good understanding and communication of revalidation is an essential part of universities' preparation; appointing a revalidation lead ensures that someone has explicit responsibility for leading and championing this agenda within the university.

**Additional information:** In the pilot universities, the revalidation lead is a senior registrant member of staff (one is the Head of School of Nursing, Midwifery and Social Work and the other the Head of Undergraduate Studies, Nursing and Midwifery). Given the potential implications for NMC programme approval of staff not revalidating, we also recommend that senior leaders within the organisation start working with the revalidation lead now to identify any risks at an early stage.

## 2. Build an accurate picture of the nursing and midwifery registrants within the university.

**Rationale:** Although it is each registrant's responsibility to revalidate, failure to do so may cause disruption for universities as well as consequences for the individual. We recommend that universities develop an accurate overview of registrants to whom they can disseminate information on revalidation as early as possible.

**Additional information:** NMC registrants will usually be working in a number of different departments within a university, not just health faculties. For example, nurses may be working in university health services or as researchers in teams that are not located within a health faculty. One of the pilot universities used a combination of information from HR and an open call across the university to identify registrants.

We also advise encouraging registrants to register for an NMC Online account ([www.nmc.org.uk/registration/nmc-online](http://www.nmc.org.uk/registration/nmc-online)). This will allow them to check their renewal date and is the means through which they will submit their revalidation confirmation.

## 3. Talk to registrants about the purpose, proposed mechanisms and timescales for revalidation, targeting the question of revalidation for 'non-clinical' roles.

**Rationale:** As a new system, there are bound to be anxieties about revalidation. Clear, early communication from the revalidation lead and others in the organisation is one way of ensuring that staff will be ready for the implementation of revalidation. Although the results of the pilots may lead to some changes to the revalidation model, the core concepts are unlikely to change.

**Additional information:** The question of whether registrants in education and research roles can revalidate is frequently raised by university staff. Experience so far suggests that it is important to explain practically how staff in these roles can confirm their practice hours. Staff are also likely to ask about the levels and type of reflection required within the revalidation process. There is no set standard for this at present but we would advise universities to start thinking this through now so that there is consistency across the organisation.



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**4.** Alert potential confirmers to the purpose of revalidation and their role in the process.

**Rationale:** Once a registrant has met the revalidation requirements, they will need to discuss their revalidation with a third party (usually their line manager) who acts as the confirmer. The concept of confirmation is likely to be new to line managers, particularly as many in these positions in universities will not be NMC registrants. Making sure that confirmers understand their role is therefore a crucial part of preparing for revalidation.

**Additional information:** Clarity over who has the confirmatory conversation is particularly important for certain groups of staff. These include joint appointments, staff on ‘zero hours’ contracts and those on secondments; each may require additional preparation and discussion with partner organisations.

**5.** Discuss revalidation with central university HR services, addressing the link between annual appraisals and confirmation.

**Rationale:** The expectation that confirmation will usually take place in the context of the annual appraisal discussion has implications for the length and structure of appraisals. University revalidation leads are advised to engage as early as possible with their HR departments to ensure that confirmation can take place in the context of annual appraisals and explore how internal HR systems can support revalidation.

**Additional information:** The pilot universities have started integrating revalidation confirmation with their existing HR systems (for example, adding templates to electronic systems and developing a 12 month trigger to identify registrants who will need to revalidate).



## About us

The Council of Deans of Health (CoDH) is the representative voice of all 85 UK university health faculties engaged in education and research for nursing, midwifery and the allied health professions.

If you have feedback on this guidance or further questions about revalidation for nurses and midwives in universities, please contact us:

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