Nurses Revalidation

Frequently Asked Questions

What is revalidation?

Revalidation is the process where registered nurses and midwives are required every three years to demonstrate to the Nursing and Midwifery Council (NMC) they remain fit to practice. Revalidation promotes greater professionalism among nurses and midwives and also improves the quality of care that patients receive by encouraging reflection on nurses’ and midwives’ practice against the revised NMC Code.

Why is the NMC introducing revalidation?

Revalidation aims to protect the public by making sure nurses and midwives continue to be fit to practice. Registered nurses and midwives will need to be up to date in their professional practice, develop new skills, and understand the changing needs of the patients they care for.

Both the Department of Health and the Professional Standards Authority have recommended that a continuing fitness to practice measurement such as revalidation is necessary for all healthcare professions.

When will revalidation start?

In October 2015, the NMC gave the go-ahead to launch revalidation from April 2016. From this point, nurses and midwives will need to familiarise themselves with the revalidation requirements and start to develop their portfolio.

Revalidation will build on the requirements that nurses and midwives already need to meet.

Which staff will be affected?

All nurses and midwives will need to revalidate when renewal of their registration is due. You will have to complete the revalidation process to remain on the NMC register.

What are the main elements of revalidation?

All registered nurses and midwives are required to have evidence over their 3 year revalidation period:

1. Evidence of 35 hours relevant Continuous Professional Development, 20 of these hours will need to be participatory (learning with others)
2. You need five pieces of third party feedback from a variety of sources (peers, colleagues, patients, carers)
3. You need to complete 5 reflections on your feedback, your CPD or an event in practice and state how you will alter your practice considering the NMC code of practice.
4. You need to have a discussion about your 5 reflections with another NMC registered Nurse or Midwife
5. A third party will need to ‘confirm’ your revalidation; this is likely to be your manager and should be a NMC registered Nurse
What is the Trust doing to help me?
The process for revalidation is your responsibility. Southern Health believes the revalidation process will drive up the professional standards in nursing and allow nurses to become more accountable to their patients. We will be supporting you through this process as much as possible with regular reminders, information, tools and resources. This includes:

- You will receive a reminder from the Trust that your revalidation is due and what you need to provide to meet the requirements.
- An intranet resource page
- Revalidation recording system available on your LEaD home page
- Training available to book via LEaD
- Checklist and discussion tool for your appraisal
- Email address for you to ask questions

How will I record my revalidation?
We have developed an online portfolio for you to record and store all your requirements for revalidation. This will also record your third party approval. More information about this system is included in the training.

What happens if I do not revalidate?
If you do not meet the revalidation requirements by your re-registration date, you will be removed from the NMC register. You will then have to wait for your information to be reviewed before the NMC will add you to the register.

During this period you will be unable to work for the Trust as a registered nurse or midwife.

Does the Trust provide my professional indemnity?
The Trust will supply professional indemnity for all registered nurses and midwives for the care you provide under our employment. It will not cover you for any work you carry-out, outside your Southern Health employment.