

Registration in the UK

- prioritise people
- practise effectively
- preserve safety
- promote professionalism and trust

NMC Nursing &
Midwifery
Council

Background

- prioritise people
- practise effectively
- preserve safety
- promote professionalism and trust

2

Who are we?

The NMC is the independent regulator for nurses and midwives in the UK. **Better, safer care for people is at the heart of what we do**

We set the **education** and **professional standards** that nurses, midwives and nursing associates must achieve to practise.



3

Our role



As the professional regulator of nurses and midwives in the UK, and nursing associates in England, we work to ensure these professionals have the knowledge and skills to deliver consistent, quality care that keeps people safe.

4

How we do this

- We set **education** and **professional standards**.
- We **register professionals** who **meet** those standards and who show both **clinical excellence** and a commitment to **kindness, compassion** and **respect**.
- We promote **lifelong learning** through **revalidation**
- On the **rare occasions** that care goes **wrong**, or falls short of people's expectations, we can step in to **investigate**, and **take action** when needed.

5

Our role: the wider context

We are **one part of a bigger system** of organisations working to make health and care safe.

There are some things we are **not** responsible for, that other organisations do:

- regulate hospitals or other healthcare settings
- regulate healthcare assistants
- represent or campaign on behalf of nurses and midwives
- set levels of staffing or salaries
- define job descriptions
- develop content for training courses



6



As the regulator we have a range of tools:

- We set standards to join and remain on the register
- We assess educational organisations to make sure all students are being taught to the same high standards
- We maintain a register of those eligible to practise as nurses and midwives
- When the health and social care system fails we engage with the public and work closely with partners to learn from these mistakes and ensure appropriate action is taken to prevent this happening again.

The register

We maintain a register of approximately 700,000 nurses and midwives. As of 31 March 2019, the register included:

- 653,544 Nurses
- 36,916 Midwives
- 7,288 Nurses and Midwives
- 489 Nursing associates
- 4.7% trained in the EU
- 10.5% trained outside UK and EU



practise effectively

The Code

Setting the standards

prioritise people

practise effectively

preserve safety

promote professionalism and trust

The Code

Why is having a Code important?



Patients and service users, and those who care for them, can use it to provide feedback to nurses, midwives and nursing associates about the care they receive.



Nurses, midwives and nursing associates can use it to promote safe and effective practice in their place of work.



Employer organisations should support their staff in upholding the standards in their professional code



Educators can use a code to help students understand what it means to be a registered professional and how keeping to a code helps to achieve that.

Registration

prioritise people

practise effectively

preserve safety

promote professionalism and trust

11

Registration requirements

Qualification

Health and
Character

Language
competence

Professional
indemnity

prioritise people

12

Readmission requirements

Practice hours

Language

CPD

Health and
Character

Professional
indemnity

Supporting
declaration
and references

preserve safety

13

Raising a concern



Types of allegations we might investigate:

- Misconduct
- Lack of competence
- Caution or conviction
- Not having the necessary knowledge of English
- Serious ill health

preserve safety

Revalidation

prioritise people









practise effectively

preserve safety

promote professionalism and trust

15

What is revalidation?

	 PRACTICE HOURS	 CONTINUING PROFESSIONAL DEVELOPMENT
PRACTICE-RELATED FEEDBACK <small>Explaining feedback and its role in revalidation</small>	 WRITTEN REFLECTIVE ACCOUNTS	 REFLECTIVE DISCUSSION
 HEALTH AND CHARACTER	 PROFESSIONAL INDEMNITY ARRANGEMENT	 CONFIRMATION

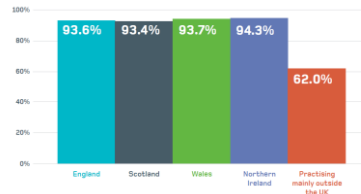
promote professionalism and trust

16

Three years on...

- Summary of results after 3 years (April 2016 – March 2019):
 - 611,462 nurses and midwives renewed their registration in the first three years of revalidation
- In year 3 (April 2018 - March 2019):
 - 204,545 revalidated
 - 94% revalidation rate across the UK
 - 5–6% percent of those due to revalidate in the four UK countries left the register instead.

Proportion of people who revalidated by country (April 2016 – March 2019)



promote professionalism and trust

What about those who don't choose to revalidate?

- Similar rate of leaving for nursing and midwifery registrations
- Top reasons for leaving are retirement (50.4%), not practising (37.3%) and ill health (6.1%)
- Reflective discussion (49.4%), practice hours (39.5%) and written reflective accounts (39.3%) were the most common requirements nurses failed to meet.
- People declaring disability have a lower revalidation rate and are more likely to leave for reasons of ill health (36.7% compared to 2.3%)

promote professionalism and trust

Evaluation design and progress

prioritise people

practise effectively

preserve safety

promote professionalism and trust



Messages from evaluation

- No **adverse effect** on renewal rates, or any difficulties experienced by any particular group of nurses and midwives
- Signs of **behaviour change** evident

What is going well...

- Nurses and midwives report that:
 - they value the support and guidance provided
 - online system works well
 - they have acquired a thorough knowledge of the Code and realise its positive impact on their practice
 - they consider reflective discussion to be the most beneficial aspect of revalidation

Areas to improve

- Build on reflective elements
- Focus on CPD
- Make feedback more meaningful
- Continue to review verification process
- Focus on employers
- Carry out additional data and monitoring

Any questions?

prioritise people

practise effectively

preserve safety

promote professionalism and trust