CONTINUING PROFESSIONAL DEVELOPMENT AND REVALIDATION

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Maintaining our Professional Qualification or Status
What is Revalidation?

- Revalidation is a process by which a regulated professional periodically has to demonstrate that he or she remains fit to practise (HCPC).
- This process involves the registrant meeting certain criteria to meet the requirements of the individual governing body, developing expertise.
Developing Our Expertise

Building our teams

- Revalidation
- Patient Safety
- Student Support
THIS SESSION

Continuing Professional Development/ Revalidation for all theatre staff

- Assistant Theatre Practitioners (Skills for Health)
- Operating Department Practitioners (HCPC registered)
- Registered Nursing staff (NMC registered)
Collectively Moving Forward

Utilising the “Revalidation” processes to develop our knowledge, skills, behaviours and professionalism to enhance our support to all student’s and staff and the service delivery to our patients
Collectively We Can Aim To Produce Exceptional Results
The WHO checklist has reduced clinical incident by one third

- Is this enough?
- Can we do more?
- Can professional knowledge and skills help?
The WHO check list is good
...........................................BUT CAN WE DO BETTER???

1. 2007 figures show more than 128,000 clinical incidents were reported to the National Reporting and Learning Service, which range from the loss of notes to death (271) and severe harm in 1,105 cases (Patient Safety First Initiative 2011).

2. Human Factors evidence such as "Gina’s story" (2014) demonstrate that mistakes can be made which we need to reflect upon, learn and prevent from happening again.

3. Our environment has evolved rapidly beyond recognition. We have robotics, cryo-surgery, laparoscopic and arthroscopic surgery as well as many other technical developments to master such as is found in advanced Orthopaedic, Trauma, Cardiac, ENT, General Gynaecology, Urology and in fact all areas!!!
The Labour Government proposed Revalidation for all health professionals in the last government.

This was reviewed by the HCPC (then HCP) initially and risk assessed as not needed.

The GMC have introduced a licencing and revalidation system which came into force in December 3rd 2012 with legal effect.

The NMC are introducing a revalidation system for nurses and midwives next year (2016).

The HCPC, following recent findings may now follow suit (e.g. Mid Staffordshire findings and subsequent Francis report (2013) and the Don Berwick response(2013). Current project with University of Durham.

- Train and support all staff, all of the time to improve the processes of care
- Join multi organisational collaboratives – networks – in which teams can learn from and to each other
- Abandon blame as a tool. Trust the goodwill and good intentions of the staff, and help them to achieve what they already want to achieve: better care and the relief of human suffering. Misconduct can occur and it deserves censure. But, errors are not misconduct and do not warrant punishment. Learn and reflect on mistakes to prevent them from occurring again.
- Use quantitative goals with caution, do not forget the primary goal of “CARE”.
- “First do no harm” as the central aim.
A big part of the perioperative team

Skills for Health Code of Conduct

Need to benefit from the learning undertaken within Revalidation

Assistant Theatre Practitioner’s
CPD for Assistant Theatre Practitioners

- Maintain a continuing development portfolio of evidence to demonstrate the learning you have undertaken
- Include evidence of your own development within the team
- Include records of any education you undertake, for example the National Care Standards
- Review your own job description to identify any learning you need for your role
- Seek to update yourself on new equipment and maintain records of this
- Discuss pathways of progression available to you with your Practice Educator or Manager
Benefits of CPD for ATP’s

- Better care of our patient’s
- Better understanding of the processes you are involved in
- Greater chance of promotion as your knowledge and skills grow

- Participate in the educational provision and learning provided for registrants where suitable
The HCPC already has robust systems in place to ensure the continuing fitness to practise of our registrants. These include our registration renewals process, continuing professional development standards and fitness to practise processes.

The HCPC is undertaking a series of projects to increase our understanding about whether additional measures are needed to ensure the continuing fitness to practise of our registrants. This process is currently being reviewed by Durham University.

Next audit of ODP’s is November 2016
HCPC Audit Requirements

- a summary of your practice history for the last two years (up to 500 words);
- a statement of how you have met our standards of CPD (up to 1500 words); and
- evidence to support your statement:
The evidence you send in will back up the statements you make in your CPD profile. It should show that you have undertaken the CPD activities you have referred to, and should also show how they have improved the quality of your work and benefited service users.

Your first piece of evidence should include a dated list of all your CPD activities within the audit period. Any gaps of three months or more should be explained. This will help to show the assessors that you meet standard 1.

Your evidence should also be able to show that your CPD activities are a mixture of learning activities and are relevant to your work (and therefore meet standard 2).
Revalidation Process for Nurses starts 2016
April and May registrants will be the first to be called
New NMC Code

• The NMC has updated its Code of professional standards.

• The revised Code became effective on 31 March 2015 and all registered nurses and midwives are required to uphold its standards of practice and behaviours.

• The Code is centered around four themes, with public protection at the core, and builds on the existing foundation of good nursing and midwifery practice.

• The Code should be used as a ‘living’ guide at the heart of everyday nursing and midwifery practice.
NMC REVALIDATION

This New Code
1. Centre of the revalidation process
2. Must be considered in all practice and reflections
Four themes brought together in one Code

Together they signify good nursing and midwifery practice.
What is **REVALIDATION**

- Every three years, at the point of their renewal of registration, nurses and midwives will need to show that, as a professional, they are living by the Code's standards of practice and behaviour.

- This process is called revalidation and it builds on the current Prep requirements.

- Participation is on an on-going basis rather than a point in time assessment.

- Nurses and midwives will need to meet a range of requirements, designed to show that they are keeping up to date and practise safely and effectively.

- Revalidation is about promoting good practice across the whole population of nurses and midwives. It is not an assessment of a nurse or midwife’s fitness to practise.
<table>
<thead>
<tr>
<th>Revalidation</th>
<th>Provisional Requirements</th>
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<tbody>
<tr>
<td><strong>Practice hours</strong></td>
<td>You must practise a minimum of 450 hours (900 hours for those with dual registration) over the three years prior to the renewal of your registration.</td>
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<tr>
<td><strong>Continuing professional development</strong></td>
<td>You must undertake 40 hours of continuing professional development (CPD) relevant to your scope of practice as a nurse or midwife, over the three years prior to the renewal of your registration. 20 hours of CPD must be through participatory learning.</td>
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<td><strong>Practice-related feedback</strong></td>
<td>You must obtain at least five pieces of practice-related feedback over the three years prior to the renewal of your registration.</td>
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<td><strong>Written reflective accounts</strong></td>
<td>You must prepare a minimum of five written reflective accounts on what you learnt from your CPD, practice-related feedback or an event or experience in your practice, and explain how this is relevant to the Code.</td>
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<tr>
<td><strong>Reflective discussion</strong></td>
<td>You must discuss these reflective accounts with another NMC-registered nurse or midwife as part of a reflective discussion.</td>
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<td><strong>Health and character</strong></td>
<td>You must provide a health and character declaration, including declaring any cautions or convictions.</td>
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<td><strong>Professional indemnity arrangement</strong></td>
<td>You must declare that you have, or will have when practising, appropriate cover under an indemnity arrangement.</td>
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<td><strong>Confirmation</strong></td>
<td>You will need to demonstrate to an appropriate person that you have met the revalidation requirements.</td>
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<td><strong>Keeping a portfolio</strong></td>
<td>We strongly recommend that you keep evidence that you have met these requirements in a portfolio. (This is, however, optional).</td>
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NMC professionals mirror organisational priorities of safety and care through the new Code

Organisational priorities

- Personalisation
- Access
- Involvement
- Rights

- Clinical guidelines
- Learning
- Innovation
- Quality control

- Safety systems
- Safety culture
- Monitoring

- Transparency
- Leadership
- Governance

People

- Care
- Compassion
- Listening
- Dignity

Effective

- Evidence-based practice
- CPD
- Technical skills
- Experimentation

Safety

- Safety behaviours
- Human factors
- Team orientation
- Reporting

Trust

- Honesty
- Probity
- Professionalism

Individual professionals upholding Code
How does this work in practice?

When the confirmer is a registered nurse or midwife:

• The reflective discussion and confirmation discussion can happen with the same person.

• Nurses and midwives might like to have these discussions at one meeting, for example, at an annual appraisal.

When the confirmer is not a registered nurse or midwife:

• The reflective discussion with another NMC-registered nurse or midwife must happen first.

• The confirmation discussion will need to happen after all other requirements are met.
The anticipated benefits of revalidation

**For the public:**
- Provide confidence that nurses and midwives are up to date in terms of their skills and professional development
- Provide assurance that nurses and midwives are being regularly reviewed

**For nurses and midwives:**
- Raise awareness of the Code and standards that are expected of nurses and midwives
- Encourage a culture of sharing, reflection and continuous improvement
- Encourage nurses to stay up to date in their professional practice

**For employers:**
- Increase confidence that their staff practise safely and effectively
- Encourage more consistent participation in appraisal and professional development
- Help clarify the nature and scope of investment required in CPD

**For the NMC:**
- Help to strengthen our regulation of nurses and midwives
- Help to raise standards of practice
- Provide more insight into how nursing and midwifery professions are practising
What should all nurses and midwives do to prepare?

1. Sign up to NMC Online at www.nmc.org.uk/nmc-online

2. Find out your renewal date (which is when you will revalidate)

3. Read the provisional guidance and get up to date at www.nmc.org.uk/revalidation
Incorporating benefit’s to student learning

- This process can incorporate the teaching and support given to students.
- Preparation for the teaching of students becomes your own CPD.
- Ownership of an area of practice or equipment and undertaking study to support your knowledge base needs to be shared.
- You could further share your new found knowledge with others to make this participatory learning. This could be done in groups with all members from a team discussing their area of study and perhaps providing hand outs.
We Are Professionals!

We are part of a team with other professional bodies.

Continuing Professional Development allows us to “keep up!”
Questions???
**Links to Internet sites for reference**

Don Berwick Report, 2013

Durham University Review of Professionalism amongst Health Care Professions
http://www.hpc-uk.org/assets/documents/10003771/Professionalisminhealthcareprofessionals.pdf

Gina’s Story. Human Factors. 2014. You Tube
https://www.youtube.com/watch?v=UJLoLYL6Fe6

Health Care and Professions Council Revalidation
http://www.hpc-uk.org/registrants/cpd/

Lord Francis Report, 2013

NMC Power point Presentation – Revalidation
http://www.nmc.org.uk/standards/revalidation/revalidation-guidance-and-resources/

Patient Safety First Initiative