Revalidation for nurses and midwives working abroad

There are new statutory re-registration requirements that have recently been placed on all UK Nurses and Midwives by their Regulator, the Nursing and Midwifery Council (NMC). These come into effect from April 2016 and apply to all Nurses and Midwives regardless of the role or sector in which they are operating and to all fields of practice. Nurses and Midwives re-register every three years but pay the NMC an annual retention fee. These new re-registration requirements replace the existing PREPP Standards and must be met if the Nurse or Midwife is to remain on the NMC register and continue practising legally in the UK. Whilst revalidation is primarily the responsibility of the nurse or midwife, it will require significant support and input from any employer or sponsoring agency.

Key points
- Registration is separate to any academic or additional qualification a nurse or midwife holds. Registration confers the right to practice in that profession within the UK.
- The new system comes in from 1st April 2016 and provides a requirement to register every 3 years.
- All nurses and midwives have to pay the annual fee to stay on the register or their registration lapses.
- The NMC have established an online system for re-registration and the payment of annual fees and will no longer send written reminders to registrants.
- The NMC will select at random registrants for assessment regarding any evidence presented.
- If a nurse or midwife is not registered, they cannot practise as a nurse or midwife in the UK or call themselves a Registered Nurse or Midwife.
- It is the employee’s job to maintain registration, but the employer needs to check that they any nurses or midwives they employ in that capacity are currently registered.
- There needs to be involvement in the registration process by another NMC registered nurse or midwife built around the code of practice.
- The documentation needs to be signed off by a confirmer (who does not need to be an NMC registered nurse) and can be the employer.

Summary of what a nurse or midwife has to do:
A. 450 hours practice in three years within scope of practice for each speciality (employed or voluntary).
B. 35 hours of Continuing Professional Development (of which 20 hours participatory i.e. face to face).
C. Five pieces of feedback from others.
D. Five written reflective accounts.
E. A reflective discussion with a NMC registered nurse or midwife built around code of practice.
F. Completing a health and character statement.
G. Professional indemnity evidence.
H. Signed off by a confirmer (usually the line manager).

Large numbers of the 680,000 registered nurses and midwives are NOT practicing in the NHS. The registration application and evidence must all be in English and be kept in a portfolio. It should be noted that E and H can only be stored as a paper.
Checklist of Requirements and Supporting Evidence – Nurses and Midwives
These are all of the requirements that you must meet in order to complete your revalidation and renew your registration every three years with the NMC.

<table>
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<th>Requirements</th>
<th>Supporting evidence</th>
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| 450 practice hours or 900 hours if revalidating as both nurse and midwife | Maintain a record of practice hours you have completed, including:  
- dates of practice;  
- the number of hours you undertook;  
- name, address and postcode of the organisation;  
- scope of practice;  
- work setting;  
- a description of the work you undertook; and  
- evidence of those practice hours (such as timesheets, role profiles or job specifications). |
| 35 hours of Continuing Professional development (of which 20 must be participatory) | Maintain accurate and verifiable records of your CPD activities, including:  
- the CPD method (Examples of 'CPO method' are self-learning, online learning, course.);  
- a brief description of the topic and how it relates to your practice;  
- dates the CPD activity was undertaken;  
- the number of hours and participatory hours;  
- identification of the part of the Code most relevant to the CPO;  
- and evidence of the CPO activity (Guidance Sheet 3 provides examples of the kind of evidence you can record, see page 45). |
| Five pieces of practice-related feedback | Notes of the content of the feedback and how you used it to improve your practice. This will be helpful for you to use when you are preparing your reflective accounts. Make sure your notes do not include any personal data [see Guidance Sheet on page 36]. |
| Five written reflective accounts | Five written reflective accounts that explain what you learnt from your CPD activity and/or feedback and/or an event or experience in your practice, how you changed or improved your work as a result, and how this is relevant to the Code. You must use the NMC form on page 47 and make sure your accounts do not include any personal data [see Guidance sheet 1] |
| Reflective discussion | A reflective discussion form which includes the name and NMC Pin number of the NMC-registered nurse or midwife that you had the discussion with as well as the date you had the discussion. You must use the NMC form on page 44 and this must be stored as a paper copy only. Make sure the discussion summary section does not contain any personal data [see Guidance sheet 1] |
| Health and character | You will make these declarations as part of your online revalidation application |
| Professional indemnity arrangement | Evidence to demonstrate that there is an appropriate indemnity arrangement. Whether your indemnity arrangement is through your employer, membership of a professional body or through a private insurance arrangement. If your indemnity arrangement is provided through membership of a professional body or a private insurance arrangement, you will need to record the name of the professional body or provider. |
| Confirmation | A confirmation form signed by your confirmers. You must use the NMC form on pages 45-47 and this must be stored as a paper copy only. |

Scope of practice: Commissioning, Consultancy, Education, Management, Policy, Direct clinical care, Quality assurance or inspection, Research, Other.
How an employer can help:

- Employers need to understand the context of the new system and ensure all people recruited to nursing and midwifery roles are NMC registered as appropriate.
- When the post is overseas, it may not be necessary to be NMC registered (though this would need checking in any particular country). However when recruiting in the UK it would be good practice for registration to be part of the recruitment criteria unless the person has not been working in the UK context recently.
- Employers need to ensure that there is space in the person’s working hours to meet the CPD requirements
- Appraisals and performance reviews should be robust and include support for the re-registration process
- Employers need to ensure employees can have access to the NMC online (NB Both the RCN and RCM have websites to register and store evidence online)

Nurses and Midwives Working Overseas

It should be possible to continue to be registered to work in the UK even if nurse and midwives are working overseas and this is strongly recommended. However the involvement of another senior NMC registrant in the process is highly advisable. The NMC recommends that Nurses and Midwives also seek to register with the appropriate regulator in the country in which they are practising.

Please also see the NMC guidance on working outside the UK.

It may be possible for a person to work in healthcare in an overseas context without their UK registration. However they will not be able to call themselves a UK Registered Nurse or Midwife and should register in the country in which they wish to practice.

Any midwife or nurse returning to the UK who had not kept up their UK registration would have to go through training and revalidation before being able to take up a position again.

Advice and support for revalidation

Parish Nursing Ministries UK will provide advice on revalidation and other aspects of practice to nurses and midwives working in faith health ministry in the UK or abroad. They will also provide expert advice and support to faith health organisations employing nurses or midwives. Contact Ros Moore.

This advice for nurses was written by Ros Moore of Parish Nursing UK for a Global Connections update in December 2015.

Mission agencies seeking advice about HR policies for their mission partners should contact Martin Lee at Global Connections.

CMF
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