

BOARD OF DIRECTORS MEETING (Open)

Date: 8th November 2017

Item Ref:

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TITLE OF PAPER	Nurse Revalidation Up-date Report
TO BE PRESENTED BY	Liz Lightbown, Executive Director for Nursing, Professions & Care Standards
ACTION REQUIRED	To receive and note the progress of nurse revalidation
OUTCOME	Board Members are aware of progress and continue to support the Nurse Revalidation process
TIMETABLE FOR DECISION	November Board Meeting
LINKS TO OTHER KEY REPORTS / DECISIONS	<ul style="list-style-type: none"> ▪ The Nursing and Midwifery Council's (NMC) Revalidation Evidence Report 2014 ▪ The Code (professional standards of practice and behaviour for nurses and midwives) ▪ The Trust's Professional Registration and Verification Policy
LINKS TO OTHER RELEVANT FRAMEWORKS BAF, RISK, OUTCOMES	Strategic Objective: A1 Quality & Safety
IMPLICATIONS FOR SERVICE DELIVERY AND FINANCIAL IMPACT	<ul style="list-style-type: none"> ▪ Inability to implement an effective system of revalidation means nurses may not be in a position to practice, affecting both direct patient care and services ▪ Some individual nurses may not meet the new requirements for revalidation, thus affecting clinical care and service delivery
CONSIDERATION OF LEGAL ISSUES	Inability to meet requirements of nurse revalidation thus affecting ability to delivery safe nurse staffing levels and care standards (as required by the regulator), resulting in legal claims

Author of Report	Giz Sangha
Designation	Deputy Chief Nurse / Interim Clinical Director Acute & Inpatient Care
Date of Report	24 October 2017

SUMMARY REPORT

Report to: BOARD OF DIRECTORS MEETING

Date: 8th November 2017

Subject: Nurse Revalidation Up-date Report

Presented by: Liz Lightbown, Executive Director of Nursing, Professions and Care Standards

Author: Giz Sangha, Deputy Chief Nurse / Interim Clinical Director Acute & Inpatient Care

1. Purpose

<i>For Approval</i>	<i>For a collective decision</i>	<i>To report progress</i>	<i>To seek input from</i>	<i>For information</i>	<i>Other (please state below)</i>
		✓		✓	

To assure Board Members that the Trust has an effective system in place to ensure nurse revalidation is taking place across the organisation.

The purpose of revalidation is to improve public protection by making sure that nurses and midwives continue to be fit to practise throughout their career.

Nurses need to stay up-to-date in their professional practice, develop new skills, keep up-to-date on standards and understand the changing needs of the public they serve, and fellow healthcare professionals with whom they work.

2. Summary

Nurse Revalidation commenced in April 2016 and to date no nurses have breached their requirements for revalidation. Nurse Revalidation will be fully implemented by December 2018. This process will continue to be overseen by the Deputy Chief Nurse.

In order to support and ensure that all nurses met this Nursing and Midwifery Council (NMC) requirement, the Trust supported a business case to procure the HeART System from Premier Information Technology (IT), to be used to record nurses' Continued Practice Development (CPD) requirements for revalidation purposes in the first 3 years, to ensure compliance.

The application for revalidation can now be submitted on-line, using an NMC on-line account. Therefore, the interim HeART System solution is no longer required to be operational; the licence for which was funded to March 2018 (3 years).

Ahead of schedule, Trust staff working with Human Resources colleagues have set up a robust system of managing and monitoring registration and revalidation using Electronic Staff Records (ESR).

The data below includes all staff including bank nurses and is based on the revalidation date (year). Therefore, any staff who had a revalidation date of 30/09/18 would fall in the 2018 column. Staff who do not require NMC Registration for their role, but are nurses, are included in the data, therefore the information is broken down by staff group.

There are some slight discrepancies (not known column) which are being addressed with HR.

Staff Group	2017	2018	2019	2020	Earlier	Not Known	Grand Total
Nursing and Midwifery Registered	73	177	212	102	1	14	579
Add Prof Scientific and Technic	4	4	4	5			17
Additional Clinical Services	1	2	1	2			6
Administrative and Clerical	2	5	2	5		1	15
Allied Health Professionals			1				1
Grand Total	80	188	220	114	1	15	618

3. Next Steps

- The Deputy Chief Nurse will continue to work with the Lead for the Electronic Staff Record (ESR) in Human Resources (HR) to ensure the ESR system is kept up-to-date for nurses. This will reflect staff movements i.e. newly recruited staff members or those moved to another location after reconfiguration of services.
- Review starter and leaver reports with HR.
- Address any issues of registration lapses / non- compliance with revalidation.

4. Required Actions

- Members to note progress for Nurse Revalidation, ahead of schedule.
- Members are assured that a system is in place for nurse revalidation.

5. Monitoring Arrangements

- Via the Chief Nurse to the Executive Directors Group.
- Via the Chief Nurse to the Board.

6. Contact Details

For further information please contact:

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Up-date on Revalidation Implementation

An Alert system is in place via the Nursing and Midwifery Council (NMC), to remind nurses of their Registration / Revalidation dates. Information is posted to their home address and / or an e-mail communication sent from the NMC.

Human Resources (HR) are linked to the NMC Database. The employee's registration details are automatically up-dated via an interface. Managers are alerted by HR when nurses are due for registration / revalidation.

Communication to Nurses

- A Nurse specific Trust-wide e-mail distribution list had been setup to inform nurses of Trust / NMC / matters relating to nursing practice and to share any up-dates.
- If the e-mail sent to a nurse bounces back, their line manager is contacted / in the event of maternity leaves / long term sickness; a letter is posted to the individual's home address as a Trust reminder that their registration / revalidation evidence is due.
- Nurse line managers are routinely informed of revalidation dates via HR.
- The NMC also writes to individual nurses via their registered home addresses with a reminder of their registration / revalidation dates.

Policies and Procedures

- The Professional Registration and Verification Policy has been up-dated to reflect the changes in Nursing Midwifery Council (NMC) requirements.

Escalation of Concerns

- An escalation process is in place to notify the Deputy Chief Nurse if a nurse is unable to register / revalidate.