Dear Colleague

**NURSING AND MIDWIFERY REVALIDATION – IMPLEMENTATION IN NHS BOARDS**

**Purpose**

This joint Director’s Letter sets out the standards to be met by all NHS Boards in supporting the implementation of nursing and midwifery revalidation in NHSScotland (NHSS).

**Background**

From 1 April 2016, the Nursing and Midwifery Council’s (NMC) process of revalidation for nurses and midwives came into effect. Revalidation\(^1\) is a three yearly process which allows nurses and midwives to maintain their registration with the NMC, and builds on existing arrangements for the renewal of that registration. The purpose of revalidation is to improve public protection by making sure nurses and midwives demonstrate to the NMC their continued ability to practise safely and effectively throughout their career.

**Requirements of Revalidation**

In order to revalidate, nurses and midwives will be required to undertake a minimum number of practice hours (450 for a registered nurse, 900 for a dual registered nurse and midwife); undertake a minimum of 35 hours of continuous professional development (CPD), 20 hours of which must be participatory; gather five pieces of practice-related feedback; write five reflective accounts on CPD and/or practice related feedback and/or an event or experience and how this relates to the NMC Code of Practice; discuss the reflective accounts with another NMC-registered nurse or midwife; and receive written confirmation from a third party to demonstrate that all of the necessary requirements to revalidate have been met. Registered nurses and midwives will also be required to provide a health and character declaration and evidence to demonstrate that an appropriate Professional Indemnity arrangement is in place.

Whilst revalidation is the responsibility of individual nurses and midwives, NHS Boards should ensure that local systems are in place to support the revalidation of their nursing and midwifery employees.

---

\(^1\) [http://revalidation.nmc.org.uk/](http://revalidation.nmc.org.uk/)
Standards

To ensure a consistent approach is taken across NHSScotland, all NHS Boards should ensure the following:

- That a system of internal governance is in place with an effective management reporting system to ensure key risks in relation to revalidation are managed.
- Support for revalidation of nurses and midwives is provided through a robust annual appraisal process.
- Discussions relating to professionalism and the NMC code should form a core element of the appraisal process.
- The “Confirmers” should be the registrant’s line manager wherever possible. However, if the line manager is not an NMC-registered nurse or midwife, the nurse or midwife will require to undertake their reflective discussion with another NMC-registered nurse or midwife before seeking confirmation from their line manager. Reflective discussions should not be held with someone of a subordinate grade to the registrant (as agreed by the Scottish Government Nursing and Midwifery Revalidation Programme Board).
- Support data collection to monitor the impact of revalidation and national reporting. Data will be drawn from current management systems wherever possible, will be co-ordinated via the existing professional network and Nurse Directors, and will be reviewed as the initial three year NMC cycle of revalidation progresses.
- Ensure that compliance with the standards set out in the PIN policy on “Safer Pre and Post Employment Checks” continue to be met.

Governance

The Scottish Government Nursing and Midwifery Revalidation Programme Board, chaired by Fiona McQueen, Chief Nursing Officer for Scotland will oversee the consistent implementation of Revalidation across Scotland.

Support and Resources

To support implementation of revalidation, two part-time national co-ordinators have been appointed, in addition to provision of band 7 resource for every NHSS Board. The national co-ordinators will focus on supporting all organisations within both the NHS and non-NHS sectors. The co-ordinators will also monitor the implementation of revalidation. Their contact details are as follows:

Lee McGuinness – lee.mcguinness@nhslothian.scot.nhs.uk – Tel 07736213241 or 0131 465 5443

Eleanor Lang – eleanor.lang@gjin.scot.nhs.uk – Tel 0141 951 5659

In addition, leads from each of the NHS Boards meet regularly as part of the Nursing and Midwifery Revalidation Professional Network which supports local and national implementation of revalidation.

2 http://www.staffgovernance.scot.nhs.uk/partnership/partnership-information-network/pin-policies/
The NMC has a wide range of resources at [http://revalidation.nmc.org.uk/](http://revalidation.nmc.org.uk/)

**Monitoring**

Work is underway with HR and Nursing and Midwifery colleagues to monitor the impact of the introduction of revalidation on a national basis. Further guidance on this will be sent to NHS Boards shortly.

**Queries**

Should you have any queries in relation to any aspect of this Directors Letter then please contact: Donna O'Boyle, Tel: 0131 244 2097 or by email: donna.o'boyle@gov.scot.

**Action**

NHS Boards are required to ensure that all relevant staff are aware of the standards to be met in relation to the implementation of nursing and midwifery revalidation.

Yours sincerely

Fiona McQueen  
Chief Nursing Officer

Shirley Rogers  
Director of Health Workforce