Final Nurse/Midwife Revalidation/Lapsed Registration Principles of Practice


1.0 Introduction

1.1 This paper outlines a set of principles that NHS organisations have signed up to in relation to the process of revalidation.

1.2 The purpose of revalidation is to protect the public, protect the registrant and strengthen public confidence in the nursing and midwifery profession.

1.3 It is through the revalidation process that individuals will provide the evidence to support their inclusion on the NMC register.

1.4 All qualified nurses/midwives working as a registered nurse or midwife in a job that requires the individual to be a registered nurse/midwife, must have their name on the NMC Register.

1.5 When registration lapses, regardless of the reason, then the registrant is unable to meet the requirements of his/her contract of employment and cannot be employed in any capacity that would:
   1.5.1 Require him/her to have NMC registration
   1.5.2 Place him/her in a position to inadvertently act as a registered nurse/midwife

1.6 It is acknowledged that NHS organisations have good practice and employment agreements already in place that support employees with maintaining appropriate registration.

1.7 It is expected that the vast majority of registrants will have their revalidation confirmed within the appropriate timescales.

2.0 Purpose of the Principles

2.1 The purpose of the principles is to provide consistency across NHS organisations in supporting registrants through the revalidation process.

2.2 These principles provide a framework for organisations to adhere to when a registrant is in danger of failing, or has failed, to revalidate (and is therefore in danger of losing his/her NMC registration).

2.3 The principles are informed by the NMC guidance on revalidation and should be read in conjunction with that guidance.

*Footnote – in all instances registrants refer to nurses and midwives
*Footnote – temporary staff includes banks and agency staff
3.0 The Principles of Revalidation

3.1 Revalidation is first and foremost the responsibility of the registrant;
3.2 The individual registrant is responsible and accountable for completing the revalidation process within the required time frame;
3.3 Successful revalidation is best achieved through partnership between the employee and the employer;
3.4 Employers have processes in place to support the registrant to meet all requirements of revalidation;
3.5 Employers have a revalidation policy that is fit for purpose and follows NMC guidance;
3.6 Employers have processes in place that:
   3.6.1 identify and support those who are likely to or are unable to provide adequate evidence for revalidation (e.g. due to sick leave, maternity leave or other absence);
   3.6.2 identify staff who are due to revalidate;
   3.6.3 provide assurance that all temporary staff are on the NMC register when employed in the capacity of a registered nurse/midwife.
3.7 Employers have policies in place to manage the situation where an individual’s registration lapses as a result of his/her inability to meet the requirements of revalidation. These policies outline;
   3.7.1 The support available to the individual to determine why failure to revalidate occurred;
   3.7.2 (Where appropriate) the support available to the individual to assist him/her to meet the requirements of revalidation.
3.8 Revalidation does not create a new way of raising a fitness to practise concern about a nurse or a midwife;
3.9 The confirmation stage of revalidation does not involve making a judgment as to whether a nurse or midwife is fit to practise.

4.0 Review

4.1 The above principles will be reviewed in partnership on an annual basis, or more frequently if there are changes to NMC Guidance.

21.9.17

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