Reflective Discussion

What the NMC says
You must have had a reflective discussion with another NMC registrant, covering your five written reflective accounts on your CPD and/or practice-related feedback and/or an event or experience in your practice and how this relates to the Code.

You must ensure that the NMC registrant with whom you had your reflective discussion signs the approved form recording their name, NMC Pin and email, as well as the date you had the discussion.

What this means for you
An important element of the revalidation process is a Reflective Discussion. This is a discussion with another NMC registrant on your reflections of your CPD/practice and feedback in line with your scope of practice and the Code. The registrants who took part in the revalidation pilots indicated that they found this to be a very beneficial part of the revalidation process. Whilst the ‘confirmation’ may be about reviewing the evidence that you meet the revalidation requirements, consolidating and confirming registration, the reflective discussion is about ‘being a professional’. It therefore has the potential to promote professionalism and trust and reduce professional isolation. Consequently, the reflective discussion and confirmer elements of the process are separate entities, although they can take place within the context of one meeting.

Reflective Discussion
If the reflective discussion is to be a meaningful learning and professional development activity, it should not just be about maintaining competence, but should also ‘develop your competence and improve your performance’ (NMC, the Code, 2015, 22.3). The reflective discussion must link to your understanding of the Code (NMC, 2015), which is the standard for professional conduct and practice. For this reason your reflective discussion must take place with another NMC registrant and so where the person who is providing you with confirmation is an NMC registrant, they can also undertake your reflective discussion with you.

Where your confirmer is not an NMC registrant you will need to have two separate meetings; one with another NMC registrant where you will have your reflective discussion and another with your confirmer (line manager, or other appropriate person). The NMC have mandated the form that you must use to record details of your reflective discussion. This must not be stored electronically but in a manual paper form.
Here are our ‘top tips’ for an effective Reflective Discussion

1. Undertake your reflective discussion with a fellow registrant who will support and value your professional development.
2. Be prepared - write and share your reflections in good time so that both parties are prepared for the discussion.
3. Ensure that you have allowed plenty of time for the discussion, and that you will not be disturbed.
4. Take your reflections from across the range of your practice. This is your opportunity to consider your professional practice in the round. The broader the scope of your reflections, the more wide ranging your discussion can be.
5. Keep the Code in mind; have a copy of the Code to hand so that you can refer to it during your discussion.
6. Agree the bounds of confidentiality and what action will be taken where concerns about patient safety, risk or confidentiality are identified.
7. Be prepared to challenge and be challenged about the content and style of your reflections, as well as about your interpretation of the Code.
8. Seek constructive feedback about your reflections; does your fellow registrant have an alternative perspective to the one you have presented?
9. Be clear about and articulate your own professional developmental needs versus organizational needs.

It is important to remember that the reflective discussion and confirmation should not be considered as an opportunity for your employer to raise concerns about your fitness to practise. If you are concerned about this or any other aspect of your revalidation you should contact your local Unite representative.