Other findings from the survey reveal...

- More than half (52 per cent) are worried about understanding the requirements for revalidation, while two in five (39 per cent) are concerned about keeping a portfolio.
- A quarter are anxious about providing evidence of their professional indemnity arrangements, with the same proportion also concerned about the reflection and discussion elements.
- Other areas of concern include their revalidation application being refused (17 per cent), going through the appraisal process (21 per cent), gaining CPD (21 per cent), providing a health and character declaration (15 per cent), and completing practice hours (13 per cent).

JUST 48 PER CENT OF COMMUNITY NURSES feel that Nursing and Midwifery Council (NMC) revalidation will improve public confidence and protection.

More than two thirds (68 per cent) feel they have not been given enough information with only just over a quarter (27 per cent) confident that they actually know what the revalidation process involves.

One in five of the 1,100 survey respondents – who include health visitors, school nurses, and other specialist community public health nurses – disagree with the NMC’s claim that ‘revalidation will give greater confidence to the public, employers and fellow professionals… [and] improve public protection’. Just under a third neither agree nor disagree with the statement.

From next Spring, NMC registrants will be
Some people may feel anxious about the introduction of a new system and that is understandable. We have started publishing a comprehensive range of materials to support both nurses and midwives, and their employers, through the process (NMC).

required to revalidate every three years to remain on the register that allows them to practice.

As part of the revalidation process, all nurses will be required to complete 450 hours of nursing practice plus 40 hours of continuing professional development (CPD), collect five pieces of feedback from patients and colleagues, and provide five written reflections relating to the NMC Code. They must collate this, along with other evidence and information, in their professional portfolio.

Asked about their worries relating to the process, 57 per cent say that they are anxious about finding the time, with more than a quarter (27 per cent) concerned about making errors.

Managing their already heavy workloads to make extra time emerged as a huge concern for the nurses surveyed. Just 37 per cent say that they were confident they will be supported in their workplace while they undertake the necessary steps for revalidation.

MEMBER VOICE

One respondent said: ‘I think it is unfair to expect individual nurses to do this, I barely find enough time to record clinical notes let alone complete this.’

Another commented: ‘There is no time to do this in work and I often bring work home to complete. What happened to work/life balance? I think this could cause practitioners a great deal of stress.’

A health visitor said: ‘Day-to-day working is stressful and allows no time to reflect or gather evidence for revalidation. This will need to be undertaken during precious time at home, which will add more pressure on individual practitioners.’

A spokesperson for the NMC said: ‘Some people may feel anxious about the introduction of a new system and that is understandable.’

‘We have already started publishing a comprehensive range of materials to support both nurses and midwives, and their employers, through the process.

‘Although the final process has not been signed off there is information on the NMC website to guide registrants, make sure you register with NMC Online.’

But chief executive of the Patients’ Association, Katherine Murphy, said the results of the survey were ‘extremely worrying’.

‘It is concerning that so many people felt they needed more information about revalidation. The public need to have confidence that nurses are fit to practice.

‘We acknowledge concerns around finding the time to complete the tasks related to revalidation, but from a public confidence point of view it is important for patients to know that those caring for them can demonstrate that they are practising safely and effectively throughout their career.”

STARTING EARLY

Health Education England (HEE), the body responsible for the education and training of healthcare workers, welcomed the survey and said it would continue to work with the NMC and employers to raise awareness of the revalidation process.

‘It is good to see the importance of revalidation is recognised but also shows more can be done to raise its profile among the profession,’ a spokesperson said.

Obi Amadi, lead professional officer at Unite/CPHVA, said: ‘It is encouraging that the survey results show some awareness about what is going to happen in terms of revalidation – although many are not fully aware of what they need to do.

‘Change, even when welcomed, still creates a certain level of anxiety and apprehension. This is understandable, but if registrants act now and prepare at a steady pace, the impact will be less. Nobody can deny it will take extra time but our advice is to start early.’

Unite/CPHVA is keen to hear registrants’ experiences and what initiatives are being used in their organisations, she added.

If registrants act now and prepare at a steady pace, the impact will be less. Nobody can deny it will take extra time but our advice is to start early (Unite/CPHVA)
How much do you know about revalidation?

- Quite a lot: 9.28%
- A fair amount: 22.81%
- A little: 52.17%
- Nothing: 12.73%

Are you confident you know what revalidation involves?

- Yes: 26%
- No: 43%
- Not sure: 30%

Do you know when you are due to revalidate?

- Yes: 39%
- No: 58%
- Not applicable: 2%

Do you feel confident that you will be supported in your workplace while you undertake the necessary steps for revalidation?

- Yes: 38%
- No: 21%
- Not sure: 41.5%
**Do you agree revalidation will improve public protection?**

- **Agree:** 48%
- **Neither agree nor disagree:** 32%
- **Disagree:** 19%

**Have you received enough information about the revalidation process?**

- **Yes:** 68%
- **Not sure:** 17%
- **No:** 15%

**Members are worried about...**

<table>
<thead>
<tr>
<th>Issue</th>
<th>Concern</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understanding the requirements</td>
<td>52.48%</td>
</tr>
<tr>
<td>Gaining CPD hours</td>
<td>22.02%</td>
</tr>
<tr>
<td>Completing practice hours</td>
<td>12.66%</td>
</tr>
<tr>
<td>Obtaining feedback</td>
<td>32.39%</td>
</tr>
<tr>
<td>Applying the NMC Code</td>
<td>10.00%</td>
</tr>
<tr>
<td>Keeping a portfolio</td>
<td>39.36%</td>
</tr>
<tr>
<td>Reflection and discussion</td>
<td>23.67%</td>
</tr>
<tr>
<td>Health and character declaration</td>
<td>16.15%</td>
</tr>
<tr>
<td>Indemnity arrangements</td>
<td>24.68%</td>
</tr>
<tr>
<td>Finding a suitable confirmer</td>
<td>36.33%</td>
</tr>
<tr>
<td>Appraisal process</td>
<td>21.83%</td>
</tr>
<tr>
<td>Application being refused</td>
<td>17.61%</td>
</tr>
<tr>
<td>Making errors</td>
<td>27.34%</td>
</tr>
<tr>
<td>Accessing information</td>
<td>19.54%</td>
</tr>
<tr>
<td>Finding time</td>
<td>57.98%</td>
</tr>
<tr>
<td>None of the above</td>
<td>11.01%</td>
</tr>
</tbody>
</table>

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Responses to our survey findings

The info on NMC website is very comprehensive.

I don’t feel there will be protected time to complete the new revalidation which means it will be another thing to add to my list of work that I do in my own time.

The guidance documentation was essential and supported the process. Additional support from professional officers was very useful.

A little daunting at first however having taken part I feel the evidence required will ensure nurses make a conscious effort to keep up-to-date with practice and continue to reflect on practice.

I found it helpful. It’s certainly made me think more about how to record my CPD and reflect on my practice. I do have a supportive manager however so wonder if experience could have been worse if I didn’t have that support.

I found the process wasn’t difficult but the evidence plus someone to say that it is correct doesn’t give me the confidence for the safety of the public.

Not as onerous as I thought although it took quite a bit of time. I particularly found the professional discussion useful.

The revalidation process is something that I know little about, I am unsure about when I need to start collecting this information and when it requires to be submitted. As a health visitor in an area that has high vulnerability and at least 94 hours down for HV hours, the day-to-day working is stressful and allows no time to reflect or gather evidence for revalidation. This will need to be undertaken during ‘precious time at home, which will add more pressure on individual practitioners.

The information that has been provided has been beneficial. I do hope that if there are concerns colleagues will be confident regarding ‘raising concerns’ processes.

Compiling the information was interesting and I have learnt so much about myself. I know the benefits of gathering feedback and reflecting and will be more systematic in this pursuit from this point forward.

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I am committed to the principle of revalidation especially in the wake of some of the adverse publicity and recent news (eg. Victorino Chau in Stepping Hill and the midwives at Furness General). I would like to think that had these practitioners been subject to properly executed revalidation it may have saved lives. My worry is that revalidation will become a tick box exercise with no real currency in ensuring safe practice.

I am concerned that at a time when resources are so stretched, both in terms of time and money, it will be a paper-based exercise causing anxiety for hard working conscientious nurses and will not achieve it aims.

Our trust have explained it to us - I need to sit down and spend time looking at what is needed and then hope that what I produce is what is expected. Finding time is the biggest issue for me.

Had I not attended the CPHVA regional training session I would have had little knowledge or understanding of revalidation.

If too onerous it will make me take early retirement. I’ve had enough of being treated like an idiot by an incompetent organisation that is not fit for purpose. I am a professional.

I hope revalidation will root out lazy, unkind, uninformed, unsafe nurses.

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One leaflet from the NMC is hardly enough. I pay £120 per year to the NMC. What for? How are they going to support me in revalidation?

I received no information when I failed to renew my registration.

I have had some useful basic info from my employer but it was this Community Practitioner revalidation survey that prompted me to visit the NMC website and find out more.

I am leading on revalidation in my trust, I feel well informed but only because I go looking.

I am aware that it will be a requirement but other than that I know nothing about how it will work or how it will differ from simply recording CPD activity as I have always done.

I am concerned that at a time when resources are so stretched, both in terms of time and money, it will be a paper-based exercise causing anxiety for hard working conscientious nurses and will not achieve it aims.

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One leaflet from the NMC is hardly enough. I pay £120 per year to the NMC. What for? How are they going to support me in revalidation?

Not received any info. I did not even know this was happening until I read the email to take this questionnaire regarding revalidation.