

Midwife Appraisal & Revalidation

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Wednesday 30 September 2015 Hallam Conference Centre London



Chairman & Speakers Include:

Helen Young

Director of Nursing & Midwifery
Birmingham Women's Hospital
NHS Foundation Trust

Katerina Kolyva

Director of
Continued Practice
NMC

Louise Silverton

Director for Midwifery
Royal College of
Midwives

Supporting Organisations



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"Patients should rightly feel assured that robust checks are in place to ensure their safety and protection. I welcome these pilots that will help to develop a sophisticated process of revalidation to ensure every nurse and midwife remains fit to practice to the highest standards". Jane Cummings, Chief Nursing Officer for England, October 2014

This important and timely conference including updates from NMC pilot sites, will update delegates on the development of Midwife Revalidation and focus on strengthening midwifery appraisal in your service in preparation for a proportionate and effective model of revalidation which the Nursing and Midwifery Council has committed to introduce by the end of 2015 to enhance public protection. Through national updates and case studies the conference will help you prepare for midwifery revalidation in your practice.

NEW: The conference will also update delegates on the new NMC Code of Practice which was published on Thursday 29th January 2015 and came into effect on 31st March 2015.

"For the many committed and expert practitioners on our register, this Code should be seen as a way of reinforcing their professionalism. Through revalidation, you will provide fuller, richer evidence of your continued ability to practise safely and effectively when you renew your registration. The Code will be central in the revalidation process as a focus for professional reflection." Nursing and Midwifery Council, January 2015

"There is no doubt that It is essential for public safety that midwives are competent and safe practitioners, and the public should rightly expect health professionals to show they are up to date on their practice...The RCM wants to see appraisal, which is part of midwives' UK wide terms and conditions, work, but if this is to be the basis of revalidation it will need to be delivered uniformly across the NHS...currently a significant proportion of midwives do not get an appraisal and of those that do a large number do not find it useful...We look forward to working with the NMC to move these proposals forward so that they work for midwives and importantly ensure competence and safety to protect the public." Cathy Warwick, chief executive of the Royal College of Midwives (RCM)

Jackie Smith, Chief Executive and Registrar of the Nursing and Midwifery Council has confirmed that appraisal will form the basis of revalidation and that the NMC are on target to start revalidation in 2015.

- Revalidation will require every midwife to confirm that they:
- continue to remain fit to practise by meeting the principles of the revised Code
- have completed the required hours of practice and learning activity through continuing professional development
- have used feedback to review and improve the way they work.
- have received confirmation from someone well placed to comment on their continuing fitness to practise

The conference will also look at the role of statutory supervision and annual assessment of competence and how this could fit with a new appraisal and revalidation model.

10.00 Chairman's Introduction

Helen Young *Director of Nursing and Midwifery*
Birmingham Women's Hospital NHS Foundation Trust

10.10 Midwife appraisal and revalidation update from the Nursing and Midwifery Council

Katerina Kolyva
Director of Continued Practice
Nursing and Midwifery Council

- developments from the revalidation pilot sites
- taking forward the recommendations for a system of revalidation and learning from the responses to the consultation
- the new NMC Code of Practice
- planning for the changes at a local level
- how will an organisation ensure that the midwife who is revalidating is complying with the revised code?
- what will be included in midwife appraisal? Moving forward with the pilot sites
- how will the quality of appraisal and revalidation recommendations be assured and inspected?

10.40 Supporting midwives and the midwifery profession to deliver effective Midwife Revalidation

Louise Silvertown
Director of Midwifery
The Royal College of Midwives

- the role of appraisal in delivering the revalidation for midwives and how this could link with statutory supervision and annual assessment of competence
- the link between appraisal, professional development and supervision
- moving forward: changing attitudes, culture, values and behaviour

11.10 *Question and answers, followed by coffee and exhibition*

11.50 Improving the quality of midwifery appraisal to demonstrate competence, conduct & compliance for revalidation

Helen Young
Director of Nursing and Midwifery
Birmingham Women's Hospital NHS Foundation Trust

- improving the quality of appraisal conversations
- how can we check midwives continue to meet the NMC standards and the revised code in terms of conduct and competence?
- linking with statutory supervision and annual competence assessment
- developing an appraisal system trust objectives, divisional objectives, ward objectives and linking the individual objectives and roles back into the overall aims
- our experience and developments at Birmingham Women's

12.20 Pilot Site Update: Demonstrating compliance with the revised NMC code of conduct

Lynne Pacanowski
Director of Midwifery & Head of Gynaecology
Guys & St Thomas NHS Foundation Trust
Guys & St Thomas NHS Foundation Trust is an NMC Revalidation Pilot Site

- preparing for revalidation and appraisal to support revalidation: what you need to do as a nurse and as an organisation
- a step by step guide to developing the evidence for revalidation
- moving forward

13.00 *Question and answers, followed by lunch and exhibition*

14.00 FOCUS: Developing midwifery appraisal systems as the tool to support Midwife Revalidation

14.00 Improving your appraisal skills: Role Play

Becky Simpson and David Schaal
PlayOut

PlayOut are a dynamic drama based communications and presentations training company. They will be performing pieces of theatre and running an interactive workshop to promote discussion about the art of appraisal. This masterclass will involve delegates through analysis, role play and forum theatre and will consider what to avoid when performing an appraisal

15.00 *Question and answers, followed by tea at 15.10*

15.40 FOCUS: Clinical supervision, portfolio development and managing performance concerns

15.40 Developing effective clinical supervision and portfolio development

Ali Richards
Director and Associate of Nurse First
GTR Coaching Ltd

- clinical supervision and portfolio development as part of appraisal
- approaches and tools to support effective supervision: how the statutory supervision framework may change to meet revalidation requirements
- enhancing individual performance and linking with the annual assessment of competence
- demonstration of practice using relevant tools such as, Portfolio Development and Personal Development Plans

16.10 Managing performance concerns and midwives in difficulty

Barbara Kuyper
Local Supervising Authority Officer
NHS England Midlands and East

- an overview of best practice guidance and principles of good practice
- handling concerns about the performance of midwives
- ensuring the culture and environment support effective midwifery: staffing and skill mix
- looking ahead to revalidation for midwives: ensuring appraisal systems are

16.40 *Question and answers, followed by close*

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Conference Documentation

☐ I cannot attend the conference but would like to receive a PDF containing the conference handbook material, which includes speaker slides, at £49 each.

The PDF will be sent out after the conference, please fill in the 'Your Details' section above for delivery, and the 'Payment' section.

For more information contact Healthcare Conferences UK on **01932 429933** or email jayne@hc-uk.org.uk

Venue

Hallam Conference Centre, 44 Hallam Street, London W1W 6JJ. A map of the venue will be sent with confirmation of your booking.

Date

Wednesday 30 September 2015

Conference Fee

- ☐ £365 + VAT (£438.00) for NHS, Social care, private healthcare organisations and universities.
- ☐ £300 + VAT (£360.00) for voluntary sector / charities.
- ☐ £495 + VAT (£594.00) for commercial organisations.

The fee includes lunch, refreshments and a copy of the conference handbook. VAT at 20%.

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