



Professional Update

2 December 2025

NIPEC Conference

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Updates on programme of work:



Practice Learning Review

Advanced Practice

The Code

Revalidation



Practice Learning review

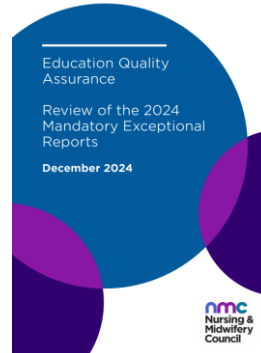


- Community of interest: [sign up to our community of interest](#)

Practice learning in nursing and midwifery education

Evaluation of simulated practice learning

2024 Mandatory Exceptional Reporting



Person-centred, holistic care in practice?



'Taskification'

A factor reported from supervisors and students – this was where the proficiencies were seen as a checklist to work through

Being presented with the **list of proficiencies**, examinations, tally of births and practice hours can be **overwhelming** bringing heightened **anxiety** for students and supervisors

Pressure to work through a list leads to **deprioritising elements** such as continuity of care for service users – a concern that this undermines complex care

Challenge to balance a wide **breadth of shallow experiences** against sufficient time and **repetition** of skills to **deliver person centred care**

What is driving this...

Standards of proficiency / skills annexes? Time?
Practice assessment documentation?

Variance in student practice learning experience influenced by



- Misinterpretation of standards



- Differing ways of implementing the standards



- Shifting context in health and social care



- Taskification



- Practice supervisors and practice assessors

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EDI is a consistent challenge across practice learning experience - for example



Before placements – e.g. failure to adopt reasonable adjustments



During placements – e.g. bias and discrimination



After placements – e.g. impact on representation and employment

These factors impact on nurses, midwives and nursing associates – due to race, ethnicity, disability, socio demographic status

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So where are we now?



Considering public consultation Q4 2025/26:

- We will develop a *statement of intent* to ensure that a systematic approach is taken to addressing concerns regarding cultural awareness, racism and unconscious bias that is aligned the NMC corporate position
- *Position statement* on practice learning
- Case studies / best practice and innovation
- Supporting information / guidance to clarify some standards
- Review and update web pages / App
- Practice learning hours?



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The NMC logo is positioned in the top right corner of the slide. It consists of the lowercase letters 'nmc' in a purple-to-blue gradient, with the full name 'Nursing & Midwifery Council' in white text below it, all set within a black rectangular box.

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Review of AP

Phase 1: In March 2024, Council agreed



Additional regulation of advanced practice **is needed** for both nursing and midwifery professionals and agree to proceed to phase two of the AP review

Phase 2 – develop additional regulation

Phase 2 – purpose

- The NMC will establish a robust, multi-phase regulatory framework for advanced practice that enhances public protection, promotes consistency, and builds confidence in AP professionals across all four UK nations
- The purpose of this is to improve regulatory oversight of the growing workforce of nurses and midwives working at an advanced level across the UK, thus ensuring safe, effective and publicly accountable practice.
- *Current issues:*

Integrity of the register

Public protection risk

Inconsistent standards

No single solution

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The Principles for Advanced Practice



- Set out what is expected for safe and effective advanced level practice to thrive by:



Underpinning and supporting effective governance for advanced level practice for nurses and midwives



Supporting development, maintenance and transformation of environments in which advanced level practice is delivered



Supporting patient safety and public protection

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The Principles will support:



They will help patients and people who use services to understand the role of an advanced level nurse or midwife, including a definition that is clear to the public



They will help professionals with consistent, high quality safe and effective delivery of care by setting clear expectations for advanced level nursing and midwifery practice



They will help employers to develop and sustain systems in which advanced practice can thrive – for example in workforce, education, support and supervision, CPD and governance planning

Structure of the Principles

Principles for individual professionals

These principles provide clear expectations for advanced level practice across a range of roles and settings. These roles can span wide areas of health and social care aligned to local and national legal, regulatory, professional and educational requirements. This includes but is not limited to the delivery of safe and effective care for a range of people across the continuum of care with a well-developed understanding of the wider determinants of health to safeguard and promote wellbeing, protect health and prevent ill health.

1. All nurses and midwives on our register must practise in line with the Code. In addition, advanced level practitioners should:
 - 1.1 Practise within their individual scope of practice and in line with their level of knowledge, experience, qualifications, training and employment role.
 - 1.2 Demonstrate expertise, confidence, critical thinking, and evidence appraisal and synthesis within their individual scope of practice to lead and influence education, research and practice.
 - 1.3 Demonstrate professional accountability and capability in making complex evidence-informed decisions, managing varying degrees of risk, unpredictability and uncertainty while exercising professional judgement. This includes using initiative, demonstrating significant autonomy and being accountable for their actions.
 - 1.4 Demonstrate self-awareness with compassionate and inspirational leadership within inter-professional teams to influence practice for effective, holistic, person-centred care.
 - 1.5 Demonstrate use of evidence-informed expert knowledge to practise reflectively, identifying areas for self-improvement and improved outcomes for a diverse range of individuals, teams and people.



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Principles for employing organisations

The principles within this section apply to organisations that employ individual practitioners working at advanced level, including educational organisations and those that manage the learning and working environments of individual advanced practitioners. Individual practitioners who are self-employed should also ensure that they are practising in an environment which enables these expectations to be met.

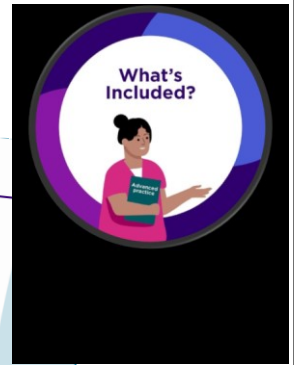
They also set out our expectations for the effective governance required to ensure care and services are being delivered safely by suitably qualified, competent, skilled and experienced advanced practitioners who receive appropriate support, supervision, training, and professional development.

Advanced practitioners commonly work across traditional boundaries, specialisms, job roles, and settings in innovative ways. The following principles may therefore also apply to organisations who are impacted by or who may influence the delivery of advanced level practice, research, policy, strategy, leadership or education.

2. To provide an environment where advanced practice can flourish there should be:
 - 2.1 Robust governance processes for advanced level practice in line with local and national legal, regulatory, professional and educational requirements, with clear lines of accountability and communication, appropriate resources and processes that facilitate and encourage high performance and optimise autonomy, leading to consistently improved outcomes.
 - 2.2 A culture that supports shared learning and a high standard of working for advanced practitioners within and across inter-professional teams that is safe and effective for all.



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Implementation of the Principles

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- We'd encourage all organisations to become familiar with and use the principles to review their processes and governance around advanced level practice
- This will help you prepare for additional regulation when it is launched – ie all workstreams completed and approved by the Council
- The principles aim to be supportive and encourage flexibility for individual organisations
- When we talk about advanced practice we're referring to a level of practice, so this is an opportunity to think about your current workforce in higher level roles





Early adopters



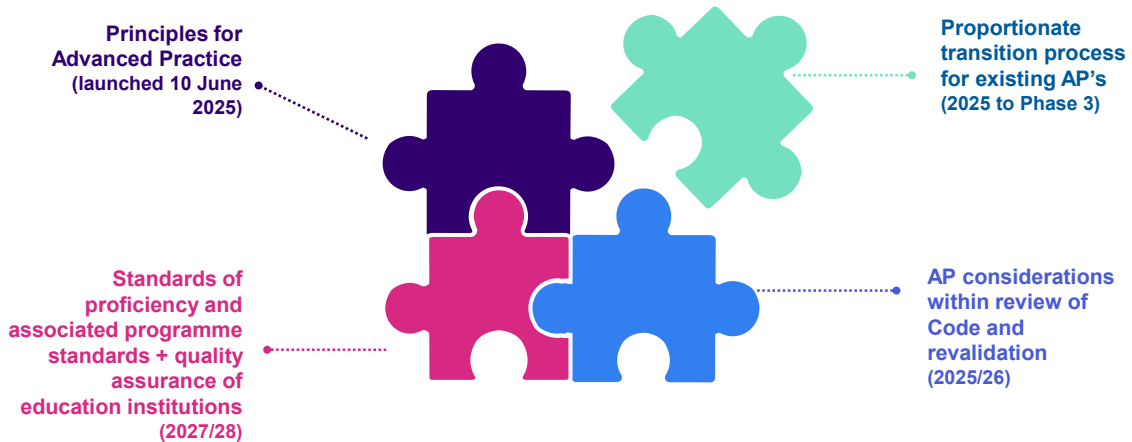
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We'll evaluate and publish a report to help:

- Demonstrate the impact of the principles
- Provide additional evidence for the remainder of the review
- Influence and encourage others to implement through shared learning

Additional regulation of Advanced Practice

Fully delivered once all of the parts have been finalised, agreed by Council and implemented



THEN – proceed to Phase 3 – implementation of standards and transition

Review of the Code and Revalidation

The Code – what it means for different stakeholders

Professionals



Students



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The Code

Professional standards of practice and behaviour for nurses, midwives and nursing associates

- prioritise people
- practise effectively
- preserve safety
- promote professionalism and trust



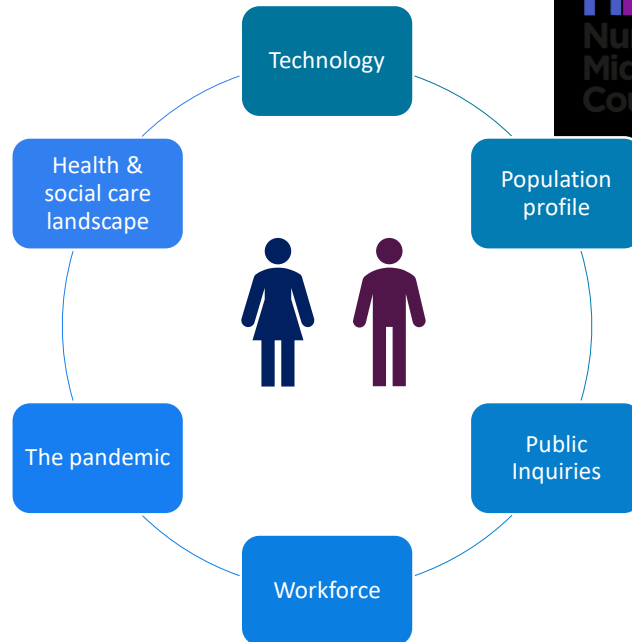
The public



Employers

Context

Professionals facing numerous challenges in the current healthcare landscape



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Vision Statement



Our new Code will be evidence-based and future-focussed, reflecting contemporary practice, our ambitions on equality, diversity and inclusion, ensuring it reflects the breadth of the register, our remit as a regulator and is based on feedback provided by a range of stakeholder voices.

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Four country plans

- Prevention of ill health
- Enabling technology – digitalisation and Artificial Intelligence
- Shift of care from hospital to community – closer to home/neighbourhood teams
- Recognise unique population needs
- Support workforce growth – interprofessional learning and working



England



Key points for the review



Our approach



- ❖ **Clear objectives** for embedding authentic equality, diversity and inclusion
- ❖ **Culture transformation with clear** links to regulatory fairness
- ❖ **Co-production** – involving members of the public and patients, and professionals on the register promoting a culture of openness and honesty
- ❖ **Co-design** of outcome focused standards, guidance and other deliverables – actively engaging, respecting and applying multiple perspectives to prioritise outcomes
- ❖ **Communication and engagement** that is participatory, inclusive, open and transparent
- ❖ **Consensus** building and decision making that is underpinned by evidence and expert perspectives that drives validity and rigour of approach



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The Code also includes underpinning guidance



REVIEW



CREATE



COLLABORATE



KEEP AS IS



Existing guidance

- Raising concerns
- Professional duty of candour
- Social media

Potential areas for guidance development

- Delegation
- Prescribing practice
- Professional boundaries
- Safeguarding
- Sustainability
- Student focussed Code

Other products to develop like supporting information, infographics, animations



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Areas of Focus



Areas to strengthen:

- Prescribing
- Delegation
- Social media usage
- Behaviour outside of professional practice
- Raising concerns
- Culture and working environments
- Bias, stigma, discrimination and EDI

New areas:

- Use of technology and AI
- Students and the Code
- Sustainability and planetary health
- Considerations for Advanced level practitioners – four pillars, scope of practice

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Your views



Are there things that you think we've not mentioned that we should be focussing on in the modernisation of the Code?



What are the things that you like about the current Code that should be included in the modernised Code?



What do you think the NMC's role is in promoting planetary health and sustainable practice?



Are there things that we should be focussing on for those in advanced level roles?

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Revalidation Review

What is revalidation?

We want to make sure that professionals on our register are **continually keeping their skills and knowledge up-to-date for practising safely throughout their career**

Every three years, to renew their registration with the NMC, all professionals on our register (wherever they qualified and wherever they now practise) need to **undertake several activities by revalidating**



Overview of revalidation requirements



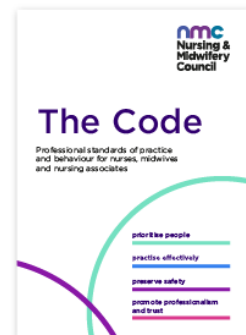
	Requirements	How to meet the requirements
	Practice hours	450 practice hours (900 for dual registration)
	Continuing professional development	35 hours of continuing professional development (CPD). 20 hours must have included participatory learning
	Practice-related feedback	Five pieces of practice-related feedback
	Written reflective accounts	Five written reflective accounts on CPD and/or practice-related feedback and/or an event or experience in your practice, and how this is relevant to the Code
	Reflective discussion	Reflective discussion with another NMC-registered nurse, midwife or nursing associate, covering the five written reflective accounts
	Health and character	Health and character declaration, covering any cautions, convictions or determinations
	Professional indemnity arrangement	Declaration of appropriate cover under an indemnity arrangement
	Confirmation	Demonstration to an appropriate person that have met the revalidation requirements.

Revalidation aims to:



- Raise awareness of the **Code**
- Encourage professionals to **stay up to date**
- Encourage **sharing, reflection and improvement**
- Encourage professionals to **engage** in professional networks and discussions
- Strengthen **public confidence** in the professions

Revalidation should lead to improved practice and public protection benefits



Why are we reviewing revalidation?



Revalidation was introduced in 2016

Advances in technology and its use in practice

Changing role of professionals, including advanced practice and leadership roles

Systemic issues, incl: staff shortages, long wait times, poor cultural sensitivity

Learning from public inquiries

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Revalidation aims to:



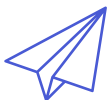
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- Encourage **sharing, reflection and improvement**

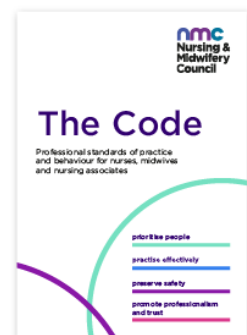


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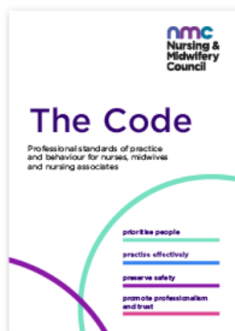
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Timelines for Code and Revalidation reviews



Review of the Code and Revalidation

Please scan to complete our survey – this is your opportunity to shape the future of both of these



Stay in touch

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You can do it now: nmc.org.uk/newsletters

For enquiries contact our dedicated inboxes:

- Any standards related enquiries: educationandstandards@nmc-uk.org
- If you trained in the UK or are registered with us: UKenquiries@nmc-uk.org
- If you trained outside the UK: [Contact us about overseas registration](#)

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