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Bwrdd Iechyd Prifysgol  
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Swansea Bay University  
Health Board



<b>Meeting Date</b>	<b>28 May 2019</b>	<b>Agenda Item</b>	<b>3.4</b>
<b>Report Title</b>	<b>Lapsed Nursing &amp; Midwifery Registration</b>		
<b>Report Author</b>	Helen Griffiths Corporate Head of Nursing		
<b>Report Sponsor</b>	Cathy Dowling Assistant Director of Nursing Kathryn Jones Assistant Director of Workforce & Organisational Development		
<b>Presented by</b>	Gareth Howells Director of Nursing & Patient Experience		
<b>Freedom of Information</b>	Open		
<b>Purpose of the Report</b>	The purpose of this paper is to provide Workforce & Organisational Development Committee with an update in relation to a benchmarking exercise in relation to the management of Registrants who have a lapsed registration, which may either be due to a failure to Revalidate or payment of the Annual fee.		
<b>Key Issues</b>	Concerns were raised by Partnership colleagues in relation to the lack of consistency around the management of Registrant's with lapsed registration and inequity in relation to other Health Boards across Wales.		
<b>Specific Action Required</b> <i>(please choose one only)</i>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Recommendations</b>	Members are asked to <ul style="list-style-type: none"> <li>Note the content of the paper</li> <li>Endorse the recommendations</li> </ul>		

## **MANAGEMENT OF LAPSED REGISTRATION**

### **1. INTRODUCTION**

This report provides Workforce & Organisational Development Committee with an update in relation to a bench marking exercise to confirm the management of Nursing & Midwifery Registrants who have a lapsed registration, which may be due to either a failure to revalidate or payment of the Annual fee.

### **2. BACKGROUND & CURRENT MANAGEMENT OF REVALIDATION & REGSITRATION LAPSES IN THE HEALTH BOARD.**

Revalidation and Registration is a professional requirement of every registered nurse or midwife. The Heath Board's Revalidation & Registration policy, which is based on the NHS Wales policy, sets out the legal and contractual requirements for all individuals employed as a registered nurse or midwife to be revalidated and registered with the Nursing & Midwifery Council. The policy sets out a framework to ensure that effective systems are in place within the health board to verify the revalidation and registration status of all staff employed as nurses or midwives. Both the individual practitioner and the health board have a responsibility to ensure that individuals practicing as a registered nurse or midwife has a live registration status.

Revalidation & registration for nurses & midwives is monitored on a central database via the ESR system, this is monitored within each of the Service Delivery units governance processes and corporately.

#### **2.1 Concerns Raised**

Following concerns raised in a recent Partnership forum around the management of lapsed registration. A benchmarking exercise was carried out across Wales requesting information on other health board's processes that they have in place when managing lapsed registrations for Nurses and Midwives.

Results of the benchmarking exercise identified the following;

- Powys Trust Registrants are suspended without pay, as per policy and managed via the disciplinary policy. Fast track is normally used pending on the outcome of the investigation.
- Cardiff & Vale Health Board offer up to five days annual leave if incurred whilst working as a registrant and unpaid leave after. Usually managed via fast track process, sometimes full Disciplinary investigation
- Aneurin Bevan Registrants are not permitted to work, although annual leave can be used if this has been accrued whilst working as a registrant. The Fast Track process is usually used although full Disciplinary investigations have been undertaken for example where registrants have lapsed more than once.

- Hywel Dda's policy appears to be in line with the other health board's and All Wales approach

### **3. GOVERNANCE AND RISK ISSUES**

The results of the benchmarking exercise have been discussed in April's Nursing & Midwifery Board. There was full agreement to support the current health board's processes that are in place as outlined below.

Workforce & Organisational colleagues are also supportive of this process and this has been reinforced within their teams.

Partnership colleagues have been updated and this update will also be formally reported to Partnership Forum.

#### **3.1 Action To be Taken When a Lapsed Registration Occurs**

When a nurse or midwife is found to have a lapsed registration due to revalidation or the annual subscription, the registrant's are managed in accordance with both the Revalidation & Registration policy and the Health Board's Disciplinary Policy.

The nurse is immediately stopped from working, as they are in breach of their contract and placed onto unpaid leave. Annual leave can be granted, if this has been accrued whilst working as a registrant.

An initial assessment is undertaken, in line with the Health Board's Disciplinary Policy.

A decision will then be taken as to whether a fast track process will be taken, or a full Disciplinary investigation undertaken. If the initial investigation finds that this isn't the first time the registration has lapsed, that the individually has knowingly worked without registration, had been repeatedly been informed by their manager their registration was going to lapse and had not taken any action then in these circumstances (or other similar circumstances) we would proceed to full investigation.

Any lapsed registrations are reported into Nursing & Midwifery Board as an SBAR, which supports sharing & learning.

#### **FINANCIAL IMPLICATIONS**

There are no Financial Implications for the Health Board.

### **4. RECOMMENDATION**

Workforce & Organisational Development Committee are asked to

- Note the content of the paper
- Endorse the agreed actions identifies

<b>Governance and Assurance</b>		
<b>Link to Enabling Objectives</b> <i>(please choose)</i>	<b>Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities</b>	
	Partnerships for Improving Health and Wellbeing	<input checked="" type="checkbox"/>
	Co-Production and Health Literacy	<input type="checkbox"/>
	Digitally Enabled Health and Wellbeing	<input type="checkbox"/>
	<b>Deliver better care through excellent health and care services achieving the outcomes that matter most to people</b>	
	Best Value Outcomes and High Quality Care	<input checked="" type="checkbox"/>
	Partnerships for Care	<input type="checkbox"/>
	Excellent Staff	<input checked="" type="checkbox"/>
	Digitally Enabled Care	<input type="checkbox"/>
	Outstanding Research, Innovation, Education and Learning	<input type="checkbox"/>
<b>Health and Care Standards</b>		
<i>(please choose)</i>	Staying Healthy	<input type="checkbox"/>
	Safe Care	<input checked="" type="checkbox"/>
	Effective Care	<input type="checkbox"/>
	Dignified Care	<input type="checkbox"/>
	Timely Care	<input type="checkbox"/>
	Individual Care	<input type="checkbox"/>
	Staff and Resources	<input checked="" type="checkbox"/>
<b>Quality, Safety and Patient Experience</b>		
Registration & Revalidation is a professional requirement for all registered nurses and midwives to provide safe and effective care.		
<b>Financial Implications</b>		
There are no financial implications for the Health Board. There are financial implications for the Registered Nurse or Midwife		
<b>Legal Implications (including equality and diversity assessment)</b>		
. Registration & Revalidation is a professional & legal requirement		
<b>Staffing Implications</b>		
All registered nurses and midwives must maintain their professional requirement to maintain a live registration.		
<b>Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)</b>		
o		
<b>Report History</b>	This report has been verbally discussed in Nursing Midwifery Board	
<b>Appendices</b>	None	