



Appraisal and Revalidation Checks

All workers should be subject to an annual appraisal by a more senior practitioner of the same discipline (Appraiser) in accordance with the latest Professional Body's requirements or framework for Appraisal and revalidation. Medical Station ensure that Appraisal and revalidation checks are in line with the seven key principles and core values that guide the NHS and the latest:

- Nursing and Midwifery Council's Code: Professional standards of practice and behaviour for nurses and midwives (see www.nmc.org.uk/standards/), other additional standards (see www.nmc.org.uk/standards/additional-standards/) and revalidation (see www.nmc.org.uk/standards/revalidation/), where the Job Role of the Temporary Agency Worker supplied for hire relates to Nursing and Midwifery staff Assignments; or
- Health and Care Profession Council's Standards (see www.hcpc-uk.org/aboutregistration/standards/), where the Job Role of the Temporary Agency Worker supplied for hire relates to Other clinical staff Assignments; or
- NHS Employers guidance on appraisal (see <http://www.nhsemployers.org/your-workforce/retain-and-improve/managing-your-workforce/appraisals>).

Seven Key Principles

1. The NHS provides a comprehensive service available to all
2. Access to NHS services is based on clinical need, not an individual's ability to pay
3. The NHS aspires to the highest standards of excellence and professionalism
4. The NHS aspires to put patients at the heart of everything it does
5. The NHS works across organisational boundaries and in partnership with other organisations in the interest of patients, local communities and the wider population.
6. The NHS is committed to providing best value for taxpayers' money and the most effective, fair and sustainable use of finite resources.
7. The NHS is accountable to the public, communities and patients that it serves and values: Working together for patients, Respect & dignity, Commitment to quality of care, Compassion, improving lives, everyone counts.



Appraisal

Medical Station conduct Appraisals on Temporary Workers every 12 months, accept in the case of new starters or re-engaged workers; this will be undertaken within six months of the start date of their first placement and annually thereafter. As a minimum, the following shall be documented and retained within the workers file:

- ❖ The Appraiser's name, qualifications and relevant Professional Body status
- ❖ Date of the last appraisal and the date scheduled for the next appraisal
- ❖ Confirmation that the appraisal has been conducted in line with the latest relevant Professional body's requirements

Revalidation

Revalidation is the process that allows Nurses to maintain their registration with the NMC. It builds on existing renewal requirements and demonstrates the worker's continued ability to practise safely and effectively. Revalidation for Nurses is a continuous process that they will engage in throughout the year, however they must revalidate every 3 years from the date that they joined the register.

Nurses need to maintain a portfolio of supporting information drawn from their practice which demonstrates how they are continuing to meet the principles and values set out in *Good medical practice*. Doctors will need to collect some of this information themselves while Medical Station will need to provide the rest as their supporting organisation.

For example, Medical station can provide the following information:

- Practise hours undertaken whilst working for Medical Station that contribute to the 450 hours minimum.
- Portfolio records, including dates of practice, hours, details of the organisation and timesheet evidence.
- CPD and training provided by Medical Station.
- Feedback received centrally via Medical Station's feedback system

Medical Station provide a range of assistance to agency nurses to help them fulfil their obligations, which can be found on the company's website.