

An honest and open appraisal

Reflective discussion A discussion with another NMC registrant	Should cover your reflections on the NMC Code, and/or your CPD and/or practice-related feedback
	You must ensure the NMC registrant with whom you had your discussion signs a form recording their name, NMC Pin, email as well as the date you had your discussion
	If you work in a setting with few or no NMC registrants you could reach out to peers from your wider professional network
	If your confirmer is an NMC registrant, the discussion could form part of your confirmation discussion
	You should keep the completed and signed form, which should be stored in paper form

Dame Eileen Sills is chief nurse and director of patient experience at Guy's and St Thomas' NHS Foundation Trust in London, which signed up for the revalidation pilot. Here she reports on her experience

My appraisal and revalidation were conducted by my line manager, trust chief executive Sir Ron Kerr, who was to be my confirmer.

As he is not a nurse, chief nursing officer for England Jane Cummings joined the discussion to focus on my reflective accounts. NMC chief executive Jackie Smith sat in to observe, as did my trust revalidation lead.

I can safely say that it was the best appraisal I have ever had. It had more structure and focus than my previous appraisals, but more importantly, the discussion around my reflective accounts made the experience richer and gave it more meaning.

The trust chief executive also thought the process was excellent.

We started the appraisal with the revalidation section, where I had to confirm with evidence that I had met the minimum 450 hours practice and the 40 hours* CPD. This allowed for a discussion on how I use my clinical time, and how I may want to refocus this moving forwards.

I then moved on to discuss my five pieces of reflection with Jane, who was acting as my registrant in the process. Leading this conversation was important for me because it meant I was in control of my self-critique.

This enabled me to be open and honest with both my boss and Jane, probably more so than for a standard appraisal. This also led to discussions about my personal development and where I saw myself going in the coming years.

Once this was completed, we moved back to my chief executive to discuss my performance over the past year. By the time we got to this part, the conversation was free flowing, and I received great feedback. I was not embarrassed to celebrate what had gone well. The entire process took one hour. It was not cumbersome, but I had prepared well, given it considerable thought and was prepared to be very honest.

If you enter the process of revalidation with enthusiasm, and see it as a benefit to you professionally, you cannot help but gain from the experience.

Originally posted on rcni.com: <http://bit.ly/1Fwla0Z>

*The requirement for CPD hours is now 35, of which 20 must be participatory