

The confirmer's challenge

Confirmation A declaration that you have demonstrated to an appropriate confirmer that you have complied with revalidation requirements	An appropriate confirmer is your line manager but can be another healthcare professional
	Confirmation should occur during the final 12 months of your three-year registration period to ensure it is recent
	If you have more than one employer, or undertake more than one role, you only need one confirmation
	The NMC says you should be mindful of any personal or commercial relationship between you and your confirmer and exercise judgement in these circumstances

As part of the new system being introduced by the NMC, nurses and midwives will need confirmation that they have met the requirements of revalidation. This will usually be from a line manager but that person does not have to be an NMC registrant.

However, if the nurse or midwife does not have a line manager, they will need to seek out another person to be the confirmer, and in these cases the NMC recommends it is a fellow registrant.

The NMC says that a confirmer should:

- Have a face-to-face discussion with the registrant about their revalidation.
- Exercise judgement in deciding whether the registrant has met the revalidation requirements.
- If they have met the requirements, complete the confirmation form.
- If they have not met the requirements, explain to the registrant what they have failed to do. The registrant can then complete the requirements and come back before their revalidation application is due.

The confirmer or confirmers will be stating that, to the best of their knowledge, the nurse's declaration is reliable and they are not aware of any serious concerns that would call the registrant's fitness to practise into question.

One of the challenges for confirmers who are non-registrants may be that they have little or no knowledge of the NMC code.

Speaking to Nursing Standard, Surrey and Borders Partnership NHS Foundation Trust nurse consultant Phil Boulter asked peers at a learning disability network meeting in Edinburgh how they would go about finding a confirmer. Summing up their responses, he said: 'If there is an NMC registrant, all the better – but it was felt the NMC should consider allowing registrants with other professional bodies, such as psychiatrists, to fulfil the role.'

The NMC says it is 'working to ensure that the model of revalidation is flexible enough to apply to everyone on the register and that everyone has access to a suitable third-party confirmer'.

The NMC has prepared guidance for confirmers, which can be found at:
<http://www.nmc.org.uk/globalassets/sitedocuments/revalidation/information-for-confirmers.pdf>