



Revalidating as a registered nurse, why it's important and how it benefits organisations

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Describe your role

I'm a registered nurse and operations manager working for a medium sized group of care homes across the Southeast of England. I provide strategic leadership and direction to ensure the effective operation of care homes within the region.



How do you find the revalidation process when working in a senior leadership role in social care?

Whilst my registered nursing registration is not a requirement of my job specification, I continue to maintain my professional registration every three years through the Nursing and Midwifery Council (NMC) revalidation process. I revalidated last year, and it was easy, I always go above and beyond the requirements so it's often about the process of picking out the best bits to put into my submission.

Revalidation requires me as a registrant to use professional reflection to support my learning and development. I journal everyday so reflection is part of my approach to life really, as well as the importance of being self-aware and taking opportunities to have professional discussion with others really boosts my reflective evidence.

In terms of continuous professional development (CPD) I think nurses in social care can be really creative, I'm really self-driven so always listening out for interesting opportunities to develop my practice.

I'm currently doing a master's level programme in Somatic Trauma Informed Coaching and there is so much content here to support my development and challenge me to improve and influence others. I also request feedback regularly from colleagues and collect feedback from residents to reflect on in my revalidation.

I've also trained in complementary therapies both delivering and teaching, and this is really useful in my work and often generates interest from colleagues and supports positive workplace cultures when I integrate this into practice.

If your nursing professional registration isn't a part of your role specification, why do you maintain your NMC PIN?

When I was growing up, I wanted to be a 'magic nurse,' my whole family are nurses across all fields of practice, even my dad. I don't think I could be anything else, I'm a caring person but with a real knowledge and skill that can support people through challenging situations. I don't like to see people suffering. I can use my complementary therapy skills to work with people and make it better. I suppose that's my purpose.

I've also worked really hard to develop a broad skill set and knowledge base which makes me the nurse I am. I'm proud of that and definitely not ready to give it up.

Maintaining my registration demonstrates my commitment to maintaining high standards and staying updated with professional requirements. I'm also immensely proud to be a nurse.

What does maintaining your NMC registration mean for your organisation?

Whilst my registration is not an expectation of my role the organisation absolutely values the credibility it brings. I offer reassurance for families, members of the public and can support the nursing managers and the context of nursing in the organisation offering clinical supervision and professional support and development. Being a nurse means you can apply yourself to many different things. Having nurses in an organisation encourages a culture of accountability and continuous improvement, driving quality and enhanced decision making.

The pandemic is a really good example, with the other senior nurses in the organisation we could see the challenge ahead of us. We quickly came together to review our policies and practice, looked at how we can support upskilling but also factor in assessment of risk and still wanting to drive the quality agenda. Whilst we had never been through a pandemic before, our professional knowledge and skills enabled us to put the right processes in place so by the time the guidance came out, we were already prepared.

Why is it important to have nurses visible in senior roles in the sector?

It's important because having nurses at senior levels inspires the future generation. Nursing thrives in continuous improvement but is grounded with accountability and responsibility that non-regulated colleagues are curious about. Having nursing role models in social care leadership roles is important for encouraging people into nursing programmes, developing 'home grown' talent and to attract student nurses and early career nurses.

Having senior nurses around can also calm some of the noise and publicity around nursing and the sector which isn't always positive. I find that talking through some of the issues we are facing and encouraging colleagues to be self-aware and care about their own well-being as well as others, can support more positive workplace cultures.

