

Job description

Return to Practice Nurse / AHP



...we are caring and compassionate

...we deliver quality and value

...we work in partnership

Name:
Job title: Return to Practice Nurse or AHP
Team: Inpatient Units / Palliative Care / Community Teams/ Specialist Teams
Business unit:
Band: Band 3
Location: Various locations available
Last updated: September 2022

Job purpose

This is a training post to allow completion of return to practice programme. You will work as part of the Nursing or AHP Team to deliver patient-centred care within our Inpatient/Palliative Care/Long Term Conditions or Community teams.

The Nursing post holder is required to complete an NMC validated Return to Practice Programme with either University of Greenwich or Canterbury Christ Church University:

- Attending timetabled study sessions, as per university requirements and engaging in independent study
- Completing minimum 150-450 hours of supervised practice in their clinical placement, dependent on length of time away from practice, achieving all competencies.
- Successfully passing both elements of the programme (academic and clinical).

The AHP post holder is required to develop clinical and professional competence to meet the standards of proficiency to be readmitted to the Health Care Professions Council register.

- Complete HCPC recommended minimum requirements to update clinical skills dependent on length of time away from practice.
 - 2-5 years out of clinical practice – 30 days of updating your skills and knowledge
 - 5 years or over out of your profession – 60 days of updating your skills and knowledge.
- Update your skills through supervised practice, formal study and self directed learning
- Successfully being accepted onto the HCPC register.

Role requirement and person specification

Criteria	Essential
Qualifications, training, knowledge and experience	<ul style="list-style-type: none"> • Have a previous UK NMC registration with no previous NMC sanctions • Have previously been registered with the HCPC or have an approved qualification and never been registered. Not be part of any fitness to practise proceedings or sanctions. • Evidence of education achievements • Experience of working in health or social care setting • Ability to undertake the return to practice training programme.
Communication skills	<ul style="list-style-type: none"> • Provide information to patients and their significant others with regards to their care and treatment under the supervision of registered AHP or Nurse. • Communicate with patients/clients and carers, using empathy and reassurance and where there are barriers to understanding learning to manage these accordingly, e.g. learning disabilities or language • To maintain accurate and confidential patient health care records • To build effective working relationships with the multi-disciplinary teams within and across providers, to meet patient and service needs • To provide, receive, interpret and communicate information with a range of health care professionals and personnel • To attend and participate in departmental meetings, handovers, ward rounds and care planning meetings as required

Criteria	Essential
Analytical and judgemental skills	<ul style="list-style-type: none"> To recognise any limitations in own practice or theoretical knowledge base and to seek support as required to become competent Using own judgements based of facts or situations. Assess patient/client condition through observations/ test results, assess comfort of patient/client, instigate emergency procedures
Planning and organisational skills	<ul style="list-style-type: none"> Organise own day to day work tasks or activities To be accountable for own professional practice and be responsible for acquiring, developing and maintaining competencies and skills To be accountable for completion of Return to Practice competency portfolio / practice Assessment Document
Physical skills	<ul style="list-style-type: none"> Developed physical skills e.g. for use of test equipment including blood pressure, blood glucose equipment. Demonstrating and assisting patients with physical therapy.
Responsibility for patient care	<ul style="list-style-type: none"> Undertakes a limited range of delegated clinical duties relevant to work area; record patient observations, e.g. taking blood pressure, blood glucose monitoring, implement treatments within physio programme of care, facilitates group therapy sessions, provides individual support. To demonstrate a range of clinical skills evidenced in a Return to Practice competency portfolio / Practice Assessment Document.
Responsibility for policy and service development	<ul style="list-style-type: none"> To work within national legislation and follow policies in codes of practice To practice in accordance with local policies and guidelines relevant to practice
Financial and physical resources	<ul style="list-style-type: none"> To be responsible for equipment and resources used in the course of their work, including equipment for patient use.
Human resources	<ul style="list-style-type: none"> Assist in the development of clinical skills in practice to promote patient well-being and care Support the work of supervisors/assessors in practice through working alongside learners Support the work of Support Workers
Information resources	<ul style="list-style-type: none"> Undertake contemporaneous documentation within scope of practice maintaining confidentiality at all times Contributes to updating patient records Report and breaches of Information Governance in accordance with Trust policies
Research and development	<ul style="list-style-type: none"> Occasionally participate in research and audit activities that enhance, evaluate and influence patient care as required and when the opportunity presents itself
Freedom to Act	<ul style="list-style-type: none"> To practice within own sphere of practice and seeking support as needed To assess, plan, implement and evaluate the care of patients, to meet their specific needs, under the supervision of registered AHP or Nurse
Effort factors	<p>Physical effort: Requirement for moderate physical effort on a frequent basis e.g. moving patients using mechanical equipment, re-positioning patients in awkward positions, pushing and pulling wheelchairs and trollies Inputting at keyboard daily/use of VDU continuously</p> <p>Mental effort: Frequent concentration required for report writing, coaching, carrying out clinical interventions/treatment Work pattern planned however on occasion unpredictable depending on patient needs</p> <p>Emotional effort: Frequent exposure to distressing circumstances e.g. dealing with upset patients and family members in community or inpatient setting, safeguarding issues Dealing with staff and patients with emotional or challenging behaviour/situations Occasional exposure to aggressive and/or verbal behaviour</p> <p>Working conditions:</p>

Criteria	Essential
	Frequent exposure to highly unpleasant working conditions e.g. bodily fluids, fleas, foul linen Travelling to various sites across the organisation