

Return to Practice Nursing

Why Facilitate Return to Practice?

General Practice Nursing (GPN) teams are a key component of the general practice workforce providing care and treatment across the life course and increasingly work in partnership with people with acute illness and with complex undifferentiated conditions.

The general practice nursing workforce is aging with an ever-increasing proportion approaching retirement and few are coming into the profession to replace them. It is clear, that we face very considerable challenges recruiting and retaining a workforce that is fit for the future. We must develop health and care services that have the resilience to cope with the changing landscape, demographic pressures, and rising demand.

How does it work?

The RTP programme is employer-led and UWE Bristol provides the theoretical part of the programme and supports student's progression through the required learning objectives as per NMC standards and in collaboration with the placement provider.

Depending on how long an applicant has been out of practice, the course can take between three and 12 months to complete. This is usually discussed with the student during the interview, please refer to the table on page 2 for further information.

NHS Health Education England (HEE) fund the course and placement fees.

Who can apply? Adult Nurses, Mental Health Nurses, Children's Nurses, Learning Disability Nurses, School Nurses, Occupational Health Nurses, Midwives and Health Visitors.

The start dates for return to practice are September, January and May every year.

How can I find out more information?

- Visit the University of the West of England Return to Practice website page [HERE](#)
- Visit the Health Education England Return to Practice Website page: [HERE](#)
- Email Nursing@almc.co.uk

Further Information

How long will it take?

The NMC now requires that all nurses and midwives whose registrations have lapsed and are wishing to return to practice, undertake 450 hours of practice with a recognised placement provider.

What are the placement providers responsibilities?

Placement providers lead this process in which their role is to:

1. Advertise for the RTP post or discuss the opportunity when approached by a prospective student.
2. Organise and lead the interviews.
3. Ensure the applicant is eligible for the programme.
4. Discuss and establish the practice hours required.
5. Engage their HR department to complete the documentation which includes occupational health, DBS and contract.
6. Apply for the HEE funding.
7. Organise student's placement.
8. Provide educational audit and complete the paperwork required for student's enrolment onto the programme including the RTP Placement Information form.
9. Supervise and assess the student in practice.

What is the process?

To enrol onto the RTP UWE Bristol programme, the prospective student needs to secure an RTP placement with a healthcare provider. You may advertise vacancies suitable for RTP nurses at key points throughout the year. The start dates for return to practice are September, January and May every year.

Some students may directly approach your organisation and enquire about the opportunity for undertaking the RTP programme with you. This is also a valid approach to securing a placement.

What are the recruitment processes?

All RTP placements are funded by HEE which also includes the payment of placement fees, you will need to apply for the placement grant via HEE website: <https://comeback.hee.nhs.uk/> Organisations should follow their own processes when taking on an RTP student who has approached them directly. If the prospective student is currently working for your organisation, they may want to discuss the RTP option during their PDR meeting or with the line manager and follow the internal processes for securing their RTP placement.