

Maximising the value of your returning nurse:

- Spend 30 minutes post-interview/pre-placement to discover their aims and ambitions
- Ask about the expertise and skills they've acquired outside nursing
- Learn how their experience can help you in unexpected ways
- If possible/appropriate, tailor their placement to feed in to their ambitions
- Discover ways to enhance their technical/digital literacy

Ensuring success when they join your team:

- At the beginning of the placement conduct a thorough induction
- Introduce your returning nurse to all members of the team
- Demonstrate clear lines of delegation and support
- Clearly identify the nurse to whom the RTP Nurse works
- Clearly identify their allocation of patients/residents/service users



Answering your questions

You may be thinking about what it means to host a returning nurse. We understand you may have questions such as:

- Who can I rely on for support?
- Is there an organised approach by my organisation for RTP?
- Where can I read more? What's in it for me and my team?
- Why am I being asked to support returning nurses as well as trainee nursing associates and undergraduate student nurses?

Personally, for you, there is support and advice from CapitalNurse's North London Partners in Health and Care RTP Bureau Lead. This Lead is an experienced senior nurse who will answer your questions, channel feedback and help streamline the recruitment and education of the returning nurse while liaising with City, University of London.



Capital Nurse RTP Bureau Lead

Email: [capitalnursencl.
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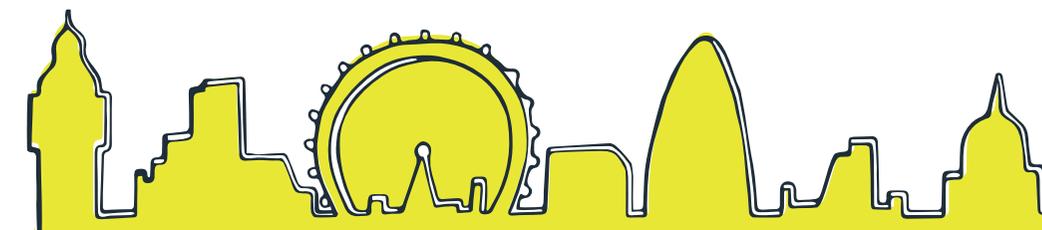
Since the drafting of this leaflet the NMC has announced some welcome changes to Return to Practice Standards and process. Once fully adopted we will amend our leaflets accordingly.

RTP Project Lead will provide updates: capitalnursencl.returntopractice@nhs.net



CAPITAL nurse

in North Central London



Supporting Return to Practice Nurses

Your important role

For more information on Return to Practice Nursing:

[www.healthcareers.nhs.uk/explore-roles/nursing/
returning-nursing/return-nursing-practice-programme](http://www.healthcareers.nhs.uk/explore-roles/nursing/returning-nursing/return-nursing-practice-programme)

We hope you'll soon be welcoming a Return to Practice (RTP) nurse to your team and this leaflet will help refresh your knowledge of the RTP programme.

In accepting an RTP nurse into your team you'll play a vital part in building up the number of Band 5 staff nurses delivering great care to patients. Nurturing these returning nurses who bring considerable expertise and invaluable life skills can really benefit you and your team and your input will help refresh their confidence as they return to the profession.

Our returners' programme is open to anyone who has previously qualified as a nurse, but whose NMC registration has lapsed. Any nurse who wants to return to the NHS, work in a care home or be part of a General Practice, will undertake a well-structured programme of studies and training and soon become a valued practitioner in many settings.

Our programme takes between 3-6 months to complete and in as short a time as that you can be welcoming a new Band 5 staff nurse into your team.

Area covered by RTP scheme

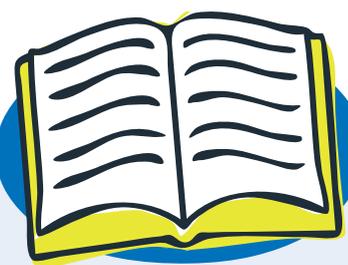
You work in one of the North London organisations or in care homes or GP practices that come under the umbrella of North London Partners in Health and Care. The organisations are:

- Whittington Health NHS Trust
- University College London Hospitals NHS Foundation Trust
- Royal Free London NHS Foundation Trust
- Moorfields Eye Hospital NHS Foundation Trust
- North Middlesex University Hospital NHS Trust
- Barnet, Enfield & Haringey Mental Health NHS Trust
- Royal National Orthopaedic Hospital NHS Trust
- Tavistock & Portman NHS Foundation Trust
- Great Ormond Street Hospital for Children NHS Foundation Trust
- Camden & Islington NHS Foundation Trust
- Plus General Practices and care homes across our boroughs of Barnet, Enfield, Haringey, Camden and Islington.
- We are all working together to bring nurses back to the profession.

The RTP Programme

The RTP programme run by our partner City, University of London is a single 30-credit module and can form part of the BSc Nursing Studies course. On successful completion of the programme the returning nurse will be eligible for re-registration with the Nursing & Midwifery Council (NMC). When they have their PIN they can apply for a Band 5 staff nurse post.

Health Education England (HEE) funds the university programme. The returning nurse receives a £650 bursary halfway through their training period. Your organisation receives the same bursary for hosting the returning nurse.



Study

- 120 hours theory (60 hours classroom studies; 60 self-directed)
- The returning nurse will be on day-release for academic studies one day per week

Practice placement

In their practice placement, returning nurses work with mentors/practice assessors who supervise and assess them in regaining clinical skills and confidence.

The minimum clinical supervised practice hours depends how long nurses have been away but here is a guide:

- **Break in nursing 3 to 4 years**
180 hours
- **Break in nursing 4 to 5 years**
250 hours
- **Break in nursing over 5 years**
300 hours

Paid Route

The returning nurse spends a minimum of 22.5 hours per week up to full-time on their RTP programme, which includes time spent in your team/in classroom study/self-study. During their placement hours they will spend 40% of their time with their mentor/practice assessor.

Our North London organisations offer the option of a salaried placement to returning nurses and pay a Band 3 salary (except Camden & Islington NHS Foundation Trust that only offers a voluntary route, and the Royal National Orthopaedic Hospital NHS Trust that pays a Band 4 salary to reflect local living costs).

Unpaid/Voluntary Route

This route is a lifeline for those who want to complete training and get back to nursing but who have dependants, so need a little more flexibility in their placement hours, or those who need to maintain their current financial status. They sometimes need more flexibility in the hours they work and this can be negotiated between the returning nurse, the placement team and City, University of London. These nurses are entirely supernumerary.

Role of mentors and practice assessors

Returning nurses have mentors and practice assessors assigned to them who assess and support them in refreshing their clinical skills and completing their Practice Assessment Portfolio (PAP). On completion of their placement they will confirm if they are suitable for entry to the register.

They help the returning nurse learn about new developments in nursing and identify learning opportunities by:

- working directly with them
- ensuring they can complete their PAP successfully
- reflecting on experiences to help make the link between theory and practice
- facilitating opportunities to work with other healthcare professionals

If things don't go well

If the returning nurse does not achieve the required learning outcomes and skills, does not complete practice hours or behaves unprofessionally they cannot register. We can help you support the returning nurse to overcome any issues.

Status of the returning nurse

The RTP nurse should be regarded as a qualified nurse who is re-building their confidence and digital skills. They wear a white City, University of London uniform and a CapitalNurse badge.

