

Once a nurse

Always a nurse

A return to practice guide

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This is only the first step - future career paths

Visit Return to Practice - Professional course - UWE Bristol: Courses

Read on!



We want you back!

Reasons to return

Thank you for all the years you've already put into nursing, and thank you for considering a return to practice course. If you decide to put your hard-won skills back to work, here's what we can offer you:

- **Manageable learning programme:** don't be daunted by the prospect of picking up your studies again. Hosted by the University of West of England, the academic programme is broken down into manageable modules, with individual support and specialist help with any learning needs.
- **Manageable work placements:** your 450-hour return to practice working placement can be completed between three months and a year.
- **More flexibility:** we've been listening closely to what staff say, particularly when it comes to work life balance. Our health and care employers offer increasingly flexible terms.
- **Help to find the right role for you:** our return to practice leads will do everything they can to find you a position, a working environment and a contract that meets your needs.



My experience

'One of the nurses asked me recently what I have been doing for the past 18 years... 'I had children and worked many different jobs; I've been a mother, a painter and decorator, I trained in midwifery and I volunteered.

All that time makes me the person I am today and adds to what I bring to my job now.'

**Clare, Return to Practice Nurse,
Pre-Assessment Clinic**

We'll support you all the way

The return journey

To return to practice you need to complete two stages – a theory module run by the University of the West of England; and a practical placement. The programme is:

- **Funded:** Your academic fees will be paid for by Health Education England (HEE). You may also be eligible for a bursary to help with childcare, travel and book costs – please check with HEE or our Return to Practice leads (p11).
- **Supported:** Your Academic Personal Tutor will give you individual support throughout the programme. During your placement, you will also be assigned a practice supervisor and assessor who will support your clinical practice.
- **Personalised:** There are many employers you could work with in our area (described on pages 6-8). You might want to return to a specialism you know, or we can help you explore other options.

Apply for
placement



Complete theory
course (UWE)



— 6 weeks —

Complete
placement hours



3-12 months
450 hours

Return to
practice!



NMC registration
3-10 days

My experience

Julie

'If it's something you're thinking of doing then go for it. It's funny I've talked to people recently who have known me for a long time and they always knew I'd go back to it because they just knew that that's who I am.'

**Julie, Return to Practice Nurse,
Burns and Plastics**



More opportunity

Flexible options

The way we are organising health and care is changing so we can offer better, more joined up patient care. In our region – Bristol, North Somerset and South Gloucestershire – this partnership of organisations is called ‘Healthier Together’.

‘The best thing about returning to practice? Realising I’m still a good nurse and I can make a difference.’



We'll listen

Choosing a job

We understand that the decision to return to nursing practice is a big one – and that you still may be juggling lots of other commitments. Not all employers or teams offer the same terms or levels of flexibility, but our return to practice leads have a good overview of what's available and can help you think through:

- What hours can you work and which employers/teams can accommodate this?
- What kind of environment would you enjoy? Do you want to return to a setting you know you love or try something new?
- Do you like working independently or as part of a team?
- Which part of the patient journey would you find most enriching – from supporting acute needs, to helping people work through rehabilitation or planned healthcare programmes, the beginning, middle or end of life.

'The support I have had has been excellent - it really helps build your confidence again.'

What's important to me

- ☒ I can work:
- ☐ Shifts to fit my other responsibilities
 - ☐ Nights
 - ☒ Days

- ☒ I can't work:
- ☒ 12 hour shifts
 - ☒ Weekends
 - ☐ School holidays
 - ☒ Nights
 - ☐ Days

Choosing a job

Mental health care

Provider: Avon and Wiltshire Mental Healthcare Trust

What we do: We provide inpatient and community-based mental health care for people living in Bath and North East Somerset (B&NES) as well as Bristol, North Somerset, South Gloucestershire, Swindon and Wiltshire. We also provide specialist services extending throughout the south west.

We employ over 4,000 dedicated members of staff who deliver services from more than 90 locations, working in approximately 150 teams for a population of approximately 1.8million people.

Requirements: You must have previously trained as a mental health nurse.

Specialties include (but are not limited to): inpatient services; community; services; specialist services; drug and alcohol; children and young people.

Secure Services

Providers: Hanham Secure Health

What we do: Hanham Secure Health is a private healthcare organisation providing NHS-commissioned primary care services to patients within secure environments. We work in partnership with Avon & Wiltshire Mental Health Partnership NHS Trust to deliver holistic healthcare services to people in prisons and [other criminal justice system settings]. At the moment we work across all secure settings in Bristol, South Gloucestershire and Wiltshire area.

Requirements: You must have previously trained as an adult nurse.

Specialties include (but are not limited to): vaccinations and immunisations; sexual health; drug and alcohol; emergency response; long-term conditions; wound care including suturing; phlebotomy; discharge planning; ear care.

My experience

Michelle



'I feel like I've fallen on my feet, like I've come home to nursing.' 'The training course helped me realise that I didn't want to work in wards but really enjoyed being community based. I had previously worked in a deaf service and can sign in British Sign Language, so decided to look into whether AWP had a local deaf service... taking up a substantive post when a position became available.'

Michelle, Return to Practice Nurse

Want to find out more? Contact our Return to Practice leads to discuss opportunities in their organisation (page 11).

Choosing a job

We have two acute hospital trusts providing care within Bristol, North Somerset and South Gloucestershire.

Secondary care/Acutes

Provider: North Bristol NHS Trust

What we do: North Bristol NHS Trust is a centre of excellence in acute and trauma services and a range of specialist services. We have over 8,000 staff delivering exceptional healthcare for patients across multiple sites, including Southmead Hospital, Cossham Hospital, Bristol Centre for Enablement and within the local community of Bristol and South Gloucestershire. We are a regional specialist centre offering pioneering and internationally

Requirements

You must have previously trained as an Adult nurse.

Specialties include (but are not limited to): major trauma; burns; renal; vascular; neuromuscular; stroke and neonatal care.

Secondary care/Acutes

Employers: University Hospitals Bristol and Weston

What we do: University Hospitals Bristol NHS Foundation Trust and Weston Area Health NHS Trust joined as one 'Outstanding' organisation on 1st April 2020. The Bristol city centre hospitals include Bristol Royal Infirmary, Bristol Royal Hospital For Children, St Michael's Hospital, Bristol Haematology and Oncology Centre, Bristol Heart Institute, Bristol Eye Hospital, and University Of Bristol Dental Hospital. Weston General Hospital provides general acute services for Weston locality; South Bristol Community Hospital provides day care facilities and rehabilitation for residents in South Bristol.

Requirements: You must have previously trained as an Adult or Paediatric nurse.

Specialties include (but are not limited to): oncology and haematology; respiratory; cardiac and cancer services; vascular surgery; children's services; maternal medicine.

My experience

Clair

'My experience on the wards at UHBW has been very positive. The ward sister and staff are incredibly supportive as is the matron in my role as an audit nurse. I wanted to work in an acute setting with evidence-based practice as I particularly enjoy a dynamic work place where there are constant learning opportunities. I am really glad that I am returning to nursing as I am thoroughly enjoying the practical work.'

Clair, Return to Practice Nurse



Want to find out more? Contact our Return to Practice leads to discuss opportunities in their organisation (page 11).

Choosing a job

Community care

Provider: Sirona care & health

What we do: We look after adults and children at home and at school, supporting patients and their families where they need us most and helping our patients stay as independent as possible. We are very proud that our most recent Care Quality Commission rating for the care our staff provide is Outstanding.

Requirements: You must have previously trained as an adult, children's or learning disabilities nurse.

Specialisms include (but are not limited to): Inpatient services, MIU, urgent treatment, long-term chronic condition management, end of life, discharge planning, outreach.

Care sector

Provider: Local authorities and independent providers

What we do: With over 250 providers across Bristol, North Somerset and South Gloucestershire, we play a key role in supporting people to maintain their independence at home, and live in residential and nursing care homes.

Requirements: You must have previously trained as an adult, children's or learning disabilities nurse.

Specialisms include (but are not limited to): Acute, general or elderly nursing, children's nursing, community psychiatric nursing.

Primary care

Provider: Approximately 80 independent GP practices

What we do: We serve 1 million patients across Bristol, North Somerset and South Gloucester. Our GP practices aim to create rewarding working environments for nurses: the hours are family-friendly and you'll be at the heart of a closeknit and supportive multidisciplinary team.

Requirements: You must have previously trained as an adult nurse.

Specialisms include (but are not limited to): Cytology and sexual health screening; travel health; long-term conditions management; wound care; removal of sutures; ECGs; family planning; immunisations; COPD.

My experience



Julia

I am really enjoying my new post as a Community Nurse. The role is so very varied and the shift flies by. Plenty has changed and progressed in terms of the nursing role, but I expected that ... yet there is knowledge and skill that has remained with me, and I feel like I am once again developing these and making a positive contribution.

Julia, Return to Practice Nurse

Want to find out more? Contact our Return to Practice leads to discuss opportunities in their organisation (page 11).

The sky's the limit!

Looking ahead

If you want to progress, you can plot a career along one of our pillars of advanced practice.

A grey graphic of a classical pillar with a rectangular capital and a base.

Leadership

Leadership skills are integral to a range of nursing roles.

You can take continuing professional development modules to prepare you for greater responsibilities, for instance becoming Ward Manager or District Nurse, or even your way up into senior leadership or executive roles.

A grey graphic of a classical pillar with a rectangular capital and a base.

Clinical practice

Every employer will strive to support you if you choose to specialise, with opportunities for funded advanced clinical practice training across a whole range of specialisms in acute, community and general practice.

A grey graphic of a classical pillar with a rectangular capital and a base.

Research

Research roles can be an exciting option, informing the advances we make in clinical practice. Why not consider working with a research team or taking the lead on an improvement project in your area of practice?

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Education

Maybe student supervision is where your passion lies.

We are always looking for registered nurses to support students, with roles including the preceptor role, Practice Teacher, Practice Facilitator, Nurse Educator and even Nurse Lecturer.

‘I was in oncology nursing for many years but have taken the opportunity to try a new specialism.’

Want to find out more? Contact our Return to Practice leads to discuss opportunities in their organisation (page 11).

You can do it!

The four steps

1

Explore placement options

All Return to Practice opportunities are advertised by individual employers – but our leads will be able to give you an overview of the opportunities (see overleaf). Once you have been offered a placement the organisation will complete the Return to Practice Placement information form, which you will need to apply to the UWE programme.

2

Apply for and complete the UWE RTP programme

Apply for your place on the UWE theoretical Return to Practice (RTP) programme. This runs over six consecutive weeks with live online sessions on Mondays and Fridays between 09:00 and 12:30. There is a numeracy test in week three and, from September 2021, you have to complete your OSCE (Objective Structured Clinical Examination).

3

Complete 450* work placement hours

You can complete your placement hours on a full time or part time basis, which we will agree with you at interview stage (1). During your placement, you will build up a practice portfolio, completing a practice assessment document and working through your competencies with your supervisor and assessor.

4

Resume your nursing career

Once you have successfully completed the programme, we will recommend that you can re-enter the Nurse and Midwifery Council Register. Your new pin should take around two weeks to come through and you can now resume your nursing career. The Return to Practice leads (see page 11) will help you find the best permanent position for you.

6 week academic programme

6 week academic programme

6 week academic programme

There are three cohorts a year on the academic programme

Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
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Return to practice placement: 3-12 months, 450 hours

*You may need to do additional hours if dual qualified. Please speak to our Return to Practice leads for information

What are you waiting for?!

Take the first step

Get in touch

Mental Health:

Provider: Avon and Wiltshire Mental Health NHS Foundation Trust

Email: Kate.Chisholm-Mitchell@nhs.net

Secure Services

Provider: Hanham Secure Health

Email: hshltd.recruitment@nhs.net

Acutes:

Provider: North Bristol NHS Trust

Email: ReturntoPractice@nbt.nhs.uk

Provider: University Hospitals Bristol and Weston NHS Foundation Trust

Email: NurseRecruitmedicine@uhbw.nhs.uk

Community:

Provider: Sirona Care & Health

Email: sirona.studentcoordinationcentre@nhs.net

Social Care:

Provider: Multiple providers across the BNSSG

Email: Please put 'Return to Practice' in the header of your email to proudtocare@bristol.gov.uk or proudtocare@southglos.gov.uk or proudtocare@n-somerset.gov.uk

Primary Care:

Provider: Multiple providers across the BNSSG

Email: Nursing@almc.co.uk



Contact any one of our return to practice contacts (emails on the left) who can explain Return to Practice opportunities in their organisation and also give you an overview of opportunities across our partnership.

Why not contact us today?