

Faculty of Health Studies, School of Nursing

Programme Specification

Programme title: Return to Practice for Healthcare Professionals

Academic Year:	2018/19
Degree Awarding Body:	University of Bradford
Partner(s), delivery organisation or support provider (if appropriate):	
Final and interim award(s):	30 credits – Certificate of Continuing Education (CCE) Level 6
Programme accredited by (if appropriate):	Nursing and Midwifery Council (NMC)
Programme duration:	12 weeks minimum (maximum extension 1 year)
UCAS code:	N/A
QAA Subject benchmark statement(s):	N/A
Date of Senate Approval:	
Date last confirmed and/or minor modification approved by Faculty Board	March 2015

Introduction

The Return to Practice for Healthcare Professionals Programme (RTP) has a very strong reputation for being informative, engaging and supportive of students returning to both clinical practice and to education. The Programme has been shortlisted out of 72 entries to reach the final 8 in the Student Nursing Times award for Return to Practice course of the year 2015. The nomination for the Award indicates that students have valued the support given by Programme Leaders and Lecturers in developing and enhancing their success in the Programme. Testimonials received for the award entry were extremely positive revealing how much the RTP Programme has enhanced the lives of students who have completed the Programme.

The Programme can be accessed by health professionals who have had a break in practice and/or registration. It is multi-professional in nature and is delivered over 12 weeks, including a one week study block, followed by 11 weeks practice and 5 study days. Clinical hours can be negotiated to balance home and work commitments. It provides a flexible opportunity for health care professionals to meet profession specific requirements in order to return to clinical practice. Many of the features of the programme reflect the emphasis on clinical skills acquisition, embedding of reflection, and commitment to integration of technology to support learning as portrayed in the current pre-registration programmes. 'Celebrating

Diversity: Challenging Inequality' is a theme throughout this programme used to develop your understanding of the traditions, values and beliefs of local communities thus enabling students to deliver sensitive and responsive care. The Faculty of Health Studies is committed to widening participation and endeavours to meet the needs of students from different backgrounds and with different learning needs.

Health care delivery is dynamic and fast changing, and service initiatives provide efficient, effective health care for individuals and communities. This Programme enables students to negotiate individual learning outcomes in a supportive clinical environment, thereby integrating theory with current professional practice. The Programme is supported by profession specific lecturers experienced in the unique needs of students wishing to return to practice. The methods of assessment give some choice in the required academic work and enables students to develop a portfolio of evidence of continuing professional development. The credits obtained can be imported into other courses delivered within the institution providing students with an opportunity to continue their professional education.

Theory and practice are integrated equally throughout the Programme as they are interdependent. The academic work must be passed at 40% unless a specific pass mark is defined e.g. Numeracy at 100%. The practice documentation is assessed by an allocated mentor in practice and all elements must be passed, including completion of the required practice hours.

The programme should be completed in 12 weeks, however extension to academic and clinical work are available to a maximum period of 1 year.

Profession specific requirements:

Allied health professionals (AHPs) - Currently there is no statutory requirement to undertake a Return to Practice course. However the Programme will provide the opportunity for individuals to develop and update skills knowledge and competence to feel confident to return to professional practice. In addition completion of the Programme will demonstrate commitment to professional education. The course is recommended by the Health and Care Professions Council (HCPC) as appropriate for returning health professionals.

Nurses and midwives - For nurses and midwives trained within the European Community, completion of the Return to Practice Programme enables application for registration with the NMC. In order to meet the requirements for eligibility to apply for registration with the NMC all elements of the Programme must be successfully completed along with a self-declaration of good health and good character. On successful completion students with lapsed registration are eligible to re-apply for registration with the NMC. Students who are unsuccessful in any of the three elements of assessment will not have met the requirements for re-registration or an academic award. Nurses have to achieve a minimum of 150 hours in clinical practice.

When students complete their programme, there is a process that they must follow in order to apply for entry to the NMC register. We advise students to do this as soon as possible as if there is a delay of more than 6 months; there are additional requirements that must be met. In these circumstances, the application must be supported by a nurse registered in the same part of the register to which the student is applying. The registered nurse must have known the individual for at least a year, and have been in contact with them during the previous six months. If students do not apply for registration within 5 years of completing the programme, they will not be eligible to apply to join the register.

Midwives - midwifery returners are required to negotiate their specific practice hours with the Midwifery Programme Lead. The hours required will depend on length of time out of service.

No. of years since registration lapsed	Weeks of Clinical practice 15 hours/week	Total hours
1-4 years	10 weeks	150
5-10 years	20weeks	300
11-15 years	30 weeks	450
15-20 years	40 weeks	600
20 years +	Required to retrain	Full 3yr programme

Programme Aims

	The Return to Practice for Healthcare Professionals Module aims to:
A1	To provide qualified health professionals with an opportunity to update knowledge, skills and competencies enabling them to return to professional practice.
A2	To enable the student to critically analyse and assess practice and implement changes.

Programme Learning Outcomes

When you have completed the programme you will be able to:

LO1.1	Critically analyse, discuss and apply relevant health and social policy, legislation and professional Codes in relation to contemporary practice.
LO1.2	Critically evaluate current issues, arguments, assumptions and data to make informed judgements about the structure and organisation of care nationally and locally.
LO2.1	Critically assess need, plan and implement appropriate care and evaluate the outcome of the care or intervention.
LO2.2	Apply knowledge of inter-professional working and work effectively as part of a multi professional team to care for patients and clients in order to meet NMC/HCPC requirements.
LO2.3	Demonstrate a systematic understanding of equality and diversity when working with patients, clients, carers, colleagues, and the public in general.
LO3.1	Apply appropriate problem solving, teaching and learning skills to inform clinical practice and personal development.
LO3.2	Reflectively apply initiative and personal responsibility in independent learning to maintain professional standards through critically reviewing and utilising research.

Curriculum

The Programme content was developed in close partnership with the other West Yorkshire Universities in Leeds and Huddersfield with the support of the Yorkshire and the Humber Strategic Health Authority (now Health Education Yorkshire & Humber). The Programme design integrated student evaluations, requirements of employers, professional bodies, local healthcare providers and policy drivers from government. However the curriculum continues to change in response to national and professional body direction to remain current with relevant research evidence, legislation, policy and guidelines for professional practice.

The programme is delivered across one semester and may be offered annually or more frequently depending on commissioned places. This may be at varying starting points during the academic year.

FHEQ Level	Module Title	Type (Core/Option/Elective)	Credit	Semester (s)	Module Code
6	Return to Practice for Healthcare Professionals	Core	30	1,2,3 variable	PRP6007-C

At the end of the Programme, students will be eligible to exit with the award of Certificate of Continuing Education for 30 credits at level 6 if you meet all the award learning outcomes, and practice requirements.

This award also confers eligibility to re-register with the Nursing and Midwifery Council.

Placement and/or Study Abroad

This programme does not provide the option for students to undertake a work placement or period of study abroad due to the short duration of the Programme.

Learning and Teaching Strategy

From entering the Programme the focus of teaching and learning facilitates the student's eligibility to re-register as a healthcare professional and thus the achievement of all the module outcomes. A blended approach to learning is used on the Programme which means students will have the opportunity to learn through a range of different educational approaches including traditional lectures as well as different types of group work and different practice and skills related learning. The following outline shows students how the different methods of teaching and learning help meet the learning outcomes (LO) of the programme:

Research informed key lectures will deliver core content; providing students with the opportunity to acquire knowledge and develop conceptual understanding (LO 1.1, 1.2, 2.1, 2.2, 3.1).

Seminars and group learning will be used to facilitate teacher/learner/ peer dialogue and inter-professional discussion and further develop and challenge conceptual understanding (LO 1.1, 1.2, 2.1, 2.2, 2.3, 3.1, 3.2).

Directed study provides students with the opportunity to undertake reading, participate in enquiry based learning, address individual learning needs and contextualise learning to their own area of practice (LO 1.1, 2.1, 2.2, 2.3, 3.1, 3.2).

The Virtual Learning Environment (VLE) will be used to provide access to online resources, lecture notes & external links to websites of interest. On-line discussion boards or groups using the VLE will promote group interaction and discussion of module content.

Labs and practical sessions consist of opportunities to participate in practice, enhance acquisition of skills and gain competence (LO 2.1, 2.2, 3.1, 3.2). A significant proportion of learning in respect of skill acquisition and healthcare delivery needs to take place in supportive healthcare learning environments.

When undertaking healthcare practice students will be allocated a mentor to provide support for the placement. This specially prepared practitioner will act as a role model and facilitator and at the end of the placement will assess student performance.

Formative feedback at individual tutorials, meetings and through electronic communication will facilitate reflection and student self-assessment. There are specific feedback sessions scheduled within the timetable to assist students with their academic and practical development throughout the Programme. Numeracy skills are an essential requirement of the student learning experience and will be acquired through an e-learning package – Safe Medicate.

Assessment Strategy

Students will have a choice in the focus and type of written assessment for the Programme which will enhance and develop different academic skills in terms of report writing or reflective writing. This can help students develop a new skill or relate the writing to their specific professional field of practice.

- 1) Write a report relating to an aspect of care in practice or write a reflective essay focusing on the achievement of one professional regulatory standard for practice - 3000 word maximum.
- 2) On line Numeracy exam which must be passed at a mark of 100% (using Safe Medicate package).
- 3) Practice Assessment Document which must have a pass mark in all elements.

The essay will be worth 100% of the module marks although the numeracy exam and practice outcomes must also be achieved. Detailed assessment guidelines provided to students will ensure that the learning outcomes for the module can be met through either written academic assessment.

LO 1.1, 1.2, 2.1, 2.2 are assessed by Mode of Assessment 1.

LO 3.1 is assessed by Mode of Assessment 2.

LO. 2.3, 3.2 Skills in practice are assessed by Mode of assessment 3.

All students are entitled to two attempts at all assessments including clinical practice where a supplementary placement will be arranged.

Assessment Regulations

This Programme conforms to the standard Undergraduate University Assessment Regulations which are available at the link below

<http://www.bradford.ac.uk/aqpo/ordinances-and-regulations/>

However, there are some waiver exceptions to these regulations as listed below:

Waiver from the Administrative Regulations Relating to Assessment regulations 8.2, 8.5, 9.1.1 and 10.1

Programme Regulation

All students on the Return to Practice for Healthcare Professionals Programme (PRP6007-C) are required to pass all component parts of an assessment at a minimum of 40%. All students on the Programme (PRP6007-C) are entitled to supplementary assessment as a second attempt for all elements of assessment. The supplementary assessment date is agreed along with the submission date and published to students at the commencement of the programme. Also students on the Return to Practice for Healthcare Professionals Programme (PRP6007-C) are entitled to an automatic third attempt in theoretical elements of the assessment only.

Rationale:

The Return to Practice for Healthcare Professionals Programme is delivered on a part time basis to students who may hold full and part time clinical or other job roles. The opportunity to complete the Programme in a timely, planned way supports career progression and employability for individual students. Stakeholders such as local NHS organisations and other care providers are concerned that employees complete modules within predictable timeframes in order to plan sustainable service delivery. Automatic resubmission without waiting for a Board of Examiner's meeting will mean that the student's learning is current and that they are still engaged with the module content. Managing re-submissions in this way will provide consistency with the pre-registration and other SSPRD Nursing programmes for administrative purposes and clarity for academic staff and students.

Admission Requirements

The University welcomes applications from all potential students and most important in the decision to offer a place is our assessment of a candidate's potential to benefit from their studies and of their ability to succeed on this particular programme. Consideration of applications will be based on a combination of formal academic qualifications and other relevant experience.

Candidates apply directly to the University for admission. They will be required to demonstrate good health and character and be capable of participating in moving and handling patients and equipment. All offers of places are made subject to receipt of a satisfactory Disclosure and Barring Service (DBS) check and medical screening. Prospective students should contact the Programme Leads for advice if unsure of eligibility.

Applicants whose first language is not English will be expected to possess an University approved English Language qualification such as IELTS. AHPs are required to achieve 6.0. Nurses and midwives are required to achieve 7.0.

The university will secure a practice placement after the offer of a place on the course although assistance in this process from applicants can be given if required. Students will require a sign off mentor to support your learning in practice who is able to give mentor support to final stage students for admission to the professional register.

The **minimum** entry requirements for the Programme are as follows:

Applications are welcome from students with non-standard qualifications or mature students (those over 21 years of age on entry) with significant relevant experience. However all applicants must have a lapsed registration with either the NMC or HCPC or completed a Programme leading to registration with either the NMC or HCPC.

Recognition of Prior Learning

This is not applicable for this Programme due to the short duration of the Programme.