Return to Practice (Nurse) Programme for nurses who want to work at the Royal Devon; Eastern Service.

**What is the programme?**

* It’s a programme for registered nurses who have had a break from nursing and their registration with the Nursing and Midwifery Council (NMC) has lapsed.
* Through a structured and supported study programme with the Royal Devon; Eastern service, in partnership with Plymouth University and Health Education England, nurses can return to practice.
* On successful completion of the programme returning nurses will be able to take up a suitable band 5, registered nurse position at the RD;E without going through a further formal recruitment process
* By joining our programme nurses are committing themselves to working at the RD;E on successful completion.

How does it operate?

* The course is continuously under review. There are 7 study days at Plymouth University, 2 distance / field specific Learning days and clinical placements at the RD;E
* Each returning nurse will be allocated a line manager and an assessor.
* The clinical placement hours needed to complete the programme is dictated by NMC at 450 hours. Plymouth University will set the timetable as to how many weeks you have to complete.
* To aid successful and timely completion of the programme the nurse will have to commit to working a minimum of two shifts per week. The decision on when to work and how many hours will be a conversation between the nurse and their line manager, depending on individual circumstances, however it is required to be no less than the equivalent of two long days / 22 hrs per week.

What support will I get?

* Course fees are paid at present.
* Support from an Assessor and supervisors on clinical placements.
* Regular income from a paid clinical placement.
* Experience in your preferred department of work with a job secured at the end of the programme.

What are the benefits of joining the RD;E programme?

* It’s an opportunity to get back to caring with a well rated, caring Trust situated in the South West of England with an abundance of leisure facilities and beautiful surrounding countryside.
* The RD;E received an overall rating of “good” in its latest Care Quality Commission inspection. It was rated as “outstanding” for our Emergency and Critical Care services, and for Caring Trust wide. It has been ranked as the joint best performing non-specialist Trust in the country for overall patient experience of care in the 2016 Care Quality Commission (CQC) Adult Inpatient Survey.
* The RD;E operates both Acute and Community services across Exeter and East Devon and placements are available in both settings.
* Employment on successful completion will be available in both settings although actual appointment will depend on vacancies at the time of interviewing for the course.
* Separate to returning to practice clinical placements there is the opportunity to undertake temporary or Bank work as a band two during the programme.
* Support will be provided and returning nurses will be eligible for suitable band five registered nurse positions at the RD;E on succession completion of the programme.
* On commencing appointment as a band 5 registered nurse you will be enrolled on our preceptorship programme offering support through transition and on-going development.

What are my choices?

* Apply for the next programme (commencing each year, in February and September).
* Within your application or at interview you specify your top three preferred areas of work and RD;E will endeavour to place you into one of those preferred settings or departments.
* Apply for this vacancy to obtain a 6 month fixed term contract as a band three healthcare assistant, learning in your chosen area for the duration of the programme to compliment the theory and university programme.
* Apply to work as a healthcare assistant with the RD;E Staff Bank team for the duration of the programme whilst you complete the programme to increase exposure, experience and confidence.

Why apply to join the programme now?

* There’s still time to join.
* While funding is available, it means you can learn without paying expenses from your own pocket.
* RD;E can provide a suitable registered nursing job on successful completion.

Applying

* The opportunities to join the programme are advertised on NHS Jobs (www.job.nhs.uk) and the normal recruitment processes apply in line with NHS checks and standards, including the Disclosure and Barring Service that is undertaken.
* Returners will need to show confirmation from the NMC of a previous registration PIN and the date this expired.
* The interviews are conducted in conjunction with Plymouth University and will include a short literacy and numeracy test (15 minutes each) to obtain a baseline of current skills and knowledge. This is to identify where support may be required from the Trust and / or the University whilst on the programme.

Further information

For Return to Practice opportunities within RDE please contact rduh.recruitment@nhs.net or rduh.returntopractice@nhs.net

For more information on the RDE trust please visit [www.rdehospital.nhs.uk](http://www.rdehospital.nhs.uk)

For more general information on Returning to Practice please visit <http://comeback.hee.nhs.uk>