

Person Specification – Return to Practice Programme

	Essential	Desirable
Qualification or training	<p>Evidence of previous NMC Statement of Entry – Registered Adult Nurse</p> <p>Declaration of NMC order (if relevant)</p>	Previous study at SCQF level 9
Experience	<p>Demonstrate effective communication and interpersonal skills</p> <p>Demonstrate responsibility for personal continuing professional development in order to enhance knowledge, skills and values needed for safe effective practice ensuring a high standard of patient care is met.</p>	Nursing experience as Registered Nurse/Midwife
Knowledge	<p>Understands holistic and patient centred care</p> <p>Awareness of evidence based practice</p> <p>Understands group dynamics</p> <p>Have an aptitude for learning</p>	Up to date with recent government health policy / key documents

Skills	<p>Awareness of own limitations in the care environment</p> <p>Demonstrates understanding of the importance of accurate documentation</p> <p>Reliable, trustworthy</p> <p>Ability to follow instruction and organise workload</p> <p>Excellent communication skills</p> <p>Basic IT skills</p>	<p>Effective delegation skills</p> <p>Ability to assert themselves as patient advocate</p> <p>Ability to deliver caring, safe, respectful care to all service users</p>
Additional Requirements	<p>Excellent interpersonal skills</p> <p>Ability to demonstrate initiative and motivation to undertake the GCU Return to Practice Programme</p> <p>Is flexible with shift patterns, willing to work unsocial hours including night duty and weekends if required</p>	

Glasgow Caledonian University

ISIS Module Input Template

Please use this template to complete all the fields required to enter a Module into the ISIS system. This template lists all the fields in the *curriculum unit maintenance* section of ADS where the administrator will create the Module.

TAB 1 – UNIT DEFINITION

School:	Health and Life Sciences
Dept/Division:	Nursing and Community Health

Module Code:	<i>ISIS Module Code</i>
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Unit Title (Long):	Return to Practice
Unit Title (Short):	
Academic Period:	20/21

Semester(s) Offered:	A, B, C
<i>Please add the details of all session offerings for this programme</i> <i>(Add / Delete as required)</i>	

Usage:	Select Module from the drop-down list
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Non-Standard Dates?	<i>Offering (A etc)</i>	<i>Start Date (this Session)</i>	<i>End Date (this Session)</i>
<i>If the module follows standard GCU academic calendar please do not complete dates in this section</i>			

Student Types:	Nurses, midwives, and specialist community public health nurses (SCPHN) who wish to re-enter the NMC register after a lapse in registration.
<i>Please add the details of all possible student types for this Module</i>	

Credit Level:	3	Credit Value:	30
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Renewal Date: *	2025
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TAB 2 – ASSESSMENT COMPONENTS

Please enter below the assessment component requirements for your Module:-

Component	Description	Exam Duration (Hours)	Weighting	Threshold (Min Pass mark)	Essential? must pass?	No of Words (For CW)	Instructions
Coursework	Written assignment			40%	Y		
Placement	Practice learning experience			Pass	Y		

N.B. Guidance on how this is translated and entered onto the ISIS Database is noted at the end of this document.

TAB 3 – UNIT DETAILS

Please provide a paragraph of information under each of the following 5 headings:-

(i) Summary of Content
<p>This theory/practice module aims to prepare specialist community public health nurses (SCPHN), Midwives and nurses who have a lapse of registration with the Nursing and Midwifery Council (NMC), to be able to return to the professional register. The module will develop the knowledge and skills required to meet the NMC Standards of Proficiency (for registered nurses 2018; midwives, 2019, SCPHN 2004 and Return to Practice 2019), enabling the student to be more confident in delivering safe, effective, person-centred care.</p> <p>The module will encourage students to reflect on, and critically analyse, their practice within the inter-professional team context as well as within own field and/or practice speciality. The module will also encourage the student to critically reflect upon professional and personal development.</p> <p>The type of placement learning experience is identified within the student's practice assessment document (for nurses and SCPHN this will be the Scottish Practice Assessment Document (PAD) and for midwives this will be the Return to Midwifery PAD (MPAD)) and will normally allow the student to gain practice experience within intended area of practice. The module provides students with the opportunity to develop further professional skills for nursing, midwifery or SCPHN practice which, for registered nurses reflect the NMC (2018) Platforms and Skills and Procedures Annexes; for midwives reflect the NMC (2019) Domains; and for SCPHNs reflect the NMC (2004) standards of proficiency for SCPHNs. Within this module students will undertake 300 or 450 hours of practice for single registration depending on their length of lapse or registration.</p>
(ii) Teaching and Learning Strategy

The module will be delivered using blended learning approaches, including synchronous and asynchronous teaching, and simulation, to improve the student experience and to ensure readiness for contemporary nursing practice. Lecturers, service partners, users, carers and students will contribute to the authenticity of the teaching and learning experience using case-based scenarios, and the development of reusable learning objects to contextualise nursing and midwifery practice. Learning and teaching strategies will enhance student engagement, accessibility, flexibility and personalisation of the module through the use of technology/digital learning where appropriate. Teaching approaches will include a variety of methods which may include seminars, tutorials, group work, workshops, role play, reflective exercises, guided reading and online learning.

Students will be supported and supervised in their practice learning experience by a nominated practice supervisor who may be a registered nurse, midwife, SCPHN or another registered health and social care professional to develop their proficiencies, skills and procedures in practice. The student's final assessment will be undertaken by a nominated practice assessor in collaboration with a nominated academic assessor to confirm achievement of the platforms and proficiencies for this PLE.

(iii) Syllabus

Person-centred, holistic nursing/midwifery practice across the lifespan, including pre-pregnancy (to meet mental, physical, cognitive and behavioural needs)

Promotion of health and prevention of ill-health

Evidence-based practice -searching, research methods, academic writing and critical analysis

Interprofessional working

Legal and ethical issues including consent, protection of vulnerable adults and safeguarding

Preparation for re-entry to the register

Supervision and support of students: preparation for practice supervisor role

Professional values and The NMC Code

Leadership, management and team working

Digital health and health literacy

Pharmacology and medicines administration and optimisation

Mandatory training - fire safety, SIPCEP, basic life support/AED, moving and handling, introduction to therapeutic management of aggression and violence, dementia, numeracy, better blood transfusion (and for midwives, neonatal life support)

Future Nurse: Standards of proficiency for registered nurses (NMC 2018)

NMC Platforms and Proficiencies · NMC Annexes A & B: Skills and Procedures · EU Legislation: Directive 2005/36/EC (Adult Field only)

All of Annexes A and B are met for entry to the register as part of the Future Nurse: Standards of proficiency for registered nurses (NMC 2018). All EU directive requirements are met for adult field. All Platforms listed in the Scottish PAD for entry to the register.

Practicing as a midwife in the UK (NMC 2020)

Standards of proficiency for midwives (NMC 2019)

Standards of proficiency for specialist community public health nurses (NMC 2004)

(iv) Transferrable Skills

Development, or enhancement, of

- Communication (verbal, non-verbal & written) and team working
- Assessment, planning, analysis, evaluation and clinical judgement
- Independent learning skills
- Reflection
- Theory and practice integrations and problem solving
- Critical thinking and decision-making skills
- ICT competency, digital and health literacy skills
- Numeracy
- Resilience and confidence

(v) Reading List

AVEYARD, H. & SHARP, P., 2017. *A beginner's guide to critical thinking and writing in health and social care*. 3rd ed. Maidenhead: Open University Press.

BARR, O. & GATES, B., 2018. *Oxford handbook of learning and intellectual disability nursing*. Oxford University Press.

CHILTEN, S. et al., 2018. *The textbook of community nursing*. 2nd ed. Oxen: Routledge.

COTTRELL, S., 2019. *The study skills handbook*, 5th ed. Hampshire: Palgrave.

DE BRÚN, C. & PEARCE-SMITH, N., 2013. *Searching skills toolkit: finding the evidence*. 2nd ed. Hoboken: Wiley.

FORREST, E., 2019. *Midwifery at a glance*. Oxford: Wiley.

GERRISH, K. & Lathlean, AJ, 2015. *The research process in nursing*. 7th ed. Oxford: Wiley Blackwell.

GLASPER, E.A., COAD, J., RICHARDSON, J., 2015. *Children and young people's nursing at a glance*. Chichester, West Sussex: Wiley Blackwell.

GORMLEY-FLEMING, E., MARTIN, D., HOBOKEN, N.J., 2018. *Children and young people's nursing skills at a glance*. John Wiley & Sons Ltd.

HOLLINS MARTIN, C.J. & FORREST, E., 2013. *Interactive workbook to shape bereavement care for midwives in clinical practice*. London: Routledge.

JASPER, M., 2013. *Beginning reflective practice*. Cheltenham: Nelson Thornes.

LUKER, K., MCHUGH A., BRYAR, R., 2016. *Health Visiting: Preparation for practice*. 4th ed. Oxford: Wiley Blackwell.

LAPHAM, R. & AGAR, H., 2015. *Drug calculations for nurses: A step-by-step approach*. 4th ed. London: Hodder Arnold.

MARSHALL J.E. & RAYNOR, M.D., 2020. *Myles textbook for midwives*. 17th ed. Bailliere Tindall: Elsevier.

NAIDOO, J. & WILLS, J., 2016. *Foundations for health promotion*. 4th ed. London: Bailliere Tindall.

NORMAN, I. & RYRIE, L., 2018. *The art and science of mental health nursing*. 4th ed. London: Open University Press.

PEATE, L., 2019. *Alexander's nursing practice: Hospital and home*. 5th ed. Elsevier.

PRICE, J. & MCALINDEN, O., 2018. *Essentials of nursing children and young people*. London: Sage.

RENTON, S., MCGUINNESS, C. & STRACHAN, E., 2019. *Clinical nursing practices*. 6th ed. Amsterdam: Elsevier.

Website links

Health Improvement Scotland - <http://www.healthcareimprovementscotland.org/>

JISC Developing students' digital literacy - <https://www.jisc.ac.uk/guides/developing-students-digital-literacy>

MBRRACE. Saving Lives, Improving Mothers' Care Lessons learned to inform maternity care from the UK and Ireland Confidential Enquiries into Maternal Deaths and Morbidity 2015-17: <https://www.npeu.ox.ac.uk/assets/downloads/mbrance-uk/reports/MBRRACE-UK%20Maternal%20Report%202019%20-%20WEB%20VERSION.pdf>

National Institute for Health and Care Excellence (NICE) - <https://www.nice.org.uk/>

[NHS Education for Scotland \(Nursing and Midwifery\) - https://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery.aspx](https://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery.aspx)

NHS Education for Scotland: The Knowledge Network
<http://www.knowledge.scot.nhs.uk/home.aspx> -

NHS Scotland - <https://www.scot.nhs.uk/>

NHS Scotland eHealth - <https://www.ehealth.scot/>

Nursing and Midwifery Council (NMC) - <http://www.nmc-uk.org/>

Public Health Scotland - <https://www.publichealthscotland.scot/>

Public Health Scotland Mental Health and Wellbeing: <http://www.healthscotland.scot/health-topics/mental-health-and-wellbeing/overview-of-mental-health-and-wellbeing>

Resuscitation Council UK: <https://www.resus.org.uk/>

Royal College of Obstetricians and Gynaecologists (RCOG) Green-top guidelines:
<https://www.rcog.org.uk/en/guidelines-research-services/guidelines/>

Scottish Government Health and Social Care- <https://www.gov.scot/health-and-social-care/>

Scottish Government Maternal and Child Health - <https://www.gov.scot/policies/maternal-and-child-health/>

Scottish Government: The best start: five-year plan for maternity and neonatal care in Scotland - <https://www.gov.scot/publications/best-start-five-year-forward-plan-maternity-neonatal-care-scotland/>

Scottish Government: A Guide to Getting it Right for Every Child -
<http://www.gov.scot/Resource/0045/00458341.pdf>

Scottish Intercollegiate Guidelines Network Guidelines - <http://www.sign.ac.uk>

The Keys to Life -Improving Quality of Life for People with Learning Disabilities:
<https://keystolife.info>

UNICEF Guide to the UNICEF UK Baby friendly initiative university standards:
<https://www.unicef.org.uk/babyfriendly/baby-friendly-resources/implementing-standards-resources/guide-to-the-standards/>

World Health Organisation - <https://www.who.int/>

TAB 4 – LEARNING OUTCOMES

In the table below please list all the learning outcomes for the module.

In the end column please note which assessment (CW01 etc) that this learning outcome will be assessed by.

LEARNING OUTCOMES		
On successful completion of the module the student should be able to:-		Assessment
1.	Critically reflect upon personal and professional development in the role transition process with a view to further developing personal and professional competence.	Coursework, placement
2.	Demonstrate safe, effective and person-centred practice independently in line with the NMC Standards (for registered nurses 2018; midwives, 2019 and SCPHN 2004).	Placement
3.	Demonstrate evidence of critical thinking both through their writing, and through the application of theory to practice.	Coursework, placement
4.	Demonstrate completion of mandatory training essential for their own chosen area of practice	Placement
5.	Demonstrate a critical understanding of nursing/midwifery skills which facilitate safe, effective, person-centred care and apply these to your chosen area of practice.	Coursework
6.	<p>Those preparing to return to the register (part 1 and/or part 3 as appropriate) demonstrate</p> <ul style="list-style-type: none"> For nurses - achievement of the proficiencies and safely demonstrate all skills and procedures within Annexe A and Annexe B for entry to the register of the Future Nurse: Standards of proficiency for registered nurses (NMC 2018). For midwives - achievement of the proficiencies for entry to the register of midwives: Standards of proficiency for midwives (NMC 2019). For SCPHNs - achievement of the proficiencies for entry to the register of specialist community public health nurses: Standards of proficiency for specialist community public health nurses (NMC 2004). 	Placement

TAB 5 – HESA INFORMATION

Please complete the table below with the HESA and JACS code information.

If the module is co-owned by more than one subject, please list all subjects below and allocate the % ownership etc.

	Cost Centre	CC Description	JACS Code	JACS Description	%	Dept Code	Dept Description
1.							
2.							
3.							
4.							
5.							
6.							
7.							
8.							

TAB 6 – ACTIVITY INFORMATION

Please list below the breakdown of hours for the module. Where the module accommodates part-time and full-time students this will only need to be entered into ISIS in duplicate for each activity where the hours are different. e.g. Assessment-PT and Assessment-FT.

ISIS will only accept a maximum entry of 99hrs so where the number of hours are 100+, the administrator will need to use a weblink to update this.

<u>Activity Type</u>	<u>Total Hours</u>
Assessment	<u>30</u>

<u>Activity Type</u>	<u>Total Hours</u>
Seminars	<u>8</u>

Lectures	<u>36</u>	Directed Learning	
Practicals		Independent Learning	<u>70</u>
Tutorials	<u>6</u>	Other	
Placement	<u>300</u>		

TAB 6 –USER DEFINED INFORMATION

There is NO NEED to enter text in the large boxes in this screen.

However if the module is being submitted to workflow for approval for the first time, or following a review event, please tick the (Re)Approval Event box.

(Re)Approval Event?	<input type="checkbox"/>
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Also, if this module is a Dissertation or Honours Project module, please tick the Dissertation box.

Dissertation Module?	<input type="checkbox"/>
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There is NO NEED to enter any text in the User Defined Text box.

TAB 7 –CONTACTS

Please enter in the table below the names of the Module Leaders, Module Tutors, External Examiners.

There must be a minimum of two staff named on a module

Role	Staff Name
Module Leader	
Module Leader	

Module Tutor	
Module Tutor	
Module Tutor	
Module Tutor	
Module Tutor	
Module Tutor	
Module Tutor	
Module Tutor	
Module Tutor	
External Examiner	
External Examiner	

TAB 8 – ENTRY REQUIREMENTS

There is no requirement to enter any information into this screen.

TAB 9 - PRE-REQUISITIE INFORMATION

There is no requirement to enter any information into this screen

TAB 10 – AWARD INFORMATION

You only need to enter the **Qualification Aim** in this screen.

The Qualification Aim relates to the pass mark for the module. Most commonly for undergraduate modules this will be **40UG**, and for postgraduate modules **50PG**.

Qualification Aim	
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Delivering care through collaboration



NHS Golden Jubilee

Beardmore Street, Clydebank G81 4HX

Telephone: 0141 951 5000

www.nhsgoldenjubilee.co.uk

Chair: Susan Douglas-Scott CBE

Chief Executive: Jann Gardner

Recruitment line: 0800 0283 666

Dear Candidate

POST: Return to Practice Nursing Programme

HOURS: 37.5 per week

CLOSING DATE: 18 June 2021

NHS Golden Jubilee welcomes your enquiry in connection with the above post. Please find enclosed an information pack.

Should you wish to submit an application for the above post, please ensure you do so in advance of the closing date. Late applications will not be forwarded for short listing.

When providing referees on the application form, please be aware that we require a minimum of two references to cover at least **two years** of previous employment/training history. If there is insufficient space on the application form to list all of your referees, please provide on an additional page. Where possible, please provide us with e-mail addresses for contact. Additionally, you should note that as part of the pre-employment checks a PVG or Disclosure Scotland check will be completed. **It is an offence for barred individuals to apply for regulated work.**

Should you contact the recruitment team to discuss any queries regarding your application it is advisable that you retain the job reference number as you will be asked to quote this when you call.

In the meantime, I wish you success with your application and should you require any further information please do not hesitate to contact the recruitment team on the contact telephone number shown above.

Yours sincerely

Recruitment Assistant

General Information for Candidates



- This information package has been compiled to provide prospective candidates with details of the post and background information about NHS Golden Jubilee (NHSGJ).
- The contents of this package are as follows:-
 - Job Description/person specification
 - Terms and Conditions of Service
 - Application Form
 - Equal Opportunities Monitoring Form
 - Information on Agenda for Change
- The Equal Opportunities Monitoring form is required for monitoring purposes only and will not be made available to the interview panel during any part of the recruitment process.
- Please note, to ensure that we adhere to our current policy on Equal Opportunities; CV's received with Application Forms will be destroyed prior to Application forms being passed for Short listing.
- NHSGJ operates a No Smoking Policy on all Premises and Grounds and in shared vehicles.
- All offers of employment will be subject to the receipt of two year's satisfactory References, Occupational Health screening and Disclosure Scotland clearance. Please note that it is an offence under the act for barred individuals to apply for regulated work.
- Please submit your completed application through the Jobtrain Recruitment System
- The short listing process will take place shortly after the closing date.
- As a Disability Confident Leader we recognise the contribution that all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities all applicants who are disabled and who meet the minimum criteria expressed in the person specification will be guaranteed an interview.
- The organisation has introduced a set of shared values. These values will be measured during our Values Based Competency Interview. Our values are:
 - Valuing dignity and respect
 - A "can do" attitude
 - Leading commitment to quality
 - Understanding our responsibilities
 - Effectively working together

NHS Golden Jubilee

Terms and Conditions of Service

The terms and conditions applicable to this post are those of all NHS Scotland Employees.

1. Superannuation

You have the option to join the NHS Superannuation Scheme, to participate in the State Earnings Related Pension Scheme or to take out a Personal Pension.

Employees contributions to the NHS Scheme range from 5.2% to 14.7% of salary (depending on rate of Pensionable Pay) and the employers' contribution equates to 13.5% of salary. Employees in the NHS Scheme are "Contracted-out" of the State Earnings Related Pension Scheme and pay a lower rate of National Insurance contributions. Employees who choose to participate in the State Earnings Related Pension Scheme pay the higher rate of National Insurance contribution. A Stakeholder Pension is also available.

2. Salary

£19,609 to £21,615 per annum

3. Grade

This post is offered at Band 2.

4. Annual Leave

The annual leave entitlement in a full year commencing 1st April to 31st March is 27 days, rising to 29 days after 5 years' service and 33 days after 10 years' service. There are 8 Statutory and Public Holidays in each leave year. (Pro rata where applicable)

5. Hours of Duty

37.5 Hours per week

6. Tenure of Employment

This post is offered on a permanent basis

7. Asylum and Immigration Act 1996

Under the Asylum and Immigration Act 1996, we are required to carry out checks to ensure that all prospective employees are entitled to live and work in the United Kingdom. You will therefore be asked to provide appropriate documentation prior to any appointment being made.

NHS Golden Jubilee

Benefits

NHS Superannuation scheme:

New entrants to NHS Golden Jubilee who are aged sixteen but under seventy-five will be enrolled automatically into membership of the NHS Pension Scheme. Employee contributions vary from 5.2% to 14.7% depending on annual pensionable pay. Benefits include a lump sum and pension when you retire, life assurance of 2 years' pay - while you are working, pension and allowances for your spouse and children in the event of your death, and benefits for ill-health retirement.

Our pension scheme is provided by Scottish Public Pensions Agency. This scheme is a qualifying pension scheme, which means it meets or exceeds the government's new standards. All benefits including life insurance and family benefits are explained on the SPPA website <http://www.sppa.gov.uk/>

Annual leave entitlement (including public holidays):

35 days' annual leave on appointment
37 days' annual leave after 5 years
41 days' annual leave after 10 years

Free car parking

Continuing professional development opportunities

Discounts at the Golden Jubilee Conference Hotel

Leisure Club membership – Get fit and healthy at the Centre for Health and Wellbeing with a discounted membership rate of £30 per month.

Discounted Room Rates - Rooms rates discounted subject to specific conditions.

Discounted Dining - 20% off food and beverage when dining in the hotel.

Golden Bistro (Hospital Restaurant) - Discounted food in our award winning hospital restaurant.

NHS Staff Benefits

As a staff member in NHS Golden Jubilee, you will have access to a wide variety of offers and discounts from local and national businesses using your NHS ID badge. For more information and to view these discounts, visit www.nhsstaffbenefits.co.uk - new offers are added on a weekly basis.