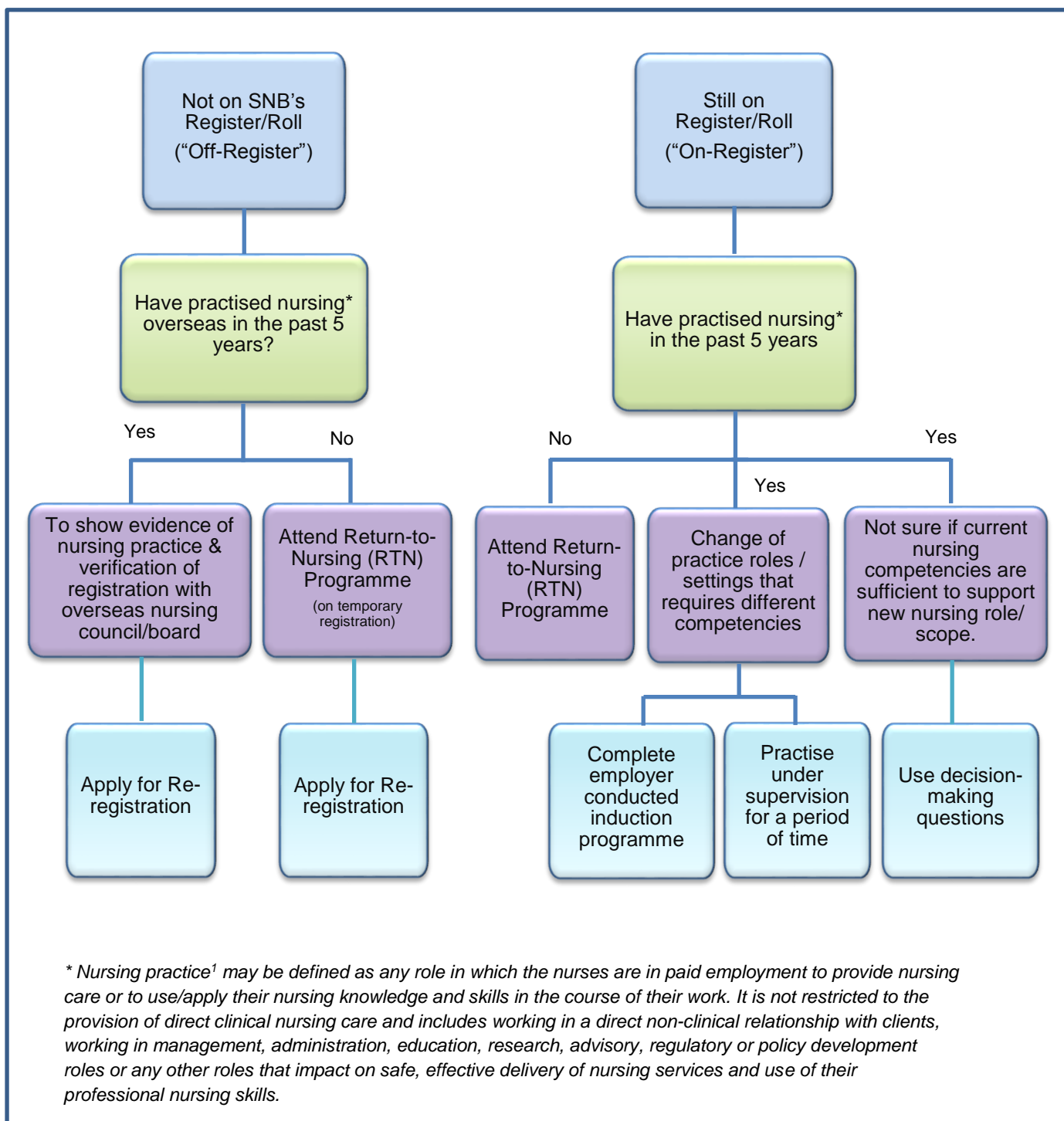


## Guidelines: Determining When Return-To-Nursing Programme is Mandatory

The chart below provides information on when a nurse needs to attend the Return-to-Nursing (RTN) Programme:



<sup>1</sup> Adapted from Nursing and Midwifery Board of Australia's definition of "practice" which is "any role, whether remunerated or not, in which the individual uses their skills and knowledge as a nurse or midwife ...practice is not restricted to the provision of direct clinical care. It also includes working in a direct non-clinical relationship with clients, working in management, administration, education, research, advisory, regulatory or policy development roles, and any other roles that impact on safe, effective delivery of services in the profession and/or use of their professional skills'. any role, whether remunerated or not, in which the individual uses their skills and knowledge as a nurse or midwife ...practice is not restricted to the provision of direct clinical care. It also includes working in a direct non-clinical relationship with clients, working in management, administration, education, research, advisory, regulatory or policy development roles, and any other roles that impact on safe, effective delivery of services in the profession and/or use of their professional skills'.

## Decision-Making Questions

Where nurses' or their employers are not clear as to whether nurses have the relevant competencies to perform the role/ scope of nursing practice expected in the new role/ setting, the following decision-making questions may be used to provide some guidance:

- 1) the individual's nursing qualifications, past nursing practise experiences and nursing registration history;
- 2) the length of time away from nursing practice;
- 3) past participation in continuing professional nursing education (CPE) programmes while away from nursing practice and
- 4) the scope of work and competencies required for future nursing practice.

Any nurse assessed to have gaps in their nursing competencies may be required to complete an induction programme and practise under supervision for a period of time or to undergo a RTN programme.

### Induction programme

An Induction programme is conducted by their employers and is tailored for individual nurses who:

- a) Have extensive nursing experience prior to the lapse in nursing practice;
- b) Have relevant experience in related fields and have kept up-to-date with post-registration or post-graduate nursing education;
- c) Is able to demonstrate most of the required competence for nursing practice (with reference to Core Competencies for Registered/ Enrolled Nurses);
- d) Continuous participation in CPE programmes;
- e) Considerably shorter period of work experience that is spent not-working or not related to nursing; and
- f) Able to demonstrate relevance of past experience to future nursing practice.

### RTN programme

The RTN programme is required for individual nurses who clearly have not practised nursing at all in the past 5 years or individuals who:

- a) Have no or minimal nursing experience prior to the lapse in nursing practice;
- b) Have little experience in related fields and have not kept up-to-date with post-registration or post-graduate nursing education;
- c) Is not able to demonstrate the required competence for nursing practice (with reference to Core Competencies for Registered/ Enrolled Nurses);
- d) Have very minimal or have not participated in CPE programmes;
- e) Long periods of work experience that is spent not-working or not related to nursing; and
- f) Unable to demonstrate relevance of past experience to future nursing practice.

Due to the variety of scope of practice in various settings, SNB will not approve/ accredit individual induction programmes. Employers will assess the individual nurses' competencies for practise in their own settings using SNB's Core Competencies and Scope of Practice.

Where nurses and employers are in doubt or unsure, SNB can offer the appropriate guidance. SNB will mandate the RTN programme for individual nurses where required.

*As at 30 August 2016*