

Welcome Back!

Returning to Practice

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Returning to Practice

Key Points:

- What is re-entry to practice?
- What is the process?
- How can the Department of Health and the Tasmanian Health Service help?
- What were the barriers that needed to be overcome to make it happen?

Returning to Practice

- It can be daunting returning to practice
- Process through AHPRA is detailed and lengthy
- Returning to the clinical practice setting can be overwhelming at first
- It helps to have support along the way!



Recency of Practice

- Nurses and midwives must meet the Nursing and Midwifery Board of Australia (NMBA) *Recency of practice* registration standard
- 450 hours within the past five years.



Applying to AHPRA

- “Application for provisional registration: Re-Entry to practice” (APRO-40)
- 15 page application form
- Requires evidence of education, previous employment and registration history
- Information on the Chief Nurse and Midwife intranet site or on the DoH public webpage

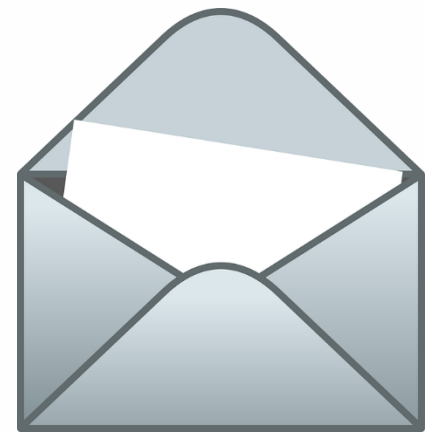
Returning to Practice

- If you have not practiced between 5-10 years AHPRA will direct you to undertake a re-entry pathway
- If you have not practiced for greater than 10 years you will be directed to undertake an approved program of study leading to general registration
 - Diploma of Nursing
 - Bachelor of Nursing
 - Bachelor of Midwifery



Re-Entry to practice pathways

- Applicant receives a letter from AHPRA advising them to undertake
 - Supervised Practice, 450 hours (Pathway 1), or
 - Re-Entry to practice program (Pathway 2), generally equivalent to four units of study. Two theory units, and a double weighted practice unit.



Support

- The Office of the Chief Nurse and Midwife (OCNM) provide financial support to undertake re-entry pathways
 - Paid clinical placement for Supervised Practice pathway
 - Payment of university fees for units of study for Re-entry to practice program
- To be eligible for support you must meet criteria including being a Tasmanian resident for at least 12 months.

Support

- OCNM has provided financial support for a number of years for those undertaking a re-entry to practice program through a tertiary facility.
- The program must be approved by NMBA.



Support

- More recently AHPRA has provided an option for supervised practice.
- Barrier to providing practice placements
 - No identified process
 - Professional indemnity insurance
 - Workers compensation cover
- An employment model needed to be created



Employment model

- Employed as a nurse with provisional registration only
- Statement of Duties specific about
 - Fixed term position for 450 hours
 - Supervision model (direct supervision followed by indirect supervision)
 - Employed hours
 - AHPRA requirements regarding documentation
 - Agreement, learning plan, formative and summative reports

Employment model

- Collaborate with Tasmanian Health Service (THS) for a practice placement
- Support from THS staff
- Education of NUM, CNE and staff about new supervised practice model and AHPRA requirements
- Salary is paid as Grade 2 Year 1 for an EN, and Grade 3 Year 1 for a RN or Midwife.

Employment model

- HR processes developed to support these positions
 - Employment register, directly appointed to 'Re-entry - Supervised Practice' position
 - On completion and confirmation of NMBA full registration, return to employment register as nurse or midwife.
 - Eligible for direct appointment to a vacant position
- Policy and guideline developed to support process

Employment model

Key points:

- Create process
- Collaborate
- Educate
- Support



Questions



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