

Programme Descriptor
Return to General Nursing Practice Descriptor

Aim

The aim of the programme is to provide registered nurses who wish to return to clinical practice following an absence of five years or more with an educational opportunity to develop further and expand their knowledge, skills and competence necessary for the integration of theory and practice in a changing healthcare environment in line with NMBI recommendations (NMBI 2022).

Learning Outcomes

On successful completion of the RTNP the programme participant returning to clinical practice as a registered nurse should be able to:

1. Apply knowledge, clinical skills and professional behaviours that are underpinned by the Code of Professional Conduct and Ethics (NMBI, 2021) and the Scope of Nursing and Midwifery Practice Framework (NMBI, 2015).
2. Gain understanding of contemporary health and social policy relevant to nursing practice.
3. Assess person-centered nursing needs, plan and implement interventions and evaluate outcomes.
4. Demonstrate appropriate safe practice in emergency situations.
5. Demonstrate the delivery of person-centred, high quality and safe nursing care based on a collaborative relationship with the person receiving such care.
6. Apply skills of effective communication, delegation, inter-disciplinary working, and team working to promote quality and safety in the health care environment.
7. Establish learning opportunities in practice for students and staff.
8. Demonstrate an appreciation for the maintenance of professional competence, and requirement to develop and enhance the capacity for self-awareness, reflection, leadership, and professional scholarship.
9. Evaluate research and its application to inform evidence-based nursing practice (NMBI, 2022).

The Programme Structure and Content

The Programme consists of three modules. Theoretical instruction embraces two modules of study that will augment the programme participants' previous knowledge and skills. It will assist programme participants to advance current knowledge and apply newly acquired knowledge to their specific discipline of nursing in Module 2.

Module 1: The Principles of contemporary Professional Nursing Practice (5 days/ 35 hours).

Module2: Professional Developments in Clinical Practice (5 days) and Clinical Skills Practice (5 days) (Total 10 days/ 70hours).

Module 3: The Clinical Practice Placement involves clinical practice placement of programme participants to an NMBI approved clinical practice area and the completion of the Return to Nursing Practice Programme Domains of Competence Assessment Tool (NMBI, 2022a).

Module 1: The Principles of Contemporary Professional Nursing Practice

Aim:

The aim of this module is to provide registered nurses who are returning to clinical practice with the relevant knowledge, skills and attitudes related to contemporary professional developments and legal and ethical requirements for nursing practice in Ireland.

Learning Outcomes:

1. Critically reflect upon previous and current clinical experience and skills to demonstrate an awareness of the contemporary ethical, legal and professional developments in nursing.
2. Discuss the principles of clinical leadership and how they apply to professional development and well-being within the nursing profession.
3. Demonstrate an ability to review and synthesise evidence-based literature, current legislation and local and national

health and social policies when reflecting upon contemporary nursing practices.

4. Demonstrate a recognition of professional development pathways within the nursing profession in regards to self-awareness, research, reflection, digital health and professional scholarship.

Module Hours:

Module 1 and Module 2 have a combined total of 105 hours.

Module 2: Professional Developments in Clinical Practice and Clinical Skills Practice

Aim:

To enable the registered nurse returning to practice to acquire the evidence based knowledge, skills, and attitudes to practice as a safe and competent practitioner in a dynamic, complex healthcare environment.

Learning Objectives:

1. Utilise evidence-based policies, procedures and guidelines when making decisions regarding the assessment, planning, implementation and evaluation stages of nursing care.
2. Combine professional judgement and clinical nursing skills within the Scope of Nursing Practice for the safe and efficient nursing care of specific patient cohorts.
3. Demonstrate the ability to utilise communication techniques and professional behaviours that support the sharing of patient information in a clear, objective, accurate and timely manner in accordance with the Code of Professional Conduct and Ethics (NMBI 2021).
4. Appreciate the professional and legal issues and responsibilities regarding the compilation and maintenance of acceptable standards in the recording of nursing documentation (NMBI 2015).
5. Collaborate with service users, families and multi-disciplinary team members to achieve optimum health, independence, recovery or a peaceful death in a professional caring manner.

Module Hours:

Module 2 and Module 1 have a combined total of 105 hours

Module 3: Clinical Practice Placement

Aim

The aim of clinical practice placement is to provide the programme participant with opportunities to develop, consolidate and integrate existing and newly learned knowledge and experiences in preparation for their return to clinical practice. The practice placement also supports the participant to develop and demonstrate the clinical competencies and skills required by a registered nurse (NMBI 2022).

Learning Objectives

1. Apply knowledge, clinical skills and professional behaviours that are underpinned by the Code of Professional Conduct and Ethics (NMBI 2021) and the Scope of Nursing and Midwifery Practice Framework (NMBI 2015).
2. Gain understanding of contemporary health and social policy relevant to nursing practice.
3. Assess person-centered nursing needs, plan and implement interventions and evaluate outcomes.
4. Demonstrate appropriate safe practice in emergencies.
5. Demonstrate the delivery of person-centred, high quality and safe nursing care based on a collaborative relationship with the person receiving such care.
6. Apply skills of effective communication, delegation, inter-disciplinary working, and team working to promote quality and safety in the health care environment (NMBI, 2022)

Module Hours

RTNP participants will work a 37.5-hour week throughout their clinical placement for a period of 6 consecutive weeks. Of the 37.5 hours, 35 hours will be clinical contact and 2.5 will be reflective hours. Participants can complete the clinical practice placement once deemed clinically competent after a minimum of 150 hours.

Content	CNME RTNP Programme Timeframe
Theoretical Content	105 hours
Practice Placement	225 hours 37.5 hours per week x 6 weeks – 35 hours clinical contact and 2.5 hours reflection time per week
Total time for theoretical content and clinical practice	330 hours – 442.5 hours 3 weeks theoretical and skills instruction and 6 weeks practice placement – to a max of 9 weeks.

Specified learning activities	Complete Specified Self Directed Learning Units, Clinical Skills workshops, group discussion, online lectures and clinical tutorial and Reflective Practice.
Summative Assessment	<p>1. 500-word reflection assignment (20%)</p> <p>In addition, participants must choose one of the following assignment to complete:</p> <p>2a. Assessment Method 1: 1500 word case study written assignment (80%) OR 2b. Assessment Method 2: 15-minute case study presentation narrated or delivered face-to-face by the programme participant using PowerPoint (80%).</p>
Formative Assessment Methods	<p>Formative Assessment methods can include a reflective learning log, critical reflective dialogue using a model of reflection (Gibbs Reflective Cycle), written or video Journaling, peer to peer assessment and feedback, structure reflection sessions, care planning development or E-Portfolio of independent learning</p> <p>Mandatory Methods of formative assessment are:</p> <ul style="list-style-type: none"> • Reflective Learning Log (NMBI 2022a)
Clinical Assessment	Programme participant attainment of competence in clinical practice (Module 3 of programme) is assessed using the NMBI (2022a) competency assessment tool, available at: www.nmbi.ie . The NMBI Competence Assessment Tool is designed to allow for a transparent assessment process that is user-friendly. The focus is on facilitating learning opportunities that allow the programme participant to further develop independent learning skills and meet the performance criteria of competence associated with lifelong learning and continuing professional development.
Total Hours:	225 hours (minimum) must be dedicated to the clinical ward placement and 105 hours to the Theoretical and Clinical Skills Component. Total 330 hours minimum.