



Nurses Returning to Practice

Nurses interested in fulfilling opportunities within nursing homes may be returning to practice and finding it difficult to secure a place on a Return to Practice Course. Nursing Homes Ireland has been in discussions with the Health Service Executive and An Bord Altranais in this regard and ABA has informed NHI there is no legal obligation for nurses to complete this course, although they recognise that it would be best practice to do so where possible.

NHI therefore recommends that nursing homes can employ nurses who may be returning to practice without them having to complete the Return to Practice Course, provided that the nursing home facilitates a comprehensive induction programme which assesses the knowledge, skills and competencies of the nurse and the training required. The period of supervision and mentorship would therefore be extended until the nurse and the nursing home are satisfied that an acceptable level of practice has been attained.

Although not directly comparable with the Return to Practice course, the Adaptation Programme used for nurses from non-EU countries may be utilised to assist in providing the nurse with hospital placements as part of their clinical experience. Members have been made aware of this recommendation however it is the individual nursing home who will decide whether or not to offer employment on these terms.