

Professionalism in practice: Joining the UK workforce

Kim Tolley, Professional Liaison Consultant, HCPC

Joining the UK workforce

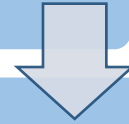
Professional Liaison Service

This session aims to support registrants who have joined the HCPC register for their role in the UK workforce



Overview of the session

1. HCPC role and standards



2. Working in UK healthcare



3. Everyday ethical dilemmas
that you might face



4. Reflect and develop an
action plan for you



5. Get to know each other

Dr Kate Granger

Professional Liaison Service

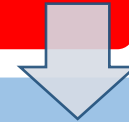


*“In my mind ‘the little things’
aren’t little at all, they are
indeed huge and of central
importance in any practice
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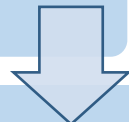
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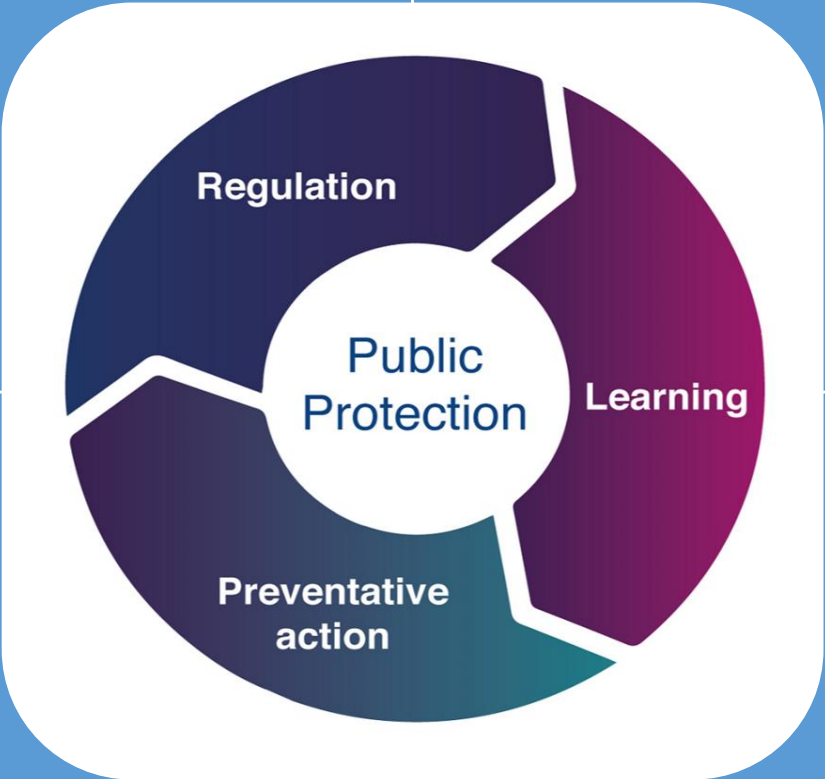
Maintaining and publishing a register of professionals



Setting appropriate Standards



Responding to fitness to practise concerns



Quality assuring education

Joining the UK work force

Professional Liaison Service



Ten standards




Why use our standards?

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Provides a high-level framework for you to use your professional judgement



Not prescriptive – how to meet them depends on your practice and context



Provides you with autonomy and flexibility

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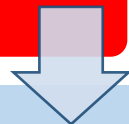
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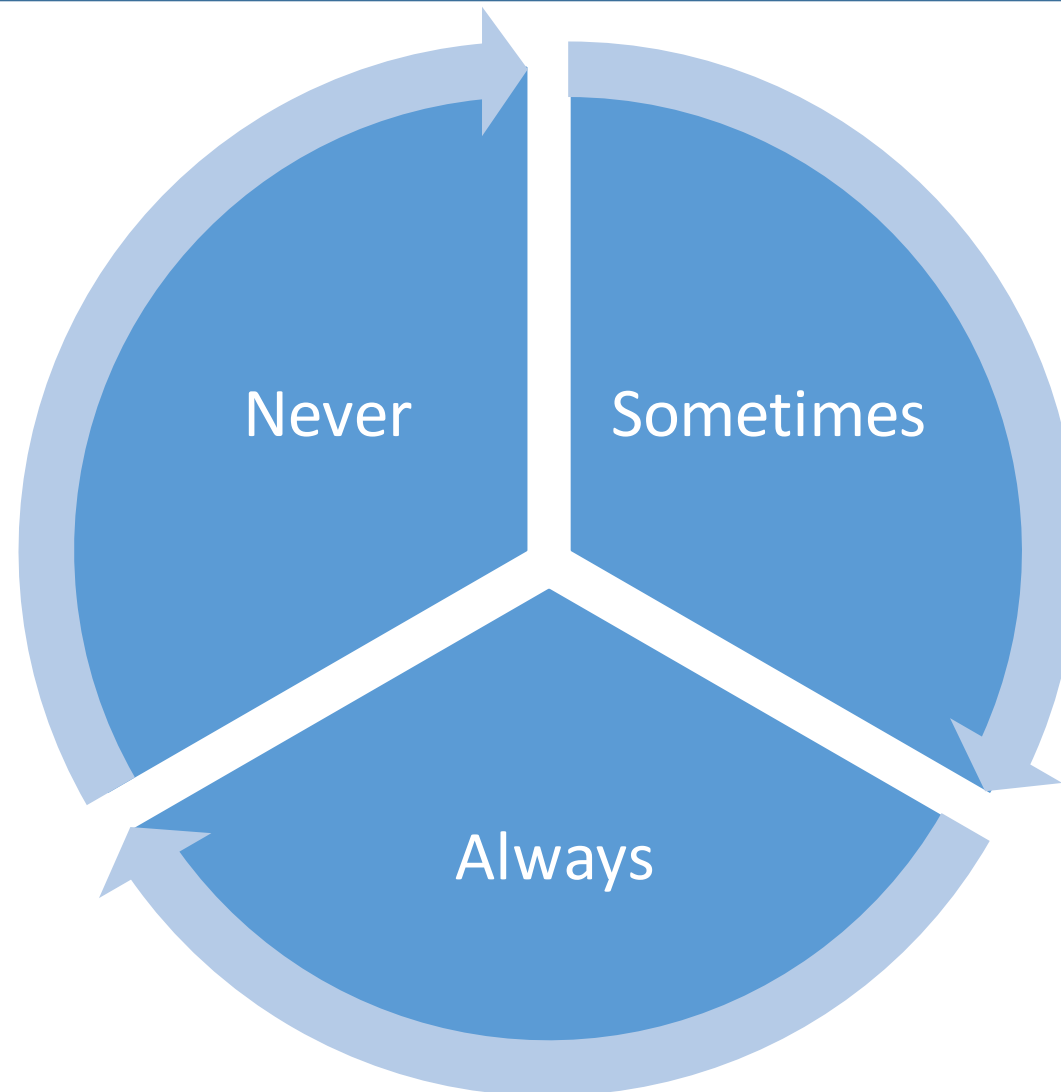
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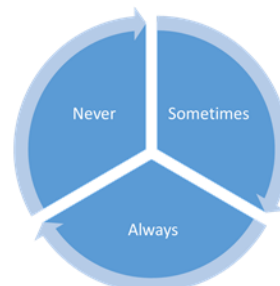


Sometimes/Always/Never?

Your nephew, Vihaan phones you to say that he has
terrible back pain.

He asks you what he should do to treat the pain.

Do you give him some advice about what to do?



Sometimes/always/Never

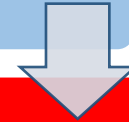
Your nephew, Vihaan has some blood tests sent off last week.

He phones to ask you if you can look up his results as he can't get an appointment to see his GP until next week

What do you do?

Overview of the session

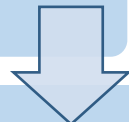
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The National Health Service

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- ✓ It meet the needs of everyone
- ✓ It is free at the point of delivery
- ✓ It is based on clinical need, not ability to pay

70

**YEARS
OF THE NHS
1948 - 2018**

hcupc health & care
professions
council

Professional Liaison Service



WINDSOR CASTLE

It is with great pleasure, on behalf
of a grateful nation, that I award the George Cross
to the National Health Service of the United Kingdom.

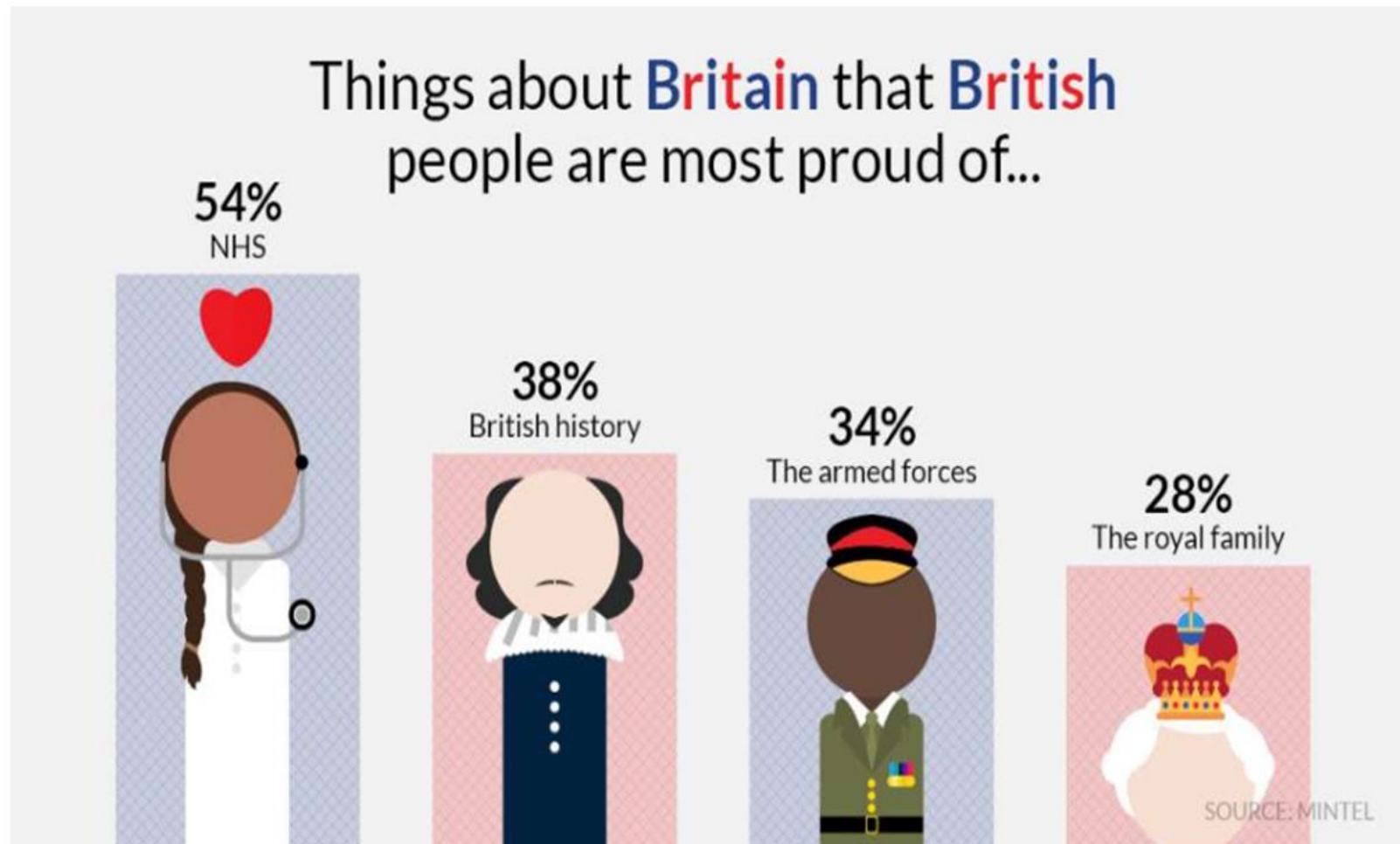
This award recognises all N.H.S. staff, past
and present, across all disciplines and all four nations.
Over more than seven decades, and especially in
recent times, you have supported the people of our
country with courage, compassion and dedication,
demonstrating the highest standards of public service.

You have our enduring thanks and
heartfelt appreciation.

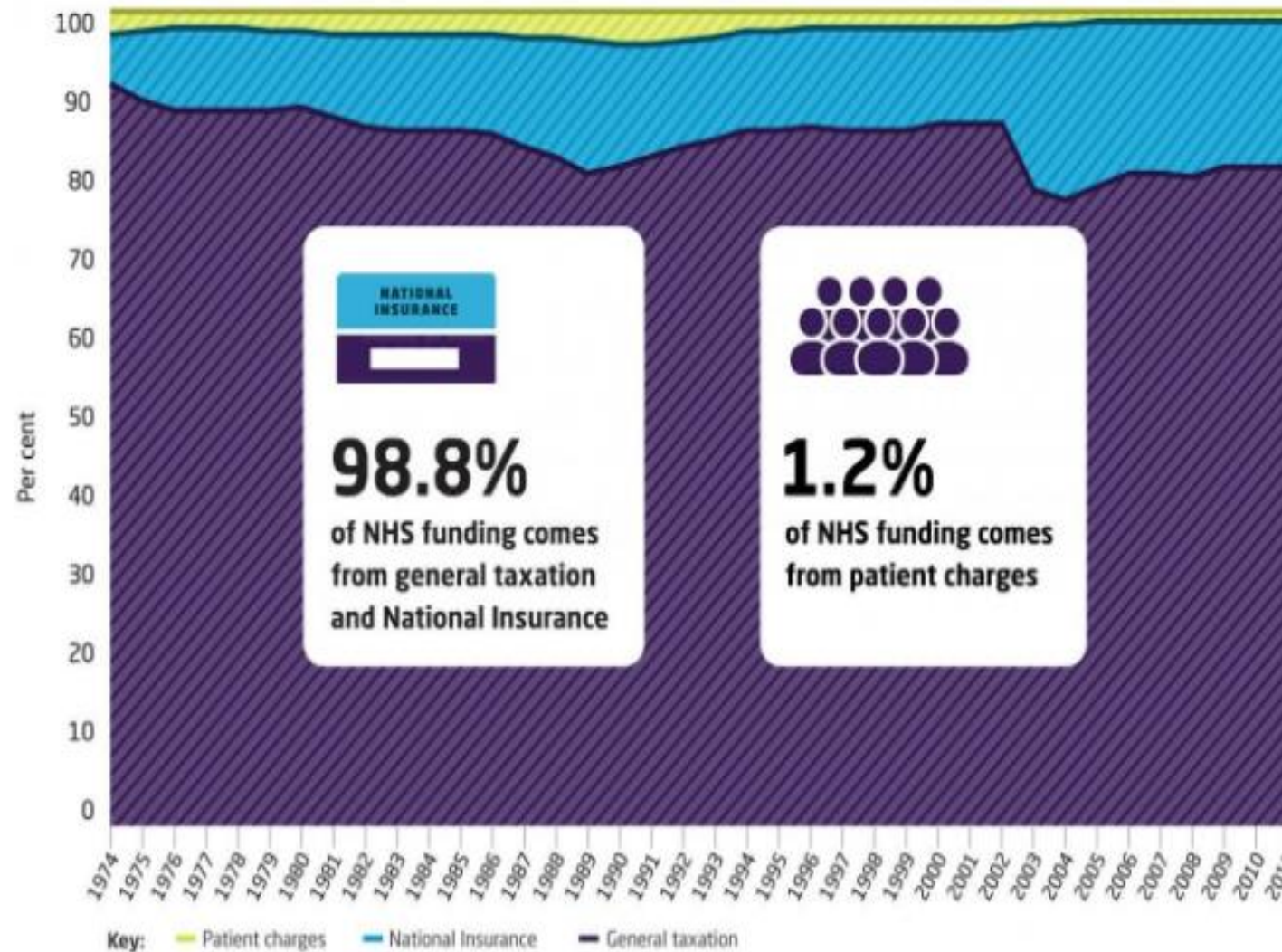
Elizabeth R

Britons most proud of NHS, survey finds



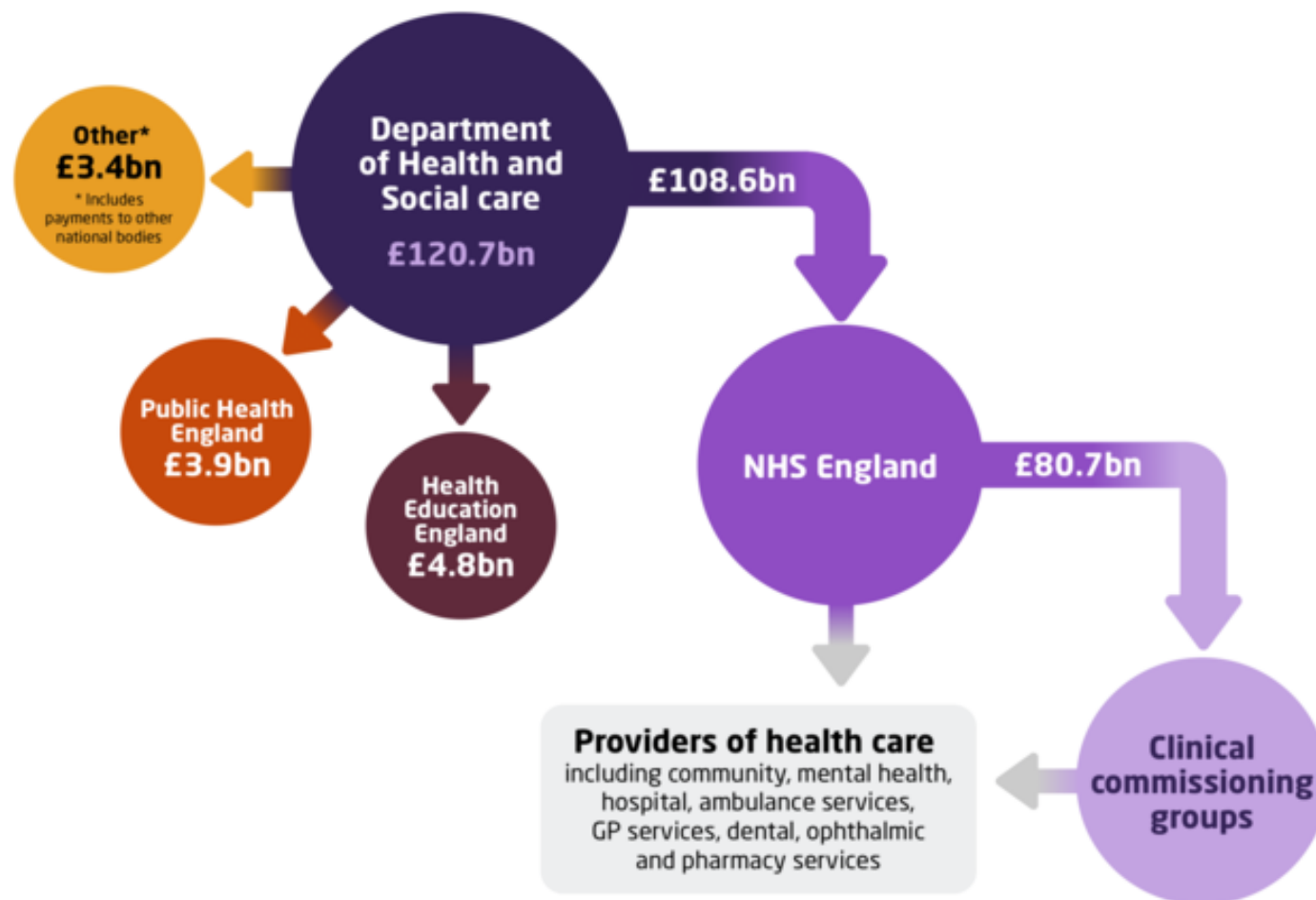


How the NHS gets its money?



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[Online Courses](#) / [Healthcare & Medicine](#)

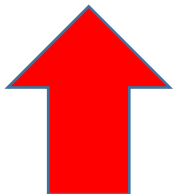
TheKingsFund

The NHS Explained: How the Health System in England Really Works

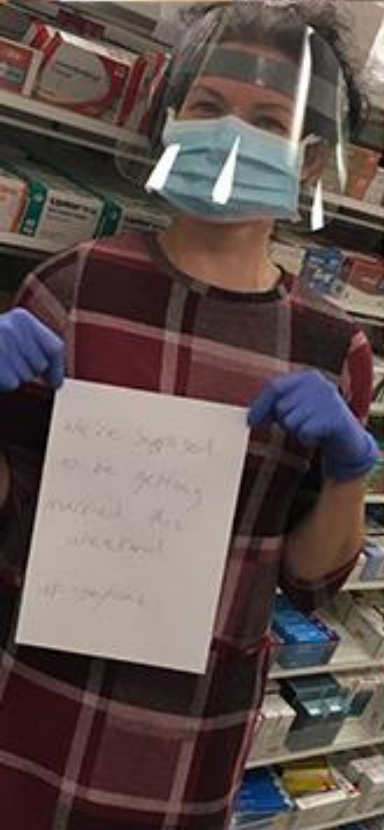
★★★★☆ 4.7 (229 reviews)

Discover the inner workings of the UK National Health Service (NHS), and consider its current and future challenges.

Email me when I can join

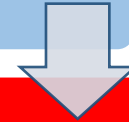


Support



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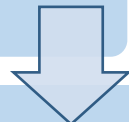
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HEE supporting internationally qualified Physiotherapist



Paul Chapman MCSP DSA (csp)

Interim National Lead for Return to Practice (HCPC Register)

Twitter: @PaulChapman09

Who is Paul Chapman

- HCPC registered Physiotherapist
- Worked in NHS since 1986 in clinical, management, commissioning, education and now workforce supply for Health Education England
- Works as HEE AHP Programme Team as their Manager. Areas of interest Return to Practice, Career Changers and International Recruitment.

Who are Health Education England (HEE)

Health Education England (HEE) exists for one reason only: to support the delivery of excellent healthcare and health improvement to the patients and public of England by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

HEE is part of the NHS, and we work with partners to plan, recruit, educate and train the health workforce

Physiotherapist and AHPs

- Physiotherapists in the NHS are part of the Allied Health Professions (AHP) community
- 14 professions make up the AHP community
- AHPs combined are the 3rd largest group of professionals in the NHS
- Physiotherapists are the largest group of AHPs



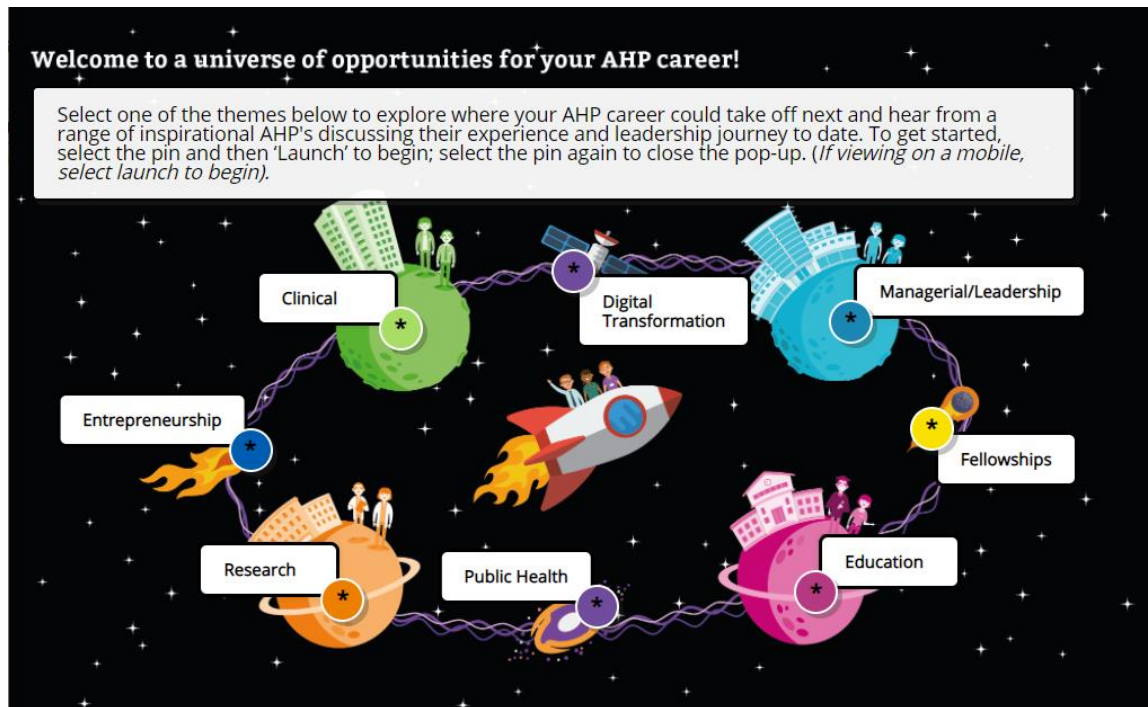
HEE AHP Programme objectives

- Increase workforce supply and make an AHP the career of choice
- More importantly look are areas where we can

Four key areas

- Future Workforce Supply
- Future Supply -Increase Capacity
- Bridging the gap between Education and Employment
- Enabling the workforce to deliver

A potential career as a Physiotherapist



<https://portal.e-lfh.org.uk/LearningContent/LaunchForGuestAccess/554596>

HEE supporting HCPC Return to Practice

- Are you HCPC registered?
- Living and planning to work in England
- Need to gain NHS experience?
- Period of updating
- Support and advise
- Looking for support
- Funding?



<https://www.hee.nhs.uk/our-work/return-practice-allied-health-professionals-healthcare-scientists>

Eligibility criteria RtP

- The programme is open to and supports all current and former HCPC registrants:
- All former and current HCPC registrant who live in England and plan to return to work in England once returned to the Health and Care Professions Council (HCPC) register.
- You need to have been previously registered with the HCPC or qualified in the UK
- Registrants who remained on the HCPC register for less than two years but have not practiced.

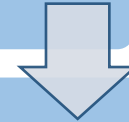
Thank You

Any questions?

<https://www.hee.nhs.uk/our-work/return-practice-allied-health-professionals-healthcare-scientists>

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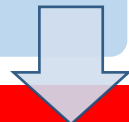
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Reflective practice

Recognise, reflect, resolve: The
benefits of reflecting on your
practice

Here are some tips to think about when you set out to reflect.

Positive outcome of challenging situation: Any kind of experience in your practise can be reflected on and provide useful insights. Don't feel like you have to choose a 'special' event.

Take a focused approach: There are no rules, but you will probably get the best impact if you approach your reflection with a specific focus in mind. Focus on what you want to learn from your reflection and think about how it relates to your role.

Learning: Focus on what you learned in an event and don't just provide an account of an event.

Resources: Aside from this toolkit, there are wide variety of resources to help with your reflection. Check with your employer, your professional body or union.

Confidential: When making your notes, respect everyone's confidentiality. Keep personal info about your service users and colleagues anonymised in your records and make sure that no one can be identified if you present your reflections somewhere.

A template for you to use

Reflective Practice Template

There is no right or wrong way to reflect on your practice. Different people learn in different ways and while one person may learn by reflecting on a positive outcome, another may find it most useful to focus on a situation they found challenging.

Below we have provided some prompts to help you add value to your reflection.

Some prompts will be more relevant than others depending on your event, your practise and whether you are reflecting as a group or an individual.

Reflective Practice Template



What event or topic are you reflecting on?

Give a brief description. You don't need to give all the details, but rather focus on the event itself. Too broad a focus can make it difficult to give the topic the attention it needs and might be hard to give direction to your reflection, especially if you are reflecting in a group setting and everyone will want to make input. Remember to keep things confidential

Attended the HCPC Joining the UK workforce webinar

Would you call this a positive or challenging event?

What feelings would you use to describe the event? Even when things go right, they can still be challenging. Think about the outcomes of this event and whether you feel they could have been improved.

I was worried about how I would log in and cope with online learning. But I was looking forward to hearing about things that might be important to me now I have started in practice.

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<p>What happened? Give a brief description of the event How did you respond? How did your team respond? What did you feel during the event? What did you feel <u>afterwards</u></p>	<p><i>The session was about 3 hours long and we had to use the chat to ask questions and polling. I enjoyed listening to how the NHS works and some of the ethical issues that I might come across at work. I saw how the HCPC standards would help me work out what to do if I was stuck.</i></p>
<p>Looking back Are you satisfied with how you responded? If not, why not? Do you think you worked effectively with your colleagues? If not, what would help effective work in the future? Did you had all the support you needed? If not, what would have helped? If in a group, was the group satisfied with how it responded? If not, why not? Did the group work as an effective team</p>	<p><i>I wasn't sure whether I should put any questions in the chat – but other people put some of the questions that I had, so that gave me confidence to join in.</i></p>

The most important part

Looking forward

If there is a similar event in the future, would you do anything differently?

What did you learn from this experience and/or your reflection on it?

How will this learning improve your practice?

How will this learning be used to the benefit of service users?

Are there lessons to be learned for your team/ your colleagues/ the policies or systems you follow?

Did the things you learned after this event help you achieve any of your development objectives?

Did this event help you identify new learning objectives?

Time to reflect

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What did you learn from this experience and/or your reflection on it?

How will this learning improve your practice?

Did this event help you identify new learning objectives?

ANY QUESTIONS?



Join online at **www.csp.org.uk/join-csp**

✉ enquiries@csp.org.uk

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“We must all pledge to work together”



OUR NHS PEOPLE PROMISE

Dr Kate Granger

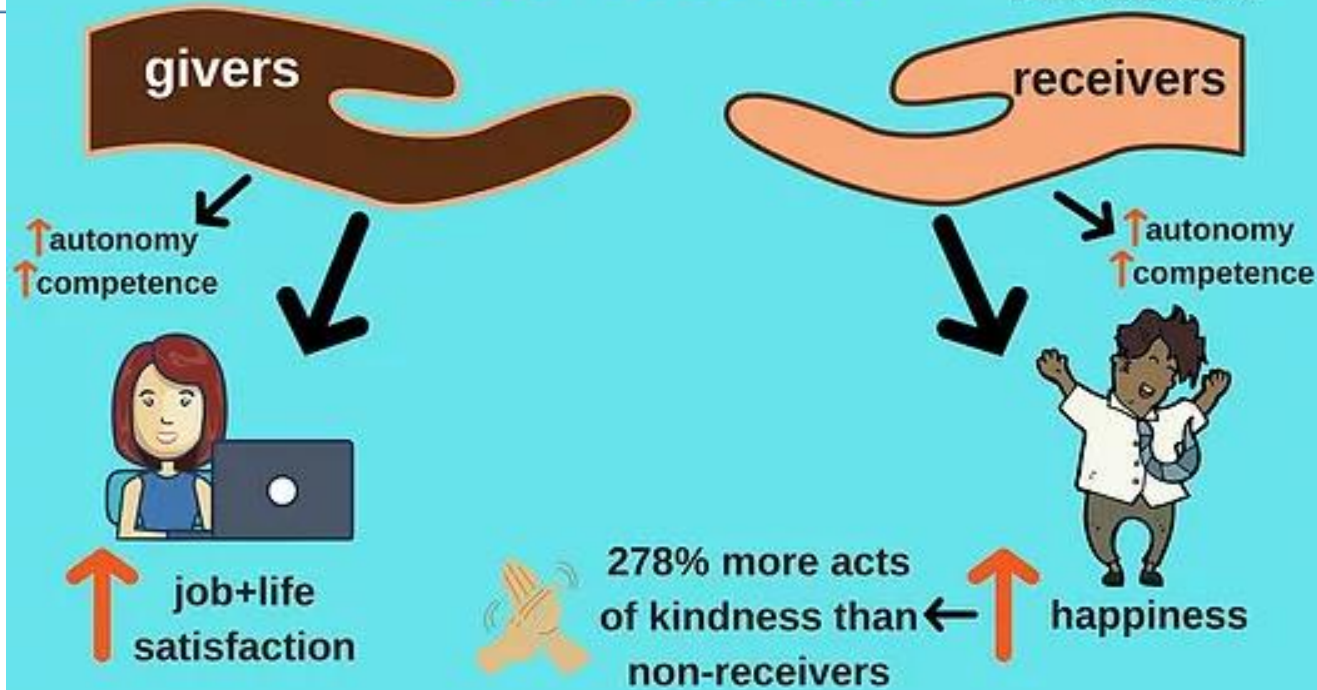
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WHO BENEFITS FROM KINDNESS AT WORK?

Everyday Prosociality in the
Workplace: The Reinforcing Benefits
of Giving, Getting, and Glimpsing.
Chancellor J, Margolis S, et
al Emotion. 2017 Jun 5.



EVERYONE BENEFITS
SPREAD A LITTLE KINDNESS TODAY



@civilitysaves

@orangedis

"Thank You"

2 words. huge impact.



happiness



sensitivity/empathy



opportunities



self esteem
and motivation



mental strength/resilience



better sleep



gratitude and great days start with thank you



These are challenging times for healthcare professionals. With new lockdown restrictions in place, we have updated the online advice in our COVID-19 hub.



www.hcpc-uk.org/covid-19/advice/registrants/



Wednesday 29 September 6-7pm
Follow up session

Getting in touch



www.facebook.com/hcpcuk



www.linkedin.com



@The_HCPC #myhcpcstandards



HCPuk



Professional liaison service:

Policy department:

Registration department:

Fitness to practise:

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registration@hcpc-uk.org

ftp@hcpc-uk.org

