

Briefing for Health and social care workforce

Supporting nurses and midwives returning to the register

The Government will be introducing emergency legislation that will support the NMC to create a COVID-19 temporary register. To deal with this emergency nurses and midwives who have left the NMC register within the last three years will be invited to join a voluntary register.

This guidance is to support you as you welcome these nurses/midwives, who are returning to practice and may be coming to work within your area. There are some useful links to support you and your team as you welcome those returning to practice.

FAQs

Will this new member of the team need an induction?

- Begin with a brief induction to your area as you would any new member of staff
- Have a structured orientation to the area, including general information pack
- During the first few weeks ensure the nurse/midwife has a named person who they can contact, work alongside and support them as things emerge.
- This can take the form of a quick check in face to face, or the use of a video recording mobile to mobile.
- See the RCN redeployment document for more examples: <https://www.rcn.org.uk/clinical-topics/infection-prevention-and-control/novel-coronavirus/rcn-guidance-on-redeployment-COVID-19>

Will I be accountable/responsible for their practice as they are only on a temporary register?

- Each nurse/midwife will be on the NMC temporary register and accountable for their actions as like other registered care staff.

How can you meet the needs of the nurse/midwives?

- Adopting a coaching approach with your new team members will enable you to assess what their needs are and the type of support they require.
- This useful video shows how a coaching approach can be utilised for this purpose <https://www.rcn.org.uk/professional-development/practice-based-learning/practice-supervision>. The second video shows a coaching approach to practice based learning which can easily be used in the current circumstances

What will the nurse/midwives need to know?

- It will be important to sign post the nurse/midwife to specific information that the Trust/service has developed in relation to COVID-19 and support any required training.
- This should include how to access PPE, uniforms and the processes for reporting sickness and absence.

- For additional information which is been updated regularly share the RCN link <https://www.rcn.org.uk/COVID-19>

Is there any COVID-19 guidance available in different languages?

Information is available in different languages

https://drive.google.com/open?id=193qQN9I04Dvf0N9L5zeWTiXK_DRbrAyg

How will I promote individual wellbeing of the nurse/midwife?

The RCN Selfcare poster offers good strategies for keeping well and is available [here](#).

The RCN has two healthy workplace toolkits, these are available online <https://www.rcn.org.uk/healthy-workplace> and can also be ordered from RCN direct 0345 772 6100 publication code 004964 and for agency staff 006120

- The [NMC Code](#) that nursing/midwifery staff support in emergency situations within the bounds of their individual competence and providing the appropriate safeguards, including relevant personal protective equipment (PPE), are in place. See also the [HSE guidance](#)
- In summary Emergency measures acceptable within a crisis must not ever be allowed to set precedent for what could later be forced as acceptable in future conditions.
- Full, original standards will be returned to on closure of the emergency registration measures.

Remember things are changing quickly and the best place to look for information is on the RCN website:

<https://www.rcn.org.uk/COVID-19>

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