



**Centre for
Education &
Development**

Re-entrants Programme Information for Facilitators

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Introduction

This guide will provide information for dietitians who have been approached by a potential participant of the BDA Re-entrants Programme to become their practice based facilitator. It outlines the Health Professions Council (HPC) requirements for re-admission to the HPC register and provides information and guidance in regards to the BDA Re-entrants Programme and the role of the practice based facilitator.

What is the BDA Re-entrants Programme all about?

The British Dietetic Association (BDA) has developed its open/flexible learning programme for dietitians who, for varying reasons, have been out of the mainstream of dietetic practice. As well as providing up-to-date information on current professional practice, participants have found the programme useful in building on communication skills and life experiences. In particular, the opportunities for networking and the increase in confidence resulting from undertaking the programme have been greatly valued.

The BDA has developed the programme, in conjunction with an expert group of clinical professionals, in order that it may be accessed by individuals irrespective of their location. It is reviewed regularly and is managed by the BDA Education Board.

The programme aims to provide an update on current practice within general and more specific areas of dietetics. Participants can expect, on completion, to have material to support their application to register with the Health Professions Council and have a testimonial for employment purposes.

The BDA Re-entrants Programme is available for those that are working towards the HPC requirements. The programme will meet some or all of the HPC requirements.

Health Professions Council (HPC) requirements for re-entrants

Dietitians that have been out of practice for more than two years and were previously registered as a dietitian in the UK are required by The Health Professions Council (HPC) to undertake a period of updating their skills and knowledge before they can become re-registered with the HPC.

The following updating is required, depending on the length of time they have been out of practice:

- 0-2 years - no requirements
- 2-5 years - 30 days of updating skills and knowledge
- 5 years or over - 60 days of updating skills and knowledge

The updating of knowledge and skills can be made up of any combination of supervised practice, formal study or private study. The HPC requires that any private study makes up no more than a maximum of half of the period of study. The period of updating should be completed within the 12 months before applying for registration.

On completion of the period of updating it is required to complete HPC forms describing the updating that has been completed. The re-entrant will also need to ensure that they meet the HPC standards which include the HPC standards of proficiency, HPC standards for continuing professional development and HPC standards of conduct, performance and ethics, which require that they practice within their scope of practice. For further information regarding the HPC requirements please visit the HPC website at <http://www.hpc-uk.org/apply/readmission>

How is the programme structured?

The programme is an open learning programme that consists of one attended introductory day in Birmingham, seven core modules and one optional module. Participants will need to seek the support of a practice-based facilitator within their local dietetic department in which to work through each self-contained module of the programme and to complete the directed activities and practical elements.

There are seven core modules:

1	A Basis to Practice	This module revisits the basis on which to support current and future dietetic practice. Specialised knowledge and skills are delivered in subsequent modules and are out-with the scope of this module.
2	Managing Weight	The module focuses on the specific disordered physiology together with the different approaches to intervention.
3	Coronary Heart Disease	The major focus of this module places emphasis on the role of diet in the aetiology of CHD, the effectiveness of dietary intervention in reducing the risk of developing CHD and the therapeutic role of diet following cardiac injury or disease. Therapeutic intervention using drugs is also considered.
4	Diabetes Mellitus	This unit of study concentrates on the disorder; the relevant pathology, management and outcomes of care.
5	Nutritional Support	This module draws together the principle methods of nutrition support with the indications for feeding and monitoring procedures.

6	Gastroenterology	This unit of study concentrates on the normal and disordered function of the gastrointestinal tract. It focuses on the specific pathophysiology that benefits from dietary and other interventions. In particular, the diseases considered are: coeliac disease, irritable bowel disease, diverticular disease, and the inflammatory bowel diseases (Crohn's Disease and ulcerative colitis).
7	Professional Practice	This module is designed to act as a companion to the student's clinical skills. The net result will be an effective, reliable and proactive practitioner who is able to demonstrate professional currency both now and in the future.

There are six optional modules:

8	Renal Disease	This module concentrates on the management of adults with acute and chronic kidney disease.
9	Nutrition and Cancer	This module includes the principal methods of nutritional support applied to the patient with cancer at all stages of their journey from diagnosis to palliative care. Firstly this module will briefly cover the role of a diet in the reduction of risk of developing cancer, cancer prevention and health promotion, although the major epidemiological factors are not considered in detail.
10	Nutrition in Childhood	This module takes as its starting point the nutrition of the normal child. In particular, the focus is on optimal growth and development. Thereafter, the module examines the role of therapeutic diets in two specific paediatric conditions.
11	Nutrition and Health in Older People	This module explores the principle components related to the nutritional well being of older people. It also considers the strategies that can be put in place to reduce the risk of compromised nutritional and dietary status.
12	Advanced Nutritional Support	This module draws together the principal methods of nutrition support and the indications for feeding and monitoring.
13.	Public Health	This module aims to give a broad understanding of the role of dietitians working in public health nutrition/dietetics.

Each module consists of a module workbook with short exercises to complete, a reading list, a knowledge review for completion before and after the module, a checklist of practical activities that are required to be undertaken and a verification form to be signed by the practice based facilitator and returned to the BDA.

Module packs are sent to participants by e-mail or by post.

The programme includes a one-day introductory session, which will be an attended event and will provide information on:

- the structure of the programme;
- the role and responsibilities of the facilitator;
- the statutory context within which dietitians work;
- learning from practice and using a reflective diary;
- the NHS today.

All the core modules and one optional module must be successfully completed for the award of a BDA certificate.

The mix of theory and practical exercises carried out in the work place will enable the participant to observe “live” practice having explored the associated theory supported by the directed activities and reading list within each module. The completion of activities and a personal portfolio/reflective diary will provide a framework for the participant to reflect on the modules completed and also on practical experiences.

What is the role of the practice based facilitator?

In order for a re-entrant to undertake the BDA Re-entrants Programme, the participant must also have secured agreement with a dietetic department to allow and support them in undertaking the practical aspects of the programme. In addition, the participant must have identified a dietitian willing to act as his/her practice based facilitator.

The facilitator will be a dietitian who will have agreed to be a point of contact for the participant throughout the programme. The mix of theory and practical exercises carried out in the workplace will enable the participant to observe “live” practice having explored the associated theory supported by the directed activities and reading list within each module. Participants will be expected to complete a reflective log as evidence of their practical experience together with a tasks checklist for each module. The facilitator will be responsible for discussing these with the participant and for checking that they have been completed.

The facilitator will provide a verification statement for the BDA confirming that each module has been satisfactorily completed.

Facilitators will be expected to:

- discuss with the participant his/her performance/experiences at the end of each module;
- provide objective support;
- promote the concept and practice of self-directed learning as an integral part of professional activity;
- provide feedback which is supportive and non-threatening;
- assist the participant to identify his/her strengths and weaknesses.

In addition, facilitators may need to:

- organise an honorary contract for the participant;
- arrange an occupational health check for the participant;
- undertake a health and safety induction for the participant.

Why become a facilitator?

Becoming a facilitator implies access within the department or local area to particular knowledge or expertise which participants of the programme will want to share.

Facilitating learning and professional development in others is a learning opportunity in itself and provides an excellent CPD opportunity for the facilitator.

Re-entrants to the profession can bring life skills and a variety of other knowledge and skills from other jobs that could be useful to the dietetic department. They can also be a source of future staffing for dietetic departments.

£15.00 per completed module is available to the dietetic department facilitating the re-entrant. A claim form, available from The BDA, to be submitted at the end of the programme.

What support is available?

Ideally, a facilitator will have completed a clinical educator programme as many of the skills required in training students are similar.

Facilitators will be supported by the BDA and can contact the Education and Professional Development team for advice and support.

If there is sufficient demand, it may be feasible to offer a training session for facilitators.

In addition, many trusts now have return to practice advisors.

On completion of the programme, we ask all facilitators to complete an evaluation questionnaire so we can take forward any feedback in improving the programme.

How long will it take?

The open/flexible-learning programme should be completed within **2 years**, however the participant may need to complete the programme earlier to meet the HPC re-registration requirements of 1 year.

Each module will take approximately **4 days** [one day being equivalent to 7.5 hours] to complete including **1 day** for pre-module reading and **1 day or 2 half days** undertaking practical activities within a department/community setting.

Contacts

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Useful Links

The British Dietetic Association
www.bda.uk.com

Health Professions Council – Readmission information
<http://www.hpc-uk.org/apply/readmission>

Ready for Work – a NHS Education Scotland website designed to support allied health professionals (AHPs) who are seeking employment, or considering a change of career direction in NHS Scotland.
<http://www.ready4work.scot.nhs.uk>