

## Temporary Register FAQ [Last updated 15 April 2020]

### **Is there HCPC temporary COVID-19 registration available for final year learners?**

The Health and Care Professions Council (HCPC) have developed a temporary COVID-19 register to enable final year Allied Health Professional (AHP) learners who have successfully completed their required practice-based learning to contribute to the workforce responding to the pandemic, should they wish to do so. The details of this development have been established by the Chief AHPs from the four nations alongside the HCPC and the Council of Deans of Health. Higher Education Providers [HEIs] will be asked to share details of eligible learners with the HCPC. [HCPC temporary register](#).

### **Will it be automatic or do we need to apply?**

HEIs will be informing the HCPC of all their final year learners who are suitable to join a temporary register and will put those names forward to the HCPC temporary register. The decision to put a learner name forward for temporary registration lies with the HEI. They will identify the names of those learners who they deem have met the necessary learning outcomes and clinical practice-based learning experience.

Learners will need to be aware that acceptance onto the temporary HCPC registered does not necessarily mean they will be fast tracked onto the full register at a later date. Learners will still be required to complete their academic award in order to be fully registered with the HCPC. Learners should discuss this with their HEI.

### **As a final year learner, can I be forced to undertake a role in the NHS?**

There is no obligation on any learner whose name is entered in the temporary register to go into practice; doing so is entirely voluntary. A learner can ask for their name to be removed from the temporary register. Learners can let their HEI know if they prefer not to be added, or if you're unable to work for whatever reason. More information about the HCPC's temporary COVID-19 register and how it operates is available on the HCPC website.

### **I haven't completed 1000 hours of placement. Will I be added to the temporary register?**

Under these unique and challenging circumstances, the HCPC has allowed flexibility in how universities deliver your programme in order that you meet the standards of proficiency. The BDA accredit all Dietetic programmes and set a 1,000-hour requirement guideline for placement hours. During these unprecedented times, the BDA is also allowing universities discretion and flexibility on this. Programme teams have been encouraged to consider different delivery and assessment methods to ensure that you meet your module and programme learning outcomes so that you can be confident that you have met the standards of proficiency. This will mean looking at your individual profiles, including your placement profile if you haven't completed the 1000 hours. Teams will also look at your academic profile, which is just as important in helping them to make their assessment. Ultimately the BDA, the HCPC and your university must be confident that both learners and service users are not disadvantaged in the medium- to long-term by the changes made at this time. If you are planning to register to work internationally and are required to have the full 1000 hours, please liaise with your university about completing the additional hours at a later date (even if after joining the temporary register).

### **Would final year international learners staying in the UK be able to volunteer?**

If you are in the UK on a tier 4 visa you will need to check if the visa requirements allow you to volunteer for the NHS volunteer scheme GoodSAM. There is useful advice for international students generally on this website <https://www.ukcisa.org.uk/Information--Advice/Studying--living-in-the-UK/Coronavirus-Covid-19-info-for-international-students>

**If I am deemed suitable to be put on the register, when will this happen?**

The date you will be added will depend on your personal circumstances, which will be determined by your HEI. Please be reassured that the HCPC want to set this up correctly, which means taking a bit of time now will mean less mistakes further down the line.

**How will individuals be allocated to roles and where?**

Countries in the UK will be making necessary arrangements for their areas, working with HEIs and system providers to agree their plans and supervision arrangements. We will share guidance once available.

**Will I be working in a dietetic role?**

It is important to discuss with your employer the work that you will be expected to undertake before you begin work with them. You may or may not be expected to undertake a dietetic role. It is more likely you will be in clerical roles, support assistant roles and other roles across services. However, work should still be within an individual's grade and professional scope of practice, and/or competencies. In whatever role you undertake it is essential that you receive adequate training on the use of equipment and supervision appropriate to the role being undertaken.

**How much time will I be expected to give?**

The NHS has said that your working hours and pattern would be agreed between you and the department you will be placed in locally.

**Will I be paid?**

You will be remunerated for any work you do in a way that reflects the responsibilities you undertake. See the following link for guidance <https://www.hcpc-uk.org/covid-19/advice/advice-for-temporary-registrants/>. The NHS has confirmed that final year students on the temporary register, who are employed on NHS contracts, will be paid at the starting point of Agenda for Change Band 5. See more at the [NHS Employers website](#). In addition, the HCPC has waived their registration fee for temporary registrants.

**I am a middle year student [2nd year on a 3-year course, 3rd on a 4-year course, 1st on a 2-year post grad pre-reg course]**

We are currently working with HEIs and other agencies to understand how you might be able to contribute to the NHS at this and will provide more information as soon as we have it. During holiday periods you may wish to join the bank of your local NHS providers and offer your services as a support worker or healthcare assistant. Depending on any previous experience you may have in a health or care setting you should expect this to be at Band 2 or 3. Or you may wish to consider becoming an NHS voluntary responder in England and you can apply at GoodSAM. Or you can volunteer in your own country of residence.

**I am an early year student [1st year of 3-year course 1st and 2nd year of 4-year course]**

During holiday periods you may wish to join the bank of your local NHS providers and offer your services as a support worker or healthcare assistant. Depending on any previous experience you may have in a health or care setting you should expect this to be at Band 2 or 3. Or you may wish to consider becoming an NHS voluntary responder in England or in your own country of residence.

**Will I be insured if I return to the NHS?**

Employers (including the NHS) should provide the relevant insurance. There is advice on professional indemnity insurance from the HCPC here:

<https://www.hcpc-uk.org/covid-19/advice/advice-for-temporary-registrants/>

**What if what I am asked to do is beyond my scope of practice?**

If you are asked to undertake a role beyond your scope of practice then you will need to ask your employer for additional training, support or supervision. If you have any concerns about what you are being asked to do, then you must raise these with your employer immediately. There is guidance from the HCPC on this here: <https://www.hcpc-uk.org/covid-19/advice/advice-for-temporary-registrants/>

**What to do if you think you are being asked to do something that is unsafe for you personally.**

You should raise any safety concerns that you have with your employer in the first instance. If they are not able to resolve these issues then you can contact the HCPC for advice. There is guidance from HCPC on this here: <https://www.hcpc-uk.org/covid-19/advice/advice-for-temporary-registrants/>

**What training is available to handle COVID-19 patients?**

You will be trained on how to perform all of the tasks associated with your job once on the temporary register and should not perform any task that you don't feel confident doing, as outlined in this [advice to all practitioners by the HCPC](#).

**How will the outstanding academic elements of the course be managed if the learner is working?**

HEIs and the HCPC will work together to ensure that temporary registrants are enabled to complete their programme of study during or after this emergency period and to register fully once qualified.

**As a Newly Qualified Practitioner, how will my competencies be signed off?**

You should discuss this with your current employer. If you continue in your current role then it should be possible to continue to have competencies signed off. If you are deployed elsewhere in your service it will depend on what your new role is and the arrangements in place to sign off any competencies that are relevant to that role.

**How will COVID-19 impact on accessing and repaying my student loan?**

The Student Loan company has issued updated guidance for applicants, current students, and those repaying their student loans which is available here. <https://www.gov.uk/>

**If I temporarily return to the NHS from another setting, will the terms and conditions at my existing employer be protected?**

You will need to ask your current employer if they will protect your existing terms and conditions.

**Do I have to go back to practise?**

You do not have to return to practise if you do not want to.

There is further guidance from HCPC about this here: <https://www.hcpc-uk.org/covid-19/advice/advice-for-temporary-registrants/>

**I suffer from a health condition. Should I join the workforce?**

The government lists people who may be at a greater risk of complications from COVID-19. If you or anyone you live with has any of the listed long-term health conditions, please speak to your university who will advise you about social distancing measures and avoiding non-essential travel but, ultimately, you will need to decide what is right for you and your personal circumstances. There may also be opportunities to work (or volunteer) remotely.

**How long will the temporary register be valid for?**

The HCPC will keep the temporary register for as long as the Government deems it necessary. When it is no longer needed, it will close. You will not move automatically from the temporary to the permanent HCPC register. This will only happen after you have completed your academic studies and your marks have been ratified through your university's assessment board. Once you are awarded the full degree, you will be able to apply to the HCPC to be registered as a dietitian. It is therefore vital that you continue to prioritise and complete your academic studies.