

Back to the Floor

A guide for nurses and midwives
NHS England - South East and South West



Introduction

The Back to the Floor (B2F) Programme is designed to support nurses and midwives with active NMC registrations who are not currently working in clinical practice to return to frontline care with confidence and competence. This NHS England (NHSE) programme is aimed at those who have maintained their registration but are looking to refresh their practical experience, often with the goal of re-entering the workforce.

As this programme is intended for individuals with an active PIN, it differs from formal Return to Practice (RTP) courses. Participants are eligible to return to registered nursing or midwifery roles without additional academic qualifications. Instead, the B2F programme offers a pathway for gaining relevant, recent NHS experience, ensuring that individuals feel prepared to transition back into employment.

Whether aiming for full-time employment or seeking more flexible options such as part-time, sessional, or bank work, the B2F programme is structured to meet various professional needs. It can also support those looking to "retire and return," allowing them to adjust their career to fit their personal circumstances.

Finding a Placement

To begin your Back to the Floor journey, please contact your regional Return to Practice (RTP) Team, who will coordinate with NHS Trusts, General Practice or Social Care employers to help secure a placement that aligns with your needs. The details of your regional team can be found at the end of this guide. This placement will serve as a critical opportunity for you to translate the knowledge gained through the B2F e-learning modules into real-world clinical practice.

You may be invited to meet with the team and a representative from the Trust/organisation to discuss your individual requirements. This discussion will focus on the type of experience you seek, the Trust's capacity to support you, and the availability of a practice mentor to guide you during your placement. A flexible timetable will be developed to suit both you and the Trust/organisation.

I have secured a placement, what happens next?

Once a placement is secured, the length and structure of your experience will be tailored to meet both your needs and those of the placement provider. There is no set duration for a B2F placement; it will be agreed upon based on the competencies you wish to develop and the type of support the Trust is able to offer.

You will be supported by a practice mentor rather than a practice assessor or supervisor, as there are no formal NMC competency assessments required for B2F participants. Your practice mentor will work closely with you to ensure you are able to regain confidence and competence in the clinical environment, guiding your hands-on learning and helping you navigate the return to patient-facing care.

The B2F E-Learning Programme: Nursing

The B2F e-Learning for Health (e-LfH) programme has been developed to ensure participants can refresh their knowledge and align themselves with the current standards and practices in the NHS. The modules include:

- Core elements to reintroduce the NMC Future Nurse Standards and the Standard for Supervision and Assessment.
- Information on how the current health and social care systems are organised.
- Resources designed to support your learning and development, including guidance on working with a practice mentor to facilitate a smooth transition back to clinical practice.
- Clinical support from a practice mentor to aid your return to the workplace.

This combination of e-learning and practical experience ensures that you are equipped with up-to-date knowledge and the skills necessary to return confidently to patient care.

Accessing the E-Learning for Health platform:

To access the platform and begin your learning:

1. Registering on e-LfH:

- Visit the e-Learning for Health website at www.e-lfh.org.uk.
- Click on the registration link and follow the steps to create your account.

2. Navigating the B2F Modules:

- Once logged in, search for the Back to the Floor programme under the available e-learning courses.
- The modules are grouped by core topics, including updates on NMC standards, health and social care systems, and resources to support your learning.
- Complete each module at your own pace. Your progress will be saved, so you can pause and return to your learning as needed.

3. Support and Resources:

- The platform offers additional resources, including links to relevant guidelines, practice tools, and assessments to track your progress.
- If you experience any issues accessing the modules or need technical support, there is a dedicated helpdesk available through the platform.

4. Certificate of Completion:

- Upon completing the required modules, you will receive a certificate of completion. This certificate can be shared with your practice mentor and added to your professional portfolio.

By completing the e-learning, you will be well-prepared to integrate your knowledge into your clinical placement, ensuring a smoother transition back to patient care.

Practical Experience: Nursing

While the e-learning component is essential, it is the practical experience, supported by a practice mentor, that will help you become "job-ready." Practical training may include, but is not limited to:

- Baxter pump training
- E-learning for accessing blood results, ordering tests/scans
- IV and non-IV drug administration
- Medicines ordering and management
- IT training for patient admissions
- Patient observation and monitoring training
- Supplemental oxygen therapy
- Blood taking and cannulation
- Blood transfusion competencies

- Glucometer training
- Human factors training (communication, teamwork)

These areas of training will be tailored to your individual learning needs, ensuring you feel comfortable and competent in providing patient care once you re-enter clinical practice.

The B2F E-Learning Programme: Midwifery

The B2F e-LfH Midwifery Programme is similarly structured, with modules designed to ensure midwives returning to practice are prepared to work safely and effectively in today's clinical environments.

The e-learning modules focus on:

- Reintroduction to the NMC Future Midwife Standards and the Standard for Supervision and Assessment.
- Understanding the structure of the current health and social care systems.
- Resources to support your learning, with a specific focus on the ten maternity safety actions outlined in the NHS Resolution Maternity Incentive Scheme.

Accessing the E-Learning for Health platform:

To access the platform and begin your learning:

1. Registering on e-LfH:

- Visit the e-Learning for Health website at www.e-lfh.org.uk.
- Click on the registration link and follow the steps to create your account.

2. Navigating the B2F Modules:

- Once logged in, search for the Back to the Floor programme under the available e-learning courses.

- The modules are grouped by core topics, including updates on NMC standards, health and social care systems, and resources to support your learning.
- Complete each module at your own pace. Your progress will be saved, so you can pause and return to your learning as needed.

3. Support and Resources:

- The platform offers additional resources, including links to relevant guidelines, practice tools, and assessments to track your progress.
- If you experience any issues accessing the modules or need technical support, there is a dedicated helpdesk available through the platform.

4. Certificate of Completion:

- Upon completing the required modules, you will receive a certificate of completion. This certificate can be shared with your practice mentor and added to your professional portfolio.

By completing the e-learning, you will be well-prepared to integrate your knowledge into your clinical placement, ensuring a smoother transition back to patient care.

Practical Experience: Midwifery

Alongside the e-learning, the practical experience you gain will be supported by a practice mentor. Practical training for midwives may include:

- Baxter pump training
- E-learning for accessing blood results, ordering tests/scans
- IV and non-IV drug administration
- Medicines management and ordering
- IT training for patient admissions
- Patient monitoring and observations
- Supplemental oxygen therapy

- Epidural and intrathecal analgesia
- Fetal monitoring
- Neonatal life support
- Blood transfusion competencies
- Glucometer training
- Human factors training

As with nursing, your practical training will be customised to your specific needs and the areas where you need to refresh your knowledge and skills.

What happens at the end of the placement?

At the conclusion of your placement, there will be a final meeting with your practice mentor to review your progress. Together, you will assess your readiness to return to full employment and discuss any remaining areas for development. The Trust may also provide you with a reference that could support future job applications. If appropriate, there may be opportunities to apply for roles at the Trust/organisation where you completed your placement.

How do I find a job after my placement has ended?

Once your placement is complete, you will be in a strong position to apply for roles within the NHS. The experience gained through the B2F programme will demonstrate your current competency and readiness to prospective employers. You are encouraged to reach out to NHS Trusts/organisations in your region or use the NHS Jobs website to search for opportunities. Networking with colleagues and mentors can also be valuable in finding suitable employment. Good luck!

Key Regional Contacts

NHS England: South East:

Claire Wardle – Workforce Education Senior Specialist Telephone 01865 932097

E mail claire.wardle3@nhs.net

NHS England South West

Dr Rachel Tims - Clinical Training and Education Senior Specialist

Telephone: 01454252794

Email: Rachel.Tims@nhs.net