



Allied health
professionals
return to practice





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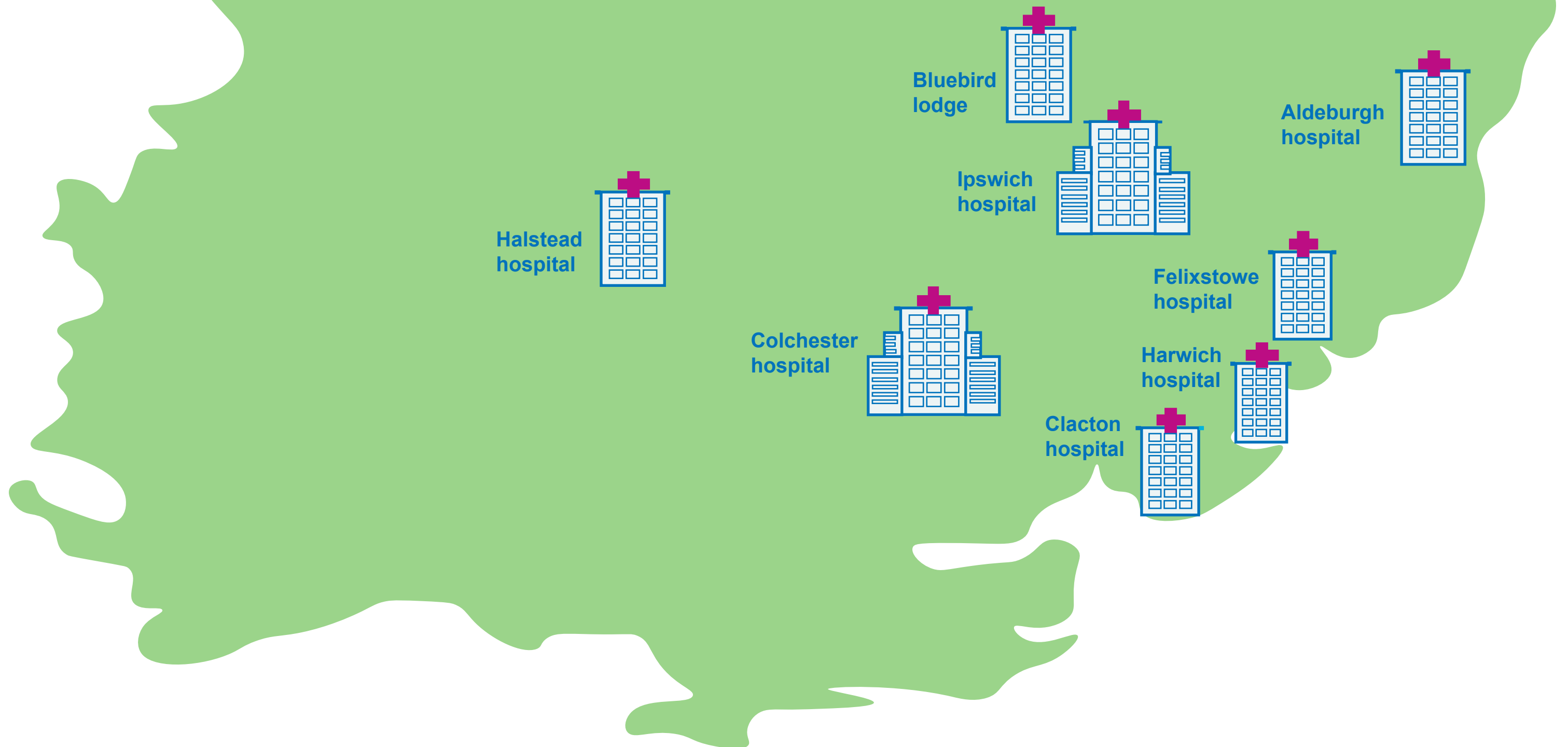
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Where we provide care





Our philosophy is...

Time Matters

About ESNEFT

We are one of the
largest NHS Trusts in
East Anglia employing
10,000 staff

Our mission

To continue to meet the principles of the NHS identified in 1948, that good healthcare should be available to all, regardless of ability to pay.

Our vision

To provide the communities we serve with excellent healthcare and build a better future for east Suffolk and north Essex.

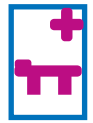
Our aims

To see patients at the right time, attract and retain the best staff, and provide the latest services locally.

We provide healthcare to a population of around one million people in:



Patients' homes



Surgeries



Community and
high street clinics



Community
hospitals



Ipswich and
Colchester
hospitals

At East Suffolk and North Essex NHS Foundation Trust (ESNEFT), we provide outstanding hospital and community healthcare services, including in the patients' own home. We run acute hospitals in Ipswich and Colchester, as well as community hospitals in Aldeburgh, Clacton, Halstead, Harwich and Felixstowe and Bluebird Lodge in Ipswich.



Welcome to our **ESNEFT AHP** return to practice information booklet!



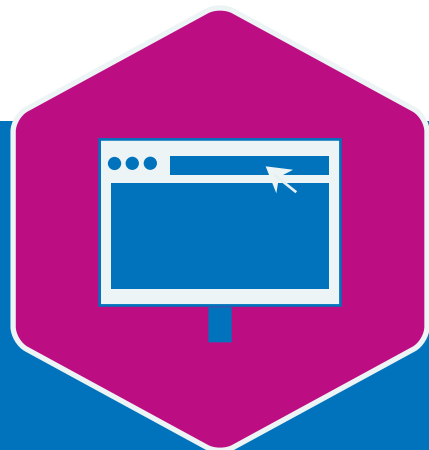
Penny Cason
Director of AHPs

Penny

Here at ESNEFT we have over 950 AHPs across 10 of the 14 AHP professions, AHPs are highly valued members of the workforce within the Trust and are central to our clinical pathways. There are many and varied opportunities for AHPs to develop within ESNEFT; including clinically through experience in different settings within acute, outpatients and community services, integrated working with colleagues across the Trust and within the local system and extended, advanced and consultant practice opportunities.

AHPs within ESNEFT also have opportunities to develop their leadership skills. We have AHP colleagues at all levels in a variety of leadership roles across the organisation. Here at ESNEFT we are committed to offering the most innovative, evidence based services to our local communities, we are committed to encouraging and facilitating our AHP workforce at all levels to become involved in research through our AHP research leads.

If you want to work in an organisation where you are valued, have opportunities to develop, shine and be part of a supportive and collaborative AHP community, then **come and join us!**



Check out the HCPC website to find out more:

<https://www.hcpc-uk.org>

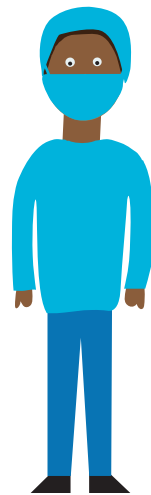
We have 10 of the 14 allied health professions employed at ESNEFT, this includes...



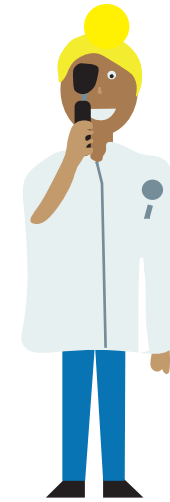
Diagnostic radiographers



Dietitians



ODP's



Orthoptists



Orthotists/Prosthetists



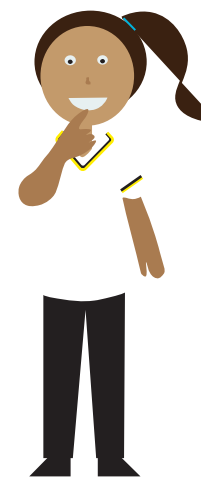
Paramedics



Physiotherapists



Occupational therapists



Speech and language therapists



Therapeutic radiographers

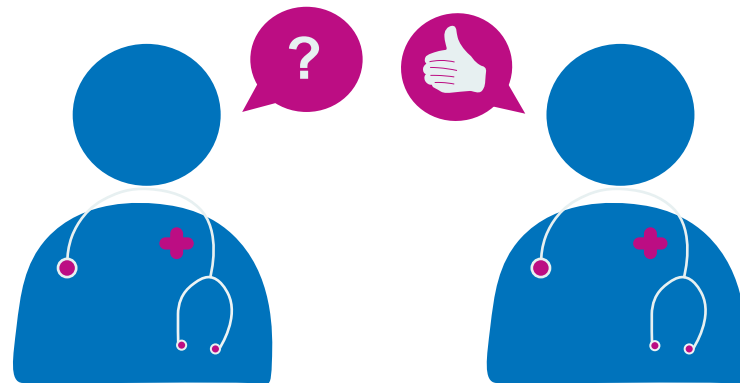


Our AHP's work across inpatient, community and outpatient settings, with our breadth of specialties, we aim to offer a bespoke return to practice programme to meet your interests and needs.

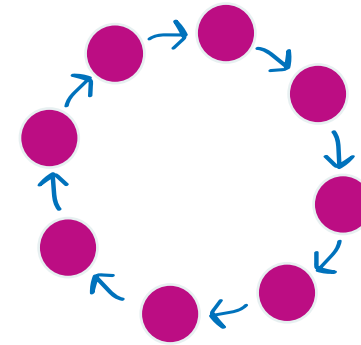
What we offer...



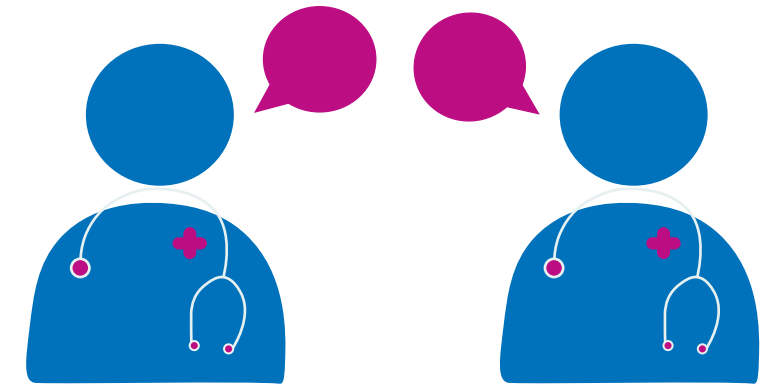
Skills gap analysis to focus on placement experience



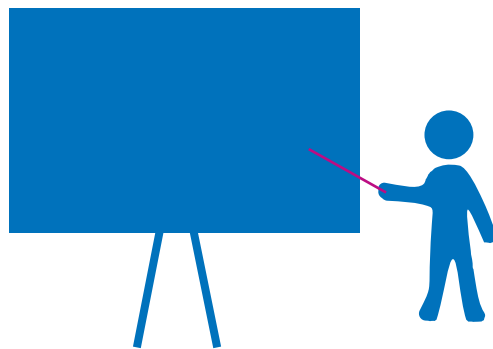
An assigned mentor



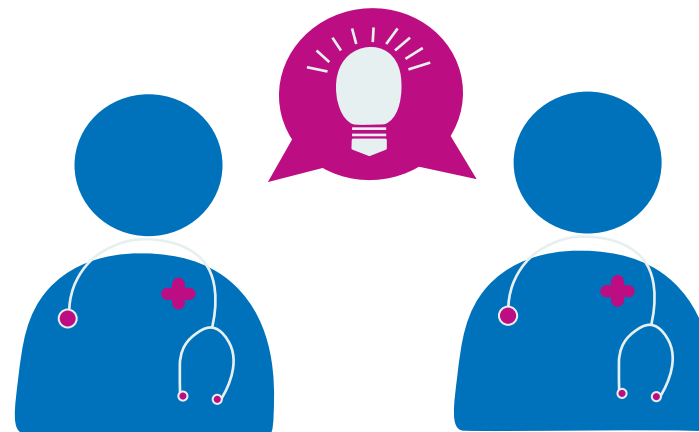
Individualised preceptorship style programme



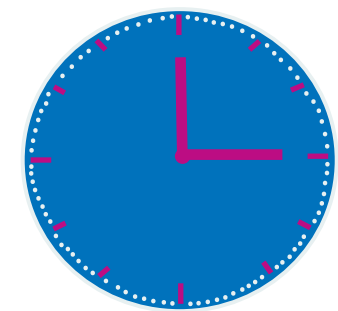
Regular meetings with your mentor/supervisors



Access to our in-service training programmes



Opportunity for a career conversation with one of our developmental champions



Flexible working



Why choose RTP?..

The allied health professionals return to practice scheme is there to help you get back into doing the job you love if you have had a break from the profession for more than two years.

The scheme is here to help you apply for relevant jobs without having to undergo any further study or work placements. However we will need you to spend a number of days updating your skills and knowledge depending on the length of time you have been out of practice.

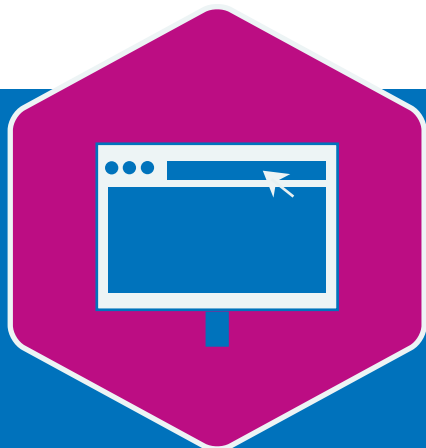


If you would like to talk through your options, or require some support, you can contact Nicola Alexander, our AHP Workforce Strategy Planning Lead by emailing:

Nic.alexander@esneft.nhs.uk



The programme may also be able to provide support if you are looking for a period of updating but not specific to return to practice.



Check out the HEE website to find out more about requirements:

<https://www.hee.nhs.uk>

Next steps... progression pathway

At ESNEFT AHPs have opportunities for development in clinical, leadership, education and research fields.



As a consultant AHP you should have gained the experience and knowledge to be confident in leading and managing your specified area of practice. You will also have the opportunity to study for a PhD in consultant practice and will be expected to operate across the four pillars of advanced practice.



In a clinical specialist or AHP professional lead role, you will have a wider remit of duties and responsibilities as either a professional lead, clinical specialist, service lead, or advanced clinical practitioner. There is also the opportunity to become a non-medical prescriber for some professions. At this level you should have already obtained an MSc qualification or equivalent experience.



When you become a specialist AHP or team leader you will be expected to undertake higher post-registration qualifications such as a level 3 team leader apprenticeship and/or relevant MSc modules in an area of clinical specialism.



As a senior AHP, you have gained a lot of experience in your area, becoming more proficient and expanding your knowledge and skills. You will have undertaken post-registration training to help you develop as a senior AHP.



You may be a newly qualified allied health professional, new to your role or an established and experienced band 5 practitioner. You will be offered guidance and support to further develop your role and career through preceptorship, regular mentoring and supervision, and opportunities for further training and education.

Testimonials...



“ I have been encouraged and supported to continue with my own professional development. Returning to Physiotherapy has been one of the most positive experiences in my life! ”

Ella Collard
Band 6 Physiotherapist
East Ipswich Community



“ If your thinking about taking the plunge into returning to practice, go for it! I certainly have no regrets about making the decision to return to my profession and I feel like I have been really well supported at ESNEFT.”

Suzie Dennis
Return to Practice Diagnostic Radiographer



“ I hope my successful return to practice inspires others to embrace the fact that busy parents can return to their professional roles. It's a constant juggling act but one I would be bored without.”

Emma Blowers
Professional Lead for Physiotherapy



“ I had a supportive and kind team and managers when I was ready to return to practice. It was a safe environment to rebuild my confidence and I have had many learning opportunities at ESNEFT since recommencing my career.”

Jane Willis
Dietitian,
Department of Nutrition and
Dietetics with NHS Professionals

Annual leave and benefits...

We offer a comprehensive range of leave schemes including maternity, family and adoption leave which provide benefits in addition to the statutory schemes. You will also get significant discounts from local and national companies and services when you join ESNEFT.

Nannas on the Colchester site and Hunnitots on the Ipswich site are both Ofsted-registered nurseries for children aged up to five-years-old. A holiday club for children aged five to nine is also available.

Enhanced pay is offered for roles which are required to work during unsocial hours. This includes 8pm-6am on Monday to Fridays and at all times on Saturdays, Sundays and bank holidays.



Annual leave

<https://www.esneft.nhs.uk/work-and-learn-at-esneft/work-at-esneft/employee-benefits/>



Pension

<https://www.nhsbsa.nhs.uk/nhs-pensions>



Discounts

<https://healthservicediscounts.com/>

Terms & conditions...

To be responsible for complying with Trust and local safeguarding policies and procedures.

All employees must comply with the East Suffolk and North Essex NHS Foundation Trust Equality and Diversity Policy and must not discriminate on the grounds of sex, colour, race, ethnic or national origins, marital status, age, gender reassignment, disability, sexual orientation or religious belief.

Employees have a responsibility to themselves and others in relation to managing risk and health and safety, and will be required to work within the policies and procedures laid down by East Suffolk and North Essex NHS Foundation Trust. The Trust seeks to establish a safe and healthy working environment for its employees and operates a non-smoking policy.

All employees have the right to work in an environment which is safe, and to be protected from all forms of abuse, violence, harassment and undue stress.

All employees are responsible for helping to ensure that individuals do not suffer harassment or bullying in any form.

All employees will be personally accountable for their actions and behaviour in cases of a complaint of harassment or bullying.

All staff have a responsibility to contribute to a reduction in the Trust's carbon footprint and should proactively reduce and encourage others to reduce their carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste.

If you are interested in returning to practice with ESNEFT. You can register now by scanning the QR code below:



Alternatively you can find the link to the form on our website:

<https://www.esneft.nhs.uk/work-and-learn-at-esneft/current-vacancies/allied-health-professionals/>