

RETURN TO PRACTICE FOLLOWING SICKNESS

NB If your sickness is related to Covid 19 Please refer to the [Risk Assessment Processes](#)

As a student professional practitioner you are required to be able to manage your sickness according to professional expectations. Employment best practice recommends a return to practice discussion following periods of sickness so that you, patients or practice colleagues are not put at risk. To meet this requirement, on return to practice from **any period** of sickness, you will need to have considered the following:

- I am aware of the sickness absence policy relating to my specific practice/placement area
- I have reported my sickness to both practice area and University as stipulated in the Practice Education Handbook for my programme (or Programme Handbook for nursing associate students)
- I am fit to return to practice as determined by (please tick)
 - Self-assessment (following local policy requirements as appropriate)
 - GP/medical doctor
 - Occupational Health
- I have had a conversation with my practice assessor¹ regarding my return from sickness and any ongoing health needs

If there are any concerns about your health or ability to meet the practice programme requirements your practice assessor¹ is advised to approach your link lecturer to discuss whether a referral to occupational health is required.

RETURN TO PRACTICE EDUCATION SETTING FOLLOWING DIARRHOEA AND VOMITING

There are specific public health risks associated with episodes of diarrhoea and vomiting. This is because you may feel well yet still be infectious (e.g. norovirus).

Immediately upon return to practice **prior to** any patient/client contact, you will need to make sure that you have discussed your sickness with a practice colleague (e.g. practice assessor) with whom you are allocated to work on the day of your return.

Practice assessor/colleagues shall:

- speak to the student immediately upon return from sick leave for diarrhoea and vomiting (using the useful questions below as a guide)
- maintain student confidentiality
- ensure compliance with local policy

Useful questions to guide practice assessor discussion with the student

1. When was the last episode of diarrhoea or vomiting?

¹ A practice assessor is the person supporting a student in practice and who undertakes or contributes to formative and/or summative practice assessment e.g. Practice Supervisor, Practice Assessor, Practice Educator, clinic tutor, clinical supervisor, clinical educator, practice teacher, practice supervisor. For example, for nursing and midwifery, this means the Practice Assessor and the Practice Supervisors who have been allocated the student, for paramedics, this means the Practice Educator (typically a Clinical Mentor)

2. Did you seek any medical advice?
3. Are you aware of good hygiene preventative measures such as good hand washing, food hygiene and extra care with young children?
4. Are you fully recovered and drinking normally?
5. Is there anything else that may be affecting your recovery or the likelihood of this illness happening again?
6. Is there anything I can do to support you in preventing this absence reoccurring?

Useful supportive resources/links:

[Faculty Attendance Policy](#)

[Reasonable Adjustment for Health Impairment and Disability Guidelines](#)

[Learning Professional Behaviour](#)

[Standards of Conduct: Fitness to Practice](#)

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