



Important news for SLT Returners

The HPC has revised standards for Returners which are now in place, with effect from 1 July 2006. Full details can be found on the HPC web pages:

<http://www.hpc-uk.org/registrants/readmission/index.asp>

1. If you are working on a voluntary basis, talk to your supervisor about whether there are funds to employ you as a therapist once you are registered. If you are working as an assistant, you will need to re-negotiate your contract once you are registered.
2. If you have graduated from a UK university with a degree in speech therapy that is approved by the HPC but you have not worked as an SLT and it has been more than 2 years since you graduated you will be expected to meet the returner to practice requirements set out by HPC before you are allowed on to the HPC register.
3. HPC wants to know what you think of the rules and so it is important that you take part in the consultation process. Once the consultation document is published, RCSLT will let you know how you can do this.
4. All health professionals registered with HPC are expected to meet the HPC's Standards of Proficiency (SoPs), which equate to 'threshold competence' expected of a newly qualified practitioner. RCSLT is therefore advising returners to continue to undertake supervised practice (period to be agreed with their supervisor) and apply for their registration once they feel they can meet the Standards of Proficiency and practise safely, lawfully and effectively. RCSLT is also advising supervisors and returners to use either the competency-based framework for newly qualified practitioners (NQPs) development by RCSLT as a guide or, if they are undertaking the distance learning course, to use the Action Plan on the HPC's Standards of Proficiency. Both of these will provide a framework for reviewing competencies and helping returner and supervisor to decide whether or not the competencies have been met.

For further information on current HPC requirements, see their website update <http://www.hpc-uk.org/registrants/readmission/>

Box 1: HPC Requirements for therapists returning to practice

Therapists who have been out of practice for:

Less than two years:	Required to renew their registration without further study or supervision
Between 2 and 5 years:	Undertake 30 days supervised practice plus additional study to meet the Standards of Proficiency
5 years or more:	Undertake 60 days supervised practice plus additional study to meet the Standards of Proficiency

RETURNERS TO SPEECH AND LANGUAGE THERAPY

Introduction

The Royal College of Speech & Language Therapists is frequently asked questions about returning to speech and language therapy practice after a career break. The following list of questions and answers will, we hope, help you to decide what is the best way forward for you.

Once you have read them, if you want to discuss anything further if you want to apply for Returner membership of RCSLT, please get in touch with Membership@rcslt.org, or telephone: 020 7378 1200.

Frequently Asked Questions

1. I want to return to speech and language therapy after taking a career break - what do I do?

There are two things you need to do:

- (1) refresh the knowledge and skills you had previously, and up-date yourself on developments in your work area that have happened while you have been on a career break (see **paragraphs 2 - 12** below);
- (2) get registration with the Health Professions Council (see more about this below, **paragraphs 13 - 16**).
- (3) Join RCSLT to get access to Bulletin, the Supplement, Clinical Guidelines, etc.

Refreshing knowledge and skills

2. How do I refresh my knowledge and skills?

- 2.1 We recommend that you approach your local speech and language therapy service to find out what suitable jobs are available, or look in the RCSLT Bulletin Supplement for job vacancies. Another source of jobs is the NHS Careers website (www.jobs.nhs.uk), and you will find speech and language therapy jobs are advertised there. When you apply for a job, you will need to tell your prospective employer that you will need to work under supervision for a period, as if you were a newly qualified therapist, while you regain your knowledge and skills and up-date yourself on developments in the profession.
- 2.2 The profession has agreed a set of competencies which a newly qualified therapist must meet before they can be signed off by their SLT Manager as ready for autonomous practice (these also fit with the Standards of Proficiency for Speech and Language Therapy as devised by the Health Professions Council, see below). They are given on the RCSLT website, www.rcslt.org, and might be useful as a guide for a returner.
- 2.3 Current salary scales are shown on the RCSLT website, together with a note about what grade you should expect to go back to work on.

3. If there isn't an appropriate job locally, should I work as a volunteer for a period to get myself back in to practice?

- 3.1 We are frequently asked about whether working as a volunteer (i.e. not paid) is a sensible course of action. The answer is that we have had mixed reports. If you do intend to work as a volunteer it would be extremely

important to get a clear understanding of what you would do, and whether you would get the experience you need.

- 3.2 We suggest that you might ask to have an "honorary contract," which would make your position as a supernumerary member of staff clear. One returner said that she had asked to see a client's notes (in order to see how notes were kept), and was told that she could not because she was not on the staff. Equally, she was not allowed to attend staff meetings for reasons of confidentiality. An honorary contract, or a letter to you from the supervisor/manager, should make your situation clear and define what you can and cannot do. We suggest that you should ask for this if you intend to do any voluntary work.

4. Is there any funding to help me take courses to get back up to speed with speech and language therapy?

- 4.1 Due to the current financial situation in the NHS it is unlikely that Primary Care Trusts will be able to provide financial assistance. It is worth asking but we know that many SLTs who are employed in the NHS have been refused funding for their own CPD courses so it is highly unlikely that returners to practice will be able to secure funding. Unfortunately RCSLT is unable to provide funding at the current time.

5. What courses can I take to help me back into practice?

- 5.1 We have recently developed a distance learning refresher course, of about one hundred hours of self-study. This is an RCSLT accredited refresher course, and is offered currently by two universities, who will assign a tutor to you to help you with the course. The universities which are currently offering the course are: University College (contact CLaSS Unit class@langsci.ucl.ac.uk) and the University of Newcastle (contact Dr Helen Stringer H.B.Stringer@newcastle.ac.uk). You do not need to be close to the university with which you are doing the course, as contact will be by telephone or e-mail, and the course is designed to be taken by distance learning at home, but you will be given a named supervisor whom you can contact if you are having any problems. The cost is £450, which should be paid for by the return to practice co-ordinator, see above. See further information about the course given at Appendix 3.
- 5.2 A few organisations run short return to practice courses, and you will need to look on appropriate websites to get the dates of the next courses. RCSLT also runs refresher courses on specific topics, again look at the RCSLT website, or in the RCSLT Bulletin for dates.
- 5.3 **University College London** runs a two-day course, with an emphasis on returning to work with children, contact the Human Communication Sciences Department for information. See www.hcs.ucl.ac.uk or e-mail hcs.info@ucl.ac.uk for the dates of the next course, and the cost (about £120 per day).
- 5.4 The **College of York and St John**, York, runs a two-week generic returner course with an appropriate clinical placement at the end. The two-week course is based at the College in York
- 5.5 Other post-registration courses for speech and language therapists are also listed on the RCSLT website, and you might want to look at these to see if there is anything relevant to you - www.rcslt.org (the Learning Zone).

- 5.6 In deciding what would be most helpful to you, you should discuss the possibility of attending short courses with your supervisor or manager, to help identify the types of refresher training, and up-dating that you need.
- 5.7 We think it likely that other Trusts run returner courses, and you might look on Trust websites, or enquire locally about what is available. Again, your local speech and language therapy service may know what is available in your area.
- 5.8 Your local Return to Practice Co-ordinator may know of local **NHS induction** courses which might be of help to you. You will need to know how the NHS has been re-structured most recently, and all relevant law relating to protection of children and vulnerable adults, topics relating to health and safety, and risk assessment, as well as specific speech and language therapy topics.
- 5.9 Note: The Return to Practice Co-ordinator should have £1,000 available to your employer for use on your behalf on getting you back into practice. This funding can be used in a variety of ways, and we have even heard of it being used for child care arrangements (see paragraph 4 above).

6. Is there a reading list I could use to choose appropriate books from?

- 6.1 The RCSLT Project Officer for Returners, Dr Anna van der Gaag, has provided a reading list for returners, divided into sections, and you may want to choose appropriate texts from this list, which is given as Appendix 2 to this document.
- 6.2 RCSLT has also recently published *clinical guidelines*. There is a core clinical guideline, which should be read in conjunction with the specific clinical guidelines for client groups. These are all available on the RCSLT members section of the website. If you have any difficulty printing them out, please get in touch with RCSLT - postmaster@rcslt.org, or telephone 020 7378 1200.
- 6.3 If you do not already have a copy of *Communicating Quality 3*, published in 2006, you should also ring RCSLT and request a copy. These are the standards for speech and language therapists published by RCSLT. Members of RCSLT receive a free copy and the it can also be accessed via the members area of the RCSLT web pages.
- 6.4 You should also look on the RCSLT website (www.rcslt.org) for the competency-based transitional framework for newly qualified practitioners. This sets out the competencies an NQP would be expected to develop in the first year of practice and we would expect you to have when you are ready to apply to HPC.
- 6.5 You will also need to ensure that you meet the *HPC Standards of Proficiency* for speech and language therapists within your scope of practice, so look for them on www.hpc-uk.org. It would be sensible to read these before you go to any interview, so you have an idea of the areas in which you will need refresher help.

7. What are the most recent directives from the Department of Health that might affect me?

- 7.1 You should look on the Department of Health website, www.dh.gov.uk for all the most recent initiatives. There are now significant differences between the devolved governments of England, Scotland, Wales and

Northern Ireland, and some of the information given below is not valid for all countries of the UK.

7.2 The National Institute for Clinical Excellence (NICE) - this is an agency which evaluates best practice in medical fields by consulting widely with medical and health care and related staff. It then produces *NICE Guidelines* which show in each field of medicine what the standard of practice and care will be, and what drugs will be available on the National Health Service. The concept behind NICE is that a patient should receive the best possible care in any part of the country, and that there should not be a postcode lottery on what care a patient gets. We have responded to a number of NICE consultations where appropriate.

7.3 *Agenda for Change* - is an initiative which will affect the grading and salaries of all NHS staff (except very senior managers, doctors and dentists). You may want to look on the Department of Health website to see what is planned. We are working with the Union, Amicus MSF, to negotiate on how Agenda for Change affects the speech and language therapy profession. (Note current salaries are on the RCSLT website, www.rcslt.org)

7.4 We strongly recommend that Returners attend induction courses available at their place of work, and that they are shown all protocols surrounding record keeping, and liaison with other healthcare professionals.

8. Do I need to be a member of RCSLT as well as registered with the Health Professions Council?

8.1 No, it is not mandatory to be a member of RCSLT as well as being registered with the Health Professions Council. However, for the profession to have strong representation it is important that the Royal College is representative of as many members of the profession as possible. The College *IS* its members.

8.2 The Health Professions Council exists solely to protect the public, the Royal College of Speech and Language Therapists exists to represent the profession to other agencies, including government, and to provide services for its members. These services include the monthly Bulletin, and quarterly research Journal - the International Journal of Language and Communication Disorders - conferences and short courses, and advice and assistance on all matters to do with the professional and the profession. The RCSLT has a large passworded part of its website providing information directly to its members. See www.rcslt.org.

8.3 RCSLT has recently entered into a mutual recognition of credentials agreement with the professional associations of ASHA (USA), CASLPA (Canada), and SPA Limited (Australia), which will allow certified members of RCSLT to become certified members of these associations.

9. What is my professional indemnity insurance situation?

9.1 If you apply to RCSLT as a Returner member, you will receive professional indemnity insurance with your membership. When completing your HPC application form you will be able to say that you are a member of the appropriate professional body, and that you have professional indemnity insurance.

9.2 Both HPC registration, and RCSLT membership are tax deductible.

9.3 We expect that returning SLTs will be "returner" members of RCSLT (that is a category of supervised membership) for a period until they are ready

to be transferred to certified membership of RCSLT. Returners would transfer to full autonomous practitioner status (certified membership) in the normal way once their supervisor/manager is content that their practice is up-to-date and safe.

10. Can I talk to someone who has returned successfully? It would be very helpful to hear about their experiences, and to get their view on returning.

10.1 We have a list of returners who have very kindly volunteered to talk to people considering coming back to practice. If you are a member of RCSLT and you get in touch with returners@rcslt.org, we will pass on your contact details.

11. Is it worth bothering to try to come back into the profession?

11.1 We definitely think that it is. We consider returners to the profession bring additional knowledge and life-skills with them, and become very good therapists again. We value returners very much. Our young therapists often only work for a few years in one job before moving on - whereas returners are likely to be settled in one place and to work with us for a considerable number of years.

11.2 The profession is registered with the Department of Trade as a shortage profession, and it appears that half the posts advertised are not filled. Returners are a very important source of workforce personnel. We regard it as a normal part of a speech and language therapist's career to take a career break for a number of years either for domestic reasons, or to work in a different field. We feel both of these experiences give a speech and language therapist more knowledge and understanding than they might have had previously, and will contribute to their therapy work. Maturity is valued in speech and language therapy, so please do not be put off coming back to the profession.

11.3 We suggest that when you go to an interview for a post you explain that you will need to register with HPC (if you have not already done so) and you will need to have an opportunity for observation of SLT colleagues, a supervisor who will advise you on your client caseload, and on protocols surrounding record keeping, etc, and a mentor from your peer or a senior group (who is not also your supervisor or manager - it's difficult to say you don't know about something to your manager!) with whom you can discuss your work.

The Health Professions Council

12. I have heard something about the Health Professions Council, and that I now have to be registered with the Health Professions Council in order to work. What is this, and why do I have to be registered?

12.1 During the 1990's the speech and language therapy profession consulted widely about the need to come under independent regulation (rather than continue to be self-regulated by the professional body), and it was agreed that for speech and language therapy as a profession to develop it was important that it was regulated by an independent external regulator, in the same way as other healthcare professions, for example: dietetics, physiotherapy, occupational therapy, radiography, podiatry and chiropody.

12.2 The profession, through the professional body, applied to the Privy Council for admission to the Council for Professions Supplementary to Medicine,

and was accepted with effect from October 2000. The Council for Professions Supplementary to Medicine [CPSM] had been established by the Professions Supplementary to Medicine Act 1960. Speech and language therapists knew that the CPSM was to be replaced by a modern regulator, and wanted to be involved in the establishment of the new regulatory framework, by having a place on the new Council from the start.

12.3 The Health Professions Council was established with rules set down by the Health Professions Order 2001, and in April 2002, the CPSM closed down altogether, and the new Health Professions Council [HPC] took over in its "first transitional phase." This phase meant that the HPC was effectively working to the same rules as the CPSM, and so eligibility for the HPC register was either from having been on the RCSLT register during the previous five years, or the CPSM register for the short time the profession came under CPSM.

12.4 In July 2003, the HPC moved into its second transitional phase, which will last until 8 July 2005. This phase has brought more changes to regulation.

- The concept now is "registration with the Health Professions Council," not that of, "state regulation."
- The Health Professions Council has protection of title, which means that no one may call themselves a "Speech and Language Therapist," or a "Speech Therapist," unless they are registered with the Health Professions Council. It would also be a legal offence to call oneself something else similar, say, "communication therapist," which implies that they are doing the work of a speech and language therapist, without being registered.
- Eligibility for the HPC register is limited to those who have taken a qualifying course approved by the Health Professions Council. If you look on the HPC website (www.hpc-uk.org), under approved courses for speech and language therapy, you will see every course previously accredited by the Royal College of Speech and Language Therapists in speech and language therapy, and speech therapy, since 1948 is listed.
- All speech and language therapists on the HPC register must meet the Standards of Proficiency for Speech and Language Therapy *within their scope of practice*. These are the threshold standards expected of a newly qualified therapist.
- All speech and language therapists on the HPC register must also sign up to a code of conduct and ethics which relates to their professional practice.

13. I was registered with the Council for Professions Supplementary to Medicine in the past, so how do I now get registration with the Health Professions Council?

13.1 You need to look on the HPC website, www.hpc-uk.org, and look for the forms for Re-admission to the register. You will be regarded as being re-admitted, as you were registered under *the Professions Supplementary to Medicine 1960 Act*, and the form is fairly simple to complete. If you need any help in completing the Re-admission form, please get in touch with Returners@rcslt.org.

14. How much does it cost to submit an HPC Registration/Readmission form?

- 14.1 It costs £60.00 to submit an HPC Registration/readmission form. We have, since 16 February 2005, had agreement from HPC that they have approved, retrospectively, **all** the speech and language therapy courses previously accredited by RCSLT (and the College of Speech Therapists before that). This means that the qualifying course that you took is listed on the HPC website as an approved course. To print the form for yourself, look at the HPC home page, on the website, **www.hpc-uk.org**, click on **Apply**, and then look for the **UK-approved course application pack**.
- 14.2 The pack consists of five documents (1) the application form, (2) the guidance notes for completing the form, (3) a statement about data protection (which you do not need to print out), (4) the statement of conduct and code of ethics, and (5) the standards of proficiency for speech and language therapists. We suggest that you print them all out except (3) which you don't need. It is also probably worth having two copies of the application form, because it is easy to make a mistake in completing it and if you have two copies you can substitute pages.
- 14.3 If you have any difficulty printing the forms out, please get in touch with us, as we can print the forms at RCSLT and post them to you.
- 14.4 We have given HPC a list of everybody who passed an RCSLT (or CST) accredited course in the past, so your name will be on a list that HPC already has.

15. What does the Health Professions Council do?

- 15.1 The Health Professions Council exists to protect the public. The HPC website (www.hpc-uk.org) lists all its activities, and as a regulator for the professions all its work is transparent. Observers are allowed to attend all its main committee meetings, which are held at Park House, 184 Kennington Park Road, London SE11 4BU. The HPC also holds what are called, listening events, around the country when it is consulting on new issues, for example: requirements for continuing professional development, or the ways in which it will approve pre-registration education and training programmes for the professions it regulates.
- 15.2 The HPC protects the public in the following ways:
- **Maintaining a Health Professions Council Register**
By maintaining a register of all the professionals it regulates, and renewing registration each year. Each professional regulated must have met the threshold standards for the profession at the time they were admitted to the register, either by having completed an education and training pre-registration programme approved by the Health Professions Council, or by having applied via transitional arrangements (grandparenting, by which they have been able to show that although they do not hold an approved qualification, they have by other means acquired the same knowledge and skills as if they had taken an approved qualification).
 - **Continuing Professional Development**
In the future, HPC will expect that registrants will undertake continuing professional development to keep up-to-date and develop their knowledge and skills. HPC will audit a percentage of registrants at the time of renewal of their registration, to ensure that they have done this. Registration could be refused, or stopped if registrants are found to have failed to comply with this

requirement during the previous two year period during which they were working (if you have been on a career break, this will not apply to you for the period you were not working). Plans for continuing professional development are not yet announced (May 2005).

- **Vetting the qualifications of overseas applicants**
determining whether professionals from overseas who want to work in the United Kingdom are appropriately qualified and meet the threshold standards of proficiency, and are appropriate to be registered and work in the UK.
- **Approving and monitoring pre-registration education and training courses leading to eligibility to join the HPC register**
By determining the standards for education and training and ensuring that these are met by pre-registration programmes for the profession it regulates. (This means it approves new programmes, and monitors them each year to ensure they continue to meet the appropriate standards.)
- **Investigating complaints and taking disciplinary action**
By investigating any complaints made about the health professionals it regulates and if necessary by referring the complaints to the health committee, or to the disciplinary committee. Sanctions are available to remove or suspend registrants from the register, and in some cases an action plan for restitution of a professional to the register is devised.
- **Using members of the professions as advisers**
The HPC uses registrants as advisers and assessors in all its work, and if you are interested in being involved with any of the HPC activities once you are on the HPC register, you should get in touch with them direct. A per diem allowance is paid for days spent at the HPC or in visiting new education and training programmes. A payment is also made for assessment work.

September 2007

Appendix 1

List of Return to practice co-ordinators (extract from booklet, dated 2004: Returning to work in the NHS) in England. Please note that RCSLT cannot guarantee that these are current contact details and you are advised to contact your local PCT and ask the Human Resources Department who the return to practice co-ordinator is for allied health professionals.

Returners to practice are unlikely to be able to obtain funding from the NHS for any courses as currently CPD budgets in the NHS have been withdrawn and many therapists working in the NHS are having to fund their own CPD courses.

Please check the Scottish Executive website for Scotland, and the Northern Ireland Health Department for N.I. We shall provide more information on these as soon as we can.

So far as returning in Wales and Northern Ireland are concerned, please see below.

The NHS Careers, PO Box 376 Bristol BS99 3EY, Tel: 0845 60 60 655
e-mail: advice@nhscareers.nhs.uk or website www.nhs.uk/careers or if you have difficulty making contact with any of the people listed below (we know that names change quite frequently), please look on http://www.nhscareers.nhs.uk/nhs-knowledge_base/data/365.html , from there you should be able to click on appropriate links to get to the right person.

ENGLAND Region

Avon, Gloucester & Wiltshire
Return to Practice Co-ordinator: Telephone: 01249 858500

Bedfordshire & Hertfordshire
Return to Practice Co-ordinator: Telephone: 01234 315830

West Yorkshire
Return to Practice Co-ordinator: Telephone: 0113 2952033

Cheshire & Merseyside
Return to Practice Co-ordinator: Telephone: 01925 406123

County Durham & Tees Valley
Return to Practice Co-ordinator: Telephone: 01642 352950

Cumbria & Lancashire
Return to Practice Co-ordinator: Telephone: 01772 221426

Devon & Cornwall
Return to Practice Co-ordinator: Telephone: 01392 253971

Dorset & Somerset
Return to Practice Co-ordinator: Telephone: 01392 253971

Essex
Return to Practice Co-ordinator: Telephone: 01277 755261

Greater Manchester

Return to Practice Co-ordinator: Telephone: 0161 2373690

Hampshire & Isle of Wight

Return to Practice Co-ordinator: Telephone: 01962 893737

Kent, Surrey & Sussex (Kent)

Return to Practice Co-ordinator: Stella Lilliwhite

Telephone: 01293 778800 (contact as at March 2005)

(Sussex)

Return to Practice Co-ordinator: Telephone: 0207 4153500

(Surrey)

Return to Practice Co-ordinator: Telephone: 01293 600300, ext 3130.

Leicestershire, Northants & Rutland

Return to Practice Co-ordinator: Telephone: 0116 2957597

London North Central

Return to Practice Co-ordinator: Telephone: 0208 2725550

London North East

Return to Practice Co-ordinator: Telephone: 0207 6556714

London North West

Return to Practice Co-ordinator: Moira Wilson

Telephone: 0208 3216469 (contact as at March 2005)

London South East

Return to Practice Co-ordinator: Telephone: 0207 5930100

London South West

Return to Practice Co-ordinator: Telephone: 0208 545 7132

Norfolk, Suffolk, Cambridgeshire

Return to Practice Co-ordinator: Telephone: 01473 704282 or 07881
940167, or 01603 421196/421149

North & East Yorkshire & North Lincolnshire

Return to Practice Co-ordinator: Telephone: 01904 420314

Northern England

Return to Practice Co-ordinator: Telephone: 0800 1693241

Nottinghamshire & Derbyshire (Trent)

Return to Practice Co-ordinator: Telephone: 0115 9684447

Shropshire & Staffordshire

Return to Practice Co-ordinator: Telephone: 01785 220028 or 221167

South Yorkshire

Return to Practice Co-ordinator: Telephone: 0114 2264476

Thames Valley

Return to Practice Co-ordinator: Telephone: 01865 336926

West Midlands Central

Return to Practice Co-ordinator: Telephone: 02476 671048

West Midlands South

Return to Practice Co-ordinator: Telephone: 01905 760796

WALES

Sue Cromack has e-mailed to say (9 June 2005)

"Currently I am the person to refer potential returners to. I do have a vacant post for a recruitment and retention specialist but I have failed to fill it so far . The Welsh Assembly funds a £1000 bursary for returners and also funds child care if required. We normally recommend to potential returners that they find a trust who will take them on for their needs etc and we refund the costs of the bursary to the Trust. When we did have a return to practice person in post were able to do more in the way of support."

Sue.Cromack@wales.gsi.gov.uk

NORTHERN IRELAND

Try the Workforce Planning Department in DHSSPSNI – contact names are Joyce Cairns and Janet Moore. Joyce is the Deputy Director, Muriel McRobbie is her secretary. Tel. 02890 522776 (Joyce.cairnes@dhsspsni.gov.uk) and Janet Moore's Tel. 02890 520677 [this information is correct as at 5 August 2005]

Reading List for Speech & Language Therapists Returning to Practice

General texts

Bray, M., Ross, A. & Todd, C. (1999) *Speech and Language Clinical Process and Practice*. London: Whurr Publishers

Leahy, M.M. (ed) (1995) *Disorders of Communication. The Science of Intervention (2nd Ed.)* London: Whurr Publishers
(although this was published in 1995, it covers the framework of intervention as well as a range of approaches to communication disorders in both adults and children, and could be a useful refresher).

Goldberg, S.A. (1997) *Clinical Skills for Speech-Language Pathologists*. San Diego: Singular publications

Hedge, M (2001) *Hedge's Pocket Guide to Assessment in Speech and Language pathology*. San Diego: Singular Publishing

Human Physiology

Vander, A, Sherman, Luciano, D (2001) *Human Physiology: the Mechanism of Body Function*. (8th ed). New York: MacGaw Hill

Neurology

Love, R Webb W (2001) 4th ed *Neurology for the Speech- Language Pathologist*. London: Butterworth Heinemann

Voice

Martin, S, Lockhart, M. (2000) *Working with Voice Disorders*. London: Whurr Publishers

Greene, M Mathieson, L (2001) *The Voice and its Disorders 6th Ed* London: Whurr Publishers

Adults with acquired neurological Disorders

Papathanasiou, I. (Ed) (2000). *Acquired Neurogenic Communication Disorders*. London: Whurr Publishers.

Chapey, R. (ed) (2001) *Language Intervention Strategies in Adult Aphasia and Related Neurogenic Communication Disorders*. Maryland: Lipincott, Williams and Wilkins.

Parr, S. Byng, S, Gilpin, S, Ireland, C.(1997). *Talking about Aphasia*. Bucks: OUP.

Worral, L Hickson (2003) *Communication disability and ageing*. Thomson – Delmar Learning

Marks, L., Rainbow, D. (2001) *Working with Dysphagia*. Speech Mark.

McDonald, S, Togher, L, Code, C (eds) (1999) *Communication Disorders following Traumatic Brain Injury*. Hove: Psychology Press.

Stammering

Guitar, B. (1998) Stuttering: an Integrated Approach to its Nature and Treatment. London. Williams & Wilkins.

Stewart, T, Turnbull, J. (1995) Working with dysfluent children. Speechmark

Cleft Palate

Watson, A, Sell, D, Grunwell, P (2001) Management of cleft lip and palate
London: Whurr publishers

Stengelhofen, J (ed) (1989) Cleft Palate: the nature and remediation of communication problems. London: Churchill Livingstone

Dyslexia

Snowling, M Stackhouse, J (2000) (eds) Dyslexia, speech and language; a practitioner's handbook. London: Whurr publishers

Bilingualism

Abuduram S (1997) Bilingualism and the bilingual; an interdisciplinary approach.
Windsor: NFER Nelson

Children with Speech and Language difficulties

Kersner, M. & Wright, J.A. (Eds) (2001) Speech and Language Therapy – The Decision-Making Process when Working with Children. London: David Fulton Publishers.

Dodd, B. (2002) Diagnostic Evaluation of Language and Phonology. London, Psychology Corporation.

Cooke, J. ,Williams, J. (1995) Working with Children's Language.
Speechmark publications

Cooper, J., Moodley, M., Reynell, J.(1978)

Helping Language Development London; Edward Arnold.

(a dated text book but still very good on the basic developmental frameworks, especially on attention, concept development)

Delaman C Spring J (2003) Speaking, Listening and Understanding games for young children

Hearing Impairment

Lynas, W (1994) Communication options in the education of deaf children
London: Whurr

Augmentative and alternative communication

Van Tetzchner, S, Martinsen, H. (2000) Introduction to augmentative and alternative communication 2nd ed. London: Whurr publishers

Cerebral Palsy

Dormans, J, Pellegrino, L (1998) Caring for children with cerebral palsy – a team approach. Baltimore: Brookes

Adults with learning disabilities

Kelly, A (2001) Working with Adults with learning disabilities
Speechmark

Aburdarham, S. & Hurd, A. (2002) (eds) Management of Communication Needs in People with Learning Disability, London: Whurr publishers

van der Gaag , A and Dormandy, K (1993) Communication and Adults with Learning Disabilities, London: Whurr publishers

Oliver, M (1996) Understanding Disability: From theory to practice. London: Macmillan Press

Autism/autistic spectrum disorders

Jordan, R and Jones, G (1999) Meeting the Needs of Children with Autistic Spectrum Disorders. London: David Fulton Publishers

Aarons, M Gittens, T (1999) The Handbook of Autism. London: Routledge

Trevarthen, C, Aitken, K, Papadoudi, D Roberts (1998) Children with Autism (2nd Ed) London: Jessica Kingsley Publishers

Baird, G, Cass, H, Slonims, V (2003) Diagnosis of autism. British Medical Journal 327, p488 (download free from bmj website www.bmj.com)

Asperger's Syndrome

Attwood, T (1998) **Asperger's Syndrome: a Guide for Parents and Professionals**, London: Jessica Kingsley Publishers

Counselling

Flasher, L.V. & Fogle, P.T. (2004) Counselling Skills for Speech-Language Pathologists and Audiologists. Thomson: Delmar Learning.

The patient/client perspective

In recent years there has been a growing interest in the views and experiences of people with disabilities. Undergraduate students are now asked to read a selection of these as part of their training and returners are advised to read at least one of these texts (or another which relates to their 'clinical' area of interest).

Some eggs

Hale, S. (2002) The man who lost his language London: Allan Lane (aphasia)

Jackson, L (2002) Freaks, geeks and Asperger's syndrome. London: Jessica Kingsley (autism, asperger's syndrome)

Williams D (1995) Somebody Somewhere. London: Jessica Kingsley (autism)

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A Distance Learning course for Speech and Language Therapists Returning to Practice

Why a distance learning course?

In the past, you could take a career break and come back to work as an SLT without having to undergo any form of 're-training'. Since 2001, the regulation of health professionals has changed and there are new rules about returning to work. These might affect you if you are thinking of taking a break or on a career break. However, they should not deter you from taking a break or from returning to work. College recognises that career breaks can have huge benefits both personally and professionally. SLT is a recognised shortage profession, and so the NHS is also keen to have you back and will help you to return to work on whatever basis suits your circumstances.

The rules have been designed to ensure that all health professionals are practising in an up-to-date way and are aware of the changes that have taken place in practice whilst they have been away from work.

All speech and language therapists are now required by law to register with the Health Professions Council (HPC) if they wish to practice in the UK. This means that, in addition to obtaining a speech and language therapy qualification, you must be registered with the HPC in order to practice under the name 'speech and language therapist' or 'speech therapist' in this country.

The HPC requires you to make sure that your knowledge and skills are up to date, and that you meet its 'Standards of Proficiency' (SOPs) (find them at www.hpc-uk.org).

What are the HPC rules about coming back to work after a career break?

The Box below shows you the rules about returning to practice.

HPC Requirements for returning to practice

Therapists who have been out of practice for;

Less than two years:

Can renew their registration without further study or supervision

Between 2 and 5 years:

Must undertake 30 days supervised practice plus any additional study required to meet the Standards of Proficiency

5 years or more:

Must undertake 60 days supervised practice plus any additional study required to meet the Standards of Proficiency.

What is RCSLT doing to help SLT 'returners'?

College provides guidance on;

- how to find a clinical placement for your 30 days or 60 days of supervised practice,
- advice on how to get a return to practice NHS bursary,
- guidance on how to become registered with the HPC.

All this and more is in the Returner Pack, which you can download free from the RCSLT website, or write in and request a copy.

What is the distance learning course?

RCSLT also has a distance learning course for SLTs who have been out of practice for more than two years. It is there to help SLTs meet the HPC requirements for 'additional study'. The course is designed in units, so that you can study for short or longer periods of time, depending on your situation. There are 9 units, each requiring approximately 10 hours of study time.

Each unit has specific aims, 'learning outcomes', reading material, and self assessment questions which you must answer in order to complete the unit. These self assessment questions are submitted to College as evidence of completion of each unit and we will then issue you with a certificate of completion.

Most therapists work through the course materials either before or during their period of supervised practice.

The course does not cover all areas of *clinical* practice. It is designed to bring you up to date with key areas of professional practice, legislation, and new developments. There are self-assessment exercises and opportunities for you to do action plans. The chapter headings for the course are:

- Study skills
- New developments in SLT Practice
- Reflective Practice and CPD
- Working in the NHS
- Working in the Social Care SectorUnit
- Working in the Education Sector
- Policy and Legal mattersUnit
- HPC Standards of Proficiency

You may find that, once the course is completed, you will want short courses on specific clinical areas which allow you to update your knowledge and skills further. RCSLT has a list of short courses currently on offer through its own programme and programmes based in universities and voluntary sector organisations throughout the UK. However, you may find that the course is enough along with your period of supervised practice.

You are not expected to know everything about everything! We all learn as we go along and continue to do so throughout our lives. In order to conform to the new rules, you are expected to *work 'safely and effectively' within the clinical area you have chosen.*

What happens to my RCSLT membership status when I come back to work?

If you have been out of practise for more than two years, you apply to become a 'returner' member of College, whether you work part time or full time, and then you are transferred onto the full membership list again. More details on this are available in the RCSLT returner pack, which you can download free from the website (www.rcslt.org)

For more information contact us at:

Returns
RCSLT
2 White Hart Yard
LONDON SE1 1NX
Tel: 020 7378 1200
Email: returns@rcslt.org.

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