



Return to practice principles

These principles were established to support public health professionals, irrespective of their employment situation, returning to practice after a significant break in practice, as well as employers and designated bodies. FPH adheres to the overarching belief that any gaps in knowledge and skills can be addressed through establishing a robust Personal Development Plan (PDP) and linking Continuous Professional Development (CPD) activities to it.

FPH have outlined six principles which should guide public health professionals, employers and designated bodies in planning a return to practice. We recommend using these principles in conjunction with the [Return to practice Guidance developed by the Academy of Royal Medical Colleges](#).

1. The individual should take an active part in setting up their return to practice action plan. This should be done, where possible either prior to return or immediately on return.
2. The individual should ensure that their professional registration and FPH membership (or equivalent) are up to date. Employing organisation and designated bodies will need to confirm this with the individual.
3. The individual should seek advice from their designated body and Responsible Officer (RO) as early as possible to evaluate and identify issues or support needed. They should be aware of their revalidation recommendation date and have past appraisals documentation and supporting information ready to present to their current RO.
4. An appraisal date should be arranged in consultation with the RO as soon as practical (usually three to four months after return to work). At this appraisal, evidence of completion of the return to practice action plan should be provided.
5. A significant break in practice is not defined simply by length of time out of practice, but rather by whether the break itself means that the individual is returning to a practice setting with which they are not fully familiar with. Individuals will have different needs when returning to practice reflecting this, as well as their own experiences and circumstances. As a guide, individuals who have been absent for three months or longer, should consider this guidance.
6. The employer should conduct a risk assessment on the return to practice of the individual. Any learning or development needs identified should be added to their PDP. Individual objectives should be specific and measurable, and have a clear action and timeline for completion.

Review

This policy will be reviewed every two years by the Revalidation team
February 2024 – For renewal in February 2026.

4 St Andrews Place, London NW1 4LB

E: revalidation@fph.org.uk T: +44 (0) 20 3696 1485 W: www.fph.org.uk

Registered Charity No: 263894