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**Return to Practice**

**Stage 1: Learning Needs Assessment**

**Introduction**

Undertaking a learning needs assessment enables you to focus on your personal requirements before planning your learning around these. It is an efficient way of identifying the knowledge and competences that, for you, may require attention before you return to practice.

**Undertaking your learning needs assessment**

The GCC requires you to reflect on your knowledge and competencies across eight domains. These domains are cross-referenced to the GCC’s Code and associated guidance as well as experiences from the GCC’s Education Standards and fitness to practice process. Using the form provided below, you must categorise yourself with respect to the topics associated with each of these domains, as follows:

**A** = Knowledgeable and competent – no learning required

**B** = Some limitations in knowledge and/or competence – learning required in selected areas

**C** = Significant limitations in knowledge and/or competence – further learning needed on this topic

There is scope for you to identify and describe any additional topics within each domain where you feel there may be limitations to your knowledge and/or competence. Gaps in your knowledge and competence might be identified with reference to:

* Standards and guidelines, noting that these may have been updated since you were last in practice
* Developments in evidence and innovations in practice
* Reflection on practical experience i.e. cases that you found challenging in the past
* Observation of practice including discussion with peers
* GCC guidance and toolkits
* Seminars/Conferences

It is important to spend time on your Learning Needs Assessment and to ensure breadth in your considerations so that learning needs not necessarily looked for are identified.

**My Return to Practice Learning Needs Assessment**

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| **Name:** |  |  **Date:** |  |
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| **Give the date that you last practised in the UK:**If you have never practised in the UK, please give the date: |  |
| * you graduated, if you are applying as holding a qualification recognised by the GCC for registration; or
* you passed the Test of Competence, if you are applying via our international route
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| **Give details of any clinically-relevant activities that you have been engaged in since the date you have listed above** *(eg teaching, research, practicing in another country)***:** |
| **Provide details of any CPD activities you have undertaken in the last 2 years:** |

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| **Patient Health and Welfare** |
| **Topic** | **Identification of learning needs** |
| **A** | **B** | **C** |
| **Diversity and discrimination**Recognising diversity and avoiding discrimination; Responding to the needs and preferences of diverse patients arising from their personal, social or cultural background; Good equality and diversity practice. | □ | □ | □ |
| **Hygienic and safe environment**Health and safety obligations; Infection control obligations; Risk management. | □ | □ | □ |
| **Patient safety**Dealing with emergencies; Emergency first aid at work relevant to chiropractic practice; Risk management; Incident reporting. | □ | □ | □ |
| **Safeguarding**Legal obligations and local procedures for suspected abuse or neglect of vulnerable adults and children. | □ | □ | □ |
| **List any additional areas of patient health and welfare where you have identified a need for learning:** |
| **If all responses in this section are ‘A’s please explain below why you do not feel you require any learning on this domain** |

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| **Honesty, Integrity and Standards of Conduct** |
| **Topic** | **Identification of learning needs** |
| **A** | **B** | **C** |
| **Professional behaviour**Ensuring appropriate professional and personal conduct. | □ | □ | □ |
| **Requirements of practice**Understanding the qualifications, registration and insurances required of chiropractors and other colleagues. | □ | □ | □ |
| **Advertising**Understanding and conforming to Advertising Standards Authority guidance. | □ | □ | □ |
| **Candour**Professional Duty of Candour; Encouraging a learning culture of candour among colleagues. | □ | □ | □ |
| **List any additional areas of honesty, integrity and standards of conduct where you have identified a need for learning:** |
| **If all responses in this section are ‘A’s please explain below why you do not feel you require any learning on this domain** |

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| **Clinical care and practice** |
| **Topic** | **Identification of learning needs** |
| **A** | **B** | **C** |
| **Case history, physical examination, diagnosis**Suitable methods; Safe and appropriate use of diagnostic tools; Regulations around ionising radiation; Providing explanations to patients; Appropriate documentation. | □ | □ | □ |
| **Plan of care**Ongoing review and formal reassessment; Shared decision-making; Appropriate documentation. | □ | □ | □ |
| **Evidence-based practice**Obligations around evidence-based care; Meeting patient preferences. | □ | □ | □ |
| **Referral**Understanding the roles of other healthcare professionals; Appropriate procedures for making/accepting referrals; Knowledge of local services and local arrangements for referral. | □ | □ | □ |
| **Clinical performance**Measuring care effectiveness using patient outcome and experience measures; Clinical audit. | □ | □ | □ |
| **List any additional areas of clinical care and practice where you have identified a need for learning:** |
| **If all responses in this section are ‘A’s please explain below why you do not feel you require any learning on this domain** |

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| **Consent** |
| **Topic** | **Identification of learning needs** |
| **A** | **B** | **C** |
| **Informed consent**Communicating relevant and clear information including risks and benefits, and care alternatives; Obtaining and recording voluntary consent for examination and care; Continuing consent. | □ | □ | □ |
| **Capacity**Ensuring capacity; Appropriate parental consent. | □ | □ | □ |
| **Other**Consent for record sharing; Consent for removing/adjusting clothing.  | □ | □ | □ |
| **List any additional areas of consent where you have identified a need for learning:** |
| **If all responses in this section are ‘A’s please explain below why you do not feel you require any learning on this domain** |

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| **Professional relationships and boundaries** |
| **Topic** | **Identification of learning needs** |
| **A** | **B** | **C** |
| **Respect and dignity**Patient privacy; use of chaperones; Maintaining sexual boundaries. | □ | □ | □ |
| **List any additional areas of professional relationships and boundaries where you have identified a need for learning:** |
| **If all responses in this section are ‘A’s please explain below why you do not feel you require any learning on this domain** |

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| **Communications with patients and colleagues** |
| **Topic** | **Identification of learning needs** |
| **A** | **B** | **C** |
| **Communication skills**Respectful and compassionate approach; Using accessible language; Understanding patient needs and goals. | □ | □ | □ |
| **Communication requirements**Handling complaints; Appropriate complaints policy. | □ | □ | □ |
| **Colleagues and other health professionals**Involving other healthcare professionals in patient care; Keeping referrers informed. | □ | □ | □ |
| **List any additional areas of communication where you have identified a need for learning:** |
| **If all responses in this section are ‘A’s please explain below why you do not feel you require any learning on this domain** |

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| **Developing professional knowledge and skills** |
| **Topic** | **Identification of learning needs** |
| **A** | **B** | **C** |
| **Continuing professional development**Keeping up-to-date and improving patient care; CPD obligations including GCC-directed CPD; Reflective practice. | □ | □ | □ |
| **Law, regulations and guidance**Current legal and regulatory requirements and duties relevant to chiropractic practice. | □ | □ | □ |
| **List any additional areas of developing professional knowledge and skills where you have identified a need for learning:** |
| **If all responses in this section are ‘A’s please explain below why you do not feel you require any learning on this domain** |

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| **Confidentiality** |
| **Topic** | **Identification of learning needs** |
| **A** | **B** | **C** |
| **Patient records**Legal and regulatory obligations regarding record-keeping, retention and non-disclosure/disclosure; Safe records storage; Patient access to records. | □ | □ | □ |
| **In the clinic**Appropriate confidentiality during all stages of the patient encounter. | □ | □ | □ |
| **Communication**Requirement to maintain patient confidentiality when communicating with others. | □ | □ | □ |
| **List any additional areas of confidentiality where you have identified a need for learning:** |
| **If all responses in this section are ‘A’s please explain below why you do not feel you require any learning on this domain** |

Now you have completed your Learning Needs Assessment, please move on to complete Stage 2: Your Learning Plan