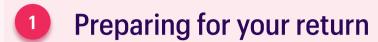


'Spotlight on' series

Returning to work after a period away

Returning to work after a break can feel overwhelming. Follow these tips to help regain confidence and update your skills during the transition.





Notify your line manager well in advance of your intended return date.

Discuss and agree on a phased return plan and/or KIT (Keep in Touch) days where appropriate.

Review your skills and identify areas for refresher training.

Discuss flexible working options with your line manager to balance personal and professional commitments. You'll need to apply for this several months before your return-to-work date.

Continuing professional development (CPD)



Engage in CPD activities to rebuild knowledge.

Consider attending relevant conferences and webinars to stay updated.

Undertake courses and e-learning to help maintain clinical knowledge eg RCR Learning Hub.

Adjusting to clinical work



Consider starting with supervised sessions to rebuild confidence in decision-making.

Focus on areas of practice that may have changed during your absence.

Shadow colleagues to regain familiarity with procedures, learn any new techniques and take up opportunities for simulation training if available.

Engage in regular feedback sessions with supervisors and colleagues.

Addressing wellbeing and support



Reach out to peers, mentors, or local wellbeing champions for guidance. Access occupational health support if appropriate.

Key resources and contacts



Explore the RCR's return-to-work toolkit and support network.

Join relevant specialty forums to share experiences with peers.

Contact your clinical lead (or educational supervisor for resident doctors) for tailored advice.

In England, resident doctors should contact their local NHSE training office website to access SuppoRTT (Supported Return to Training).

Trusts and health boards in devolved nations may have similar regional guidance and local schemes which resident doctors can access.

Useful links

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https://www.rcr.ac.uk/exams-training/specialty-training/supported-return-to-training-supportt/ https://www.hee.nhs.uk/our-work/supporting-doctors-returning-training-after-time-out https://www.bma.org.uk/advice-and-support/career-progression/finding-the-right-role/returningto-clinical-practice-after-absence

https://heiw.nhs.wales/files/policies-and-procedures/heiw-medical-deanery-return-to-training-guidance-jan-21/ https://www.scotlanddeanery.nhs.scot/trainee-development-and-wellbeing-service/starting-and-returning-to-work/ https://www.scotlanddeanery.nhs.scot/trainee-development-and-wellbeing-service/starting-and-returning-to-work/ returning-to-training-after-an-absence-guidance/

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