

What you need to know if you employ a dietitian returning to work after more than three years out of the dietetic workforce

The Health Practitioners Competence Assurance Act 2003 (HPCA Act) requires that: All Dietitians must be registered with the Dietitians Board, and hold a current New Zealand practising certificate, to legally practise dietetics in New Zealand.

Employment of a NZ dietitian returning to work may be a multi step process:

- a. The person will still most likely be on the Dietitians Board's Register,**
- b. However granting of a practising certificate (APC or IPC, or neither) will be dependent on many factors, as per below.**

All dietitians returning to work after three years out of the dietetic workforce, whether that applies to not practising in NZ or anywhere else, are treated on a case by case basis.

Those who have continued to practise, but overseas, do not usually require supervision or any conditions to be placed upon their practice. They do have to prove to the Board however, that they have been working in dietetics overseas before the APC will be granted.

The Board has developed re-certification guidelines for its own use, to be applied to those others who haven't practised dietetics anywhere for more than three years, who:

- i) have continued with a Continuing Competency Programme, or
- ii) who have done no Continuing Competency, and wish to return to practise dietetics in NZ.

Factors taken into consideration by the Board, when deciding on an individual's return to work programme include:

- Length of time out of the dietetic workforce,
- Years of experience practising as a dietitian prior to becoming inactive and in which area(s) of practice,
- Participation in Continuing Competency over the past years,
- Whether any appropriate training has been undertaken, skills learnt or other relevant work undertaken e.g. in management.

The amount and type of supervision required will be decided on a case-by-case basis, and will depend on a range of factors.

Ensuring that the Continuing Competency Programme (CCP) has been established and the CCP criteria and requirements are being met will be part of all supervision programmes.

Each dietitian:

- Will be required to submit their CV,
- Fill in the Board's recertification template
- Develop a learning plan,
- Find an appropriate mentor and/or a workplace supervisor
- Provide a job description if appropriate
- Is likely to be granted an Interim Practising Certificate (IPC), for 6 months to 2 years,
- Likely to have to undertake a Continuing Competency audit 1-2 years after returning to work
- May be required to undergo re-training.