



## **Guidelines on Recency of Practice**

### **Summary**

All registered practitioners practising in Australia are required to maintain their currency of practice and must demonstrate, to the satisfaction of the Board, that they have undertaken sufficient practice in their profession to maintain competence.

Practitioners applying for registration or renewal of registration are required to make a declaration that they have engaged in sufficient practice of the profession that meets the requirements of this standard detailed in Schedule A.

If a practitioner is unable to make the declaration required, the Board may refuse their registration or renewal of registration or grant registration/renewal subject to conditions.

### **Scope of application**

This standard applies to all practitioners applying for registration in a practising category of registration, endorsement of registration or renewal of registration. It is applied to all applicants equally, whether they practise full-time or part-time or whether the work is remunerated or not.

It does not apply to students, applicants applying for or renewing non practising registration, and non practicing registrants.

### **Requirements**

1. The Board will consider recency of practice when considering an initial application for registration.
2. A registered practitioner must make an annual statement every year when they apply to renew registration that they have met the recency requirements per this standard.
3. Practitioners who are registered in more than one division of the register are required to comply with recency of practice requirements separately for each division as per this standard.
4. Any detection or notification of non-compliance with the standard will initiate follow up from the Board requesting evidence or demonstration of maintenance of

- skills and knowledge to practise competently during the relevant period.
5. A practitioner who has not practised for three or more years is required to submit a proposed plan for re-entry to professional practice.
  6. The Board's assessment of a proposed re-entry plan is on an individual basis and includes consideration of the matters outlined in the Schedule B.
  7. In considering a plan for return to practice the Board may impose conditions on registration or require a period of supervised practice.

## **Exemptions**

1. Practitioners exempt from meeting the requirements of this standard include:
  - a) Recent graduates who apply for registration within 2 years of graduation
  - b) Practitioners who have undergone and passed an approved formal competency assessment as determined by the Board within the previous 3 years
  - c) Practitioners applying for or renewing nonpractising registration.

## **Definitions**

**Practice** means any role, whether remunerated or not, in which the individual uses their skills and knowledge as a health practitioner in their profession. For the purposes of this registration standard, practice is not restricted to the provision of direct clinical care. It also includes working in a direct nonclinical relationship with clients; working in management, administration, education, research, advisory, regulatory or policy development roles; and any other roles that impact on safe, effective delivery of services in the profession and/or use their professional skills.

**Clinical practice** means direct clinical care of patients, using the current knowledge, skills and attitudes of the profession, whether remunerated or not, and regardless of job title.

**Non clinical practice** means any role, whether remunerated or not, in which the individual uses their skills and knowledge as a health practitioner in their profession, except for the provision of direct clinical care. It includes working in a direct non-clinical relationship with clients, working in management, administration, education, research, advisory, regulatory or policy development roles, and any other roles that impact on safe, effective delivery of services in the profession.

**Recent graduate** means a person applying for registration for the first time whose qualification for registration was awarded not more than two years prior to the date of their application.

**Recency of practice** means that a practitioner has maintained an adequate connection with, and recent practice in, the profession since qualifying or obtaining registration.

## **Review**

These guidelines will commence on the 21 March, 2013 and the Board will renew these guidelines on the 21 March 2016.

## **SCHEDULE A**

To demonstrate adequate connection with, and sufficient recent practice an applicant must be able to demonstrate that they have carried out 400hrs of direct clinical practice (as per the definition in this Standard) within the previous three years.

The board will consider the following documentation when assessing an application for recency of practice:

- a) records of employment from the employer
- b) a log or record of voluntary or non-remunerated activity from the organization
- c) evidence of monies received in exchange for eligible goods and services eg cashbooks, receipt books.

## **SCHEDULE B**

The Board's assessment of a proposed re-entry plan is on an individual basis and includes consideration of the following matters:

- a) date and location of primary qualification
- b) practitioners' registration and practice history
- c) length of absence from practice
- d) when the applicant last practised in Australia
- e) activities undertaken in the past five years related to the profession
- f) additional qualifications or study obtained during the period of absence
- g) reasons for absence from practice
- h) proportion of self directed learning with no peer interaction
- i) prospective working context (e.g sole practice vs group practice)
- j) possible linguistic isolation from Australia's health care system.

The Board may:

- a) refuse registration, endorsement or renewal of registration; or
- b) require the applicant to undergo a performance assessment; and/or
- c) require the applicant to successfully complete an examination, and/or
- d) require the applicant to successfully complete further education aimed at remedying shortfalls in their professional knowledge; and/or
- e) require the applicant to successfully complete an approved course of study or retraining aimed at remedying shortfalls in their professional skills (e.g. completion of one clinical practice unit from within a Board approved course)
- f) require the applicant to successfully complete a period a period of mentoring and/or supervised practice under the supervision of a registered practitioner approved by the Board;
- g) grant or renew registration but impose a condition of registration.