

## ANP Return to Practice Policy

### Purpose

The Association of Naturopathic Practitioners (ANP) is committed to maintaining high standards of professional competence and protecting public safety.

Practitioners who have been absent from clinical practice for a prolonged period may need to demonstrate that their knowledge, clinical reasoning, and professional practice skills remain current before returning to active practice under ANP membership.

For the purposes of this policy, a break from practice refers to a period during which the practitioner has not been actively consulting with clients or practising within their registered modality.

Where appropriate, practitioners returning to practice may be required to undertake additional training, supervision, mentoring, or competency assessment.

Each case will be considered individually and proportionately.

### Return to Practice Requirements

#### Break from Practice of 2–3 Years

Practitioners who have been out of clinical practice for between two and three years must demonstrate that their clinical reasoning and case management skills remain current.

Requirements may include:

- Submission of two written case studies demonstrating appropriate case-taking, assessment and treatment planning
- Evidence of relevant continuing professional development (CPD) undertaken during the period out of practice.
- Review of cases by the ANP or a designated assessor.
- Practitioners are expected to complete the return to practice requirements within 3–6 months of approval of their return to practice plan.

Administrative review fee: **£150**

#### Break from Practice of 3–7 Years

Practitioners who have been out of clinical practice for between three and seven years will be required to undertake refresher training to ensure that their knowledge and clinical practice remain current.

Requirements may include:

- Completion of an approved refresher programme relevant to the practitioner's modality.
- Evidence of updated professional practice knowledge, including areas such as clinical governance, safety, and professional standards
- Completion of case-taking or clinical competency assessment
- Participation in supervised clinical observation, mentoring, or supervised consultations

- Practitioners are expected to complete the return to practice requirements within 6–12 months, depending on the scope of training and supervision required.

ANP may recommend suitable training providers where appropriate.

## Break from Practice for over 7 Years

Practitioners who have been out of clinical practice for over 7 years will normally be required to undertake substantial retraining before returning to practice.

This may include:

- Repeating core elements of their original practitioner training, or
- Completing an equivalent accredited programme demonstrating competence in their modality.
- Practitioners are expected to complete the required retraining within 12–36 months, depending on the nature and extent of the training programme.

Where appropriate, recognition of prior learning (RPL) may be considered.

The ANP reserves the right to determine appropriate retraining requirements based on the practitioner's previous qualifications and professional experience.

## Supervised Practice and Competency

As part of the return to practice process, practitioners may be required to demonstrate competence through one or more of the following:

- Supervised consultations (initial and follow-up appointments)
- Case study submissions
- Mentoring or supervision with an experienced practitioner
- Assessment of professional practice knowledge and ethical standards
- Evidence of current clinical knowledge and safe practice

The purpose of these requirements is to ensure practitioners can demonstrate safe, effective and ethical clinical practice before returning to independent practice.

## Membership Status During Return to Practice

Practitioners completing return to practice requirements are required to hold Associate Membership until all competency requirements have been successfully completed.

Full practising membership will only be reinstated once the ANP is satisfied that the practitioner has demonstrated appropriate competence and readiness to return to clinical practice.

## Additional Considerations

The ANP recognises that practitioners may take career breaks for a variety of reasons, including parental leave, illness, caring responsibilities, or other professional commitments.

Where practitioners have remained professionally active in related healthcare roles or have maintained relevant CPD during their break from practice, this may be taken into consideration when determining return to practice requirements.

## Discretion

Each return to practice application will be assessed on a case-by-case basis.

The ANP reserves the right to request additional evidence of competence or training where this is considered necessary to protect professional standards and public safety.