

Janice – returning physiotherapist



Janice is based in Suffolk with experience of working in small community hospitals; general hospitals, GP practices, consultant clinics and in the private sector. In 2005 she was due to take up a post as a Senior Physiotherapist in her first regional unit when she discovered she was pregnant, at this point she decided to step away from practice and focus on growing her family.

Janice set up her own photography business whilst she was out of practice but after a 17-year break, she decided to get back into the profession and shares her journey with us.

Why undertake the Leadership Programme

“I realised, after starting my introductory clinical programme in May 2021 that it was going to be difficult with childcare restrictions to fit in enough hours to reach the 420 I required for my target of one year to re-register.”

“I was aware so much had changed within the NHS, and I had not felt very confident on my clinical introductory programme – that is what spurred to me apply to the Leadership Programme, and I wish I had completed it before my introductory clinical programme to help me understand what I was returning to.”

Janice’s leadership objectives

“I had several leadership objectives before starting the programme. I wanted to; understand the modern NHS workplace – understand the changes that had taken place, understand what I needed to do to return to the NHS workforce, understand what leadership meant compared to how I had understood it 17-years ago, and finally to work on developing my own leadership skills and behaviours to carry these forwards into the workplace.”

Projects Janice has been involved in

“During the programme I have been researching what webinars returners to practice would value, as well as contributing ideas and tips for returnees that will be available on SharePoint as a resource.”

Janice’s Advice and experience

“My leadership journey has been up and down. I have experienced some small challenges such as IT not doing as expected to at times, to seemingly huge insurmountable roadblocks when a health issue brought things to a halt for me. Despite this I am approaching the finish line and I am all the better for the experience!

“I have received amazing support from colleagues and fellow returners, and so during the most challenging parts I was able to draw breath and re-calibrate and be more realistic regarding expectations I had placed on myself. The programme fundamentally provided a psychological safe space to be quite open about issues around return to practice.

“Coaching was key to helping me change the way I was thinking about myself as a professional. It helped me to get my confidence back and it started to help me think about return to practice in a more rounded way. It also helped me to realise that everybody needs leadership skills, and anyone can be a leader.

“The programme has made me rethink my career, particularly with regards to my own preferences and working style. It’s highlighted areas I need to work on and develop, but also opened my mind to possibilities. I had never realised that AHPs can end up in non-clinical roles.

“I have enjoyed seeing good leadership in action; seeing how leaders come together on MS Teams and despite all the COVID challenges they are there making things happen - working through the challenges and delivering. It's inspiring.

“I have also enjoyed meeting other returners and realising that some of the things you are feeling are shared by others - Imposter syndrome is very real! Just having that shared experience of going through it together helped me personally to keep on the Return to Practice Programme.”