

FAQs - PROGRAMME FOR GPs IN THE UK

1. What is the difference between the standard International GP Recruitment Programme and the Paragona IGPR Programme?

There are three main differences.

You will be offered a comprehensive English language training that will lead you to a final exam at B level according to the OET scale. The language training covers both general and medical English, which makes it much easier for you to start living and working in the UK. We will do our utmost to ensure that you achieve the required B score in the OET exam at your first attempt. However, if you are not successful, you will have up to 3 attempts funded by the programme.

Secondly, the Paragona IGPR Programme has a tailored local induction programme instead of the standard 'I&R' scheme. During induction phase, following achievement of the language requirements, you will get the GMC licence and you will be included in the National Performers List with conditions. Those conditions will be lifted as soon as you finish the I&R assessment.

Last but not least, we offer you full support in relocation and going through all formalities. In addition, we provide an online language course for family members.

2. What English course will I be offered?

The course and all Paragona's services are free of charge. We offer an intensive and comprehensive course preparing for the OET exam. You start the language training after signing the contract with your employer. The length of the training depends on your current level of English, the standard course lasts 12 weeks. We will assess individually how much training you need.

During the course we provide a stipend in the amount of 900 EUR net per month together with free accommodation, lunches and study materials. We also cover travel expenses to the Paragona Campus in Poland and back.

During the course, you also start your clinical induction which involves simulated surgery, workshops with the NHS and GMC educators and e-learning modules.

3. What will my gross salary be?

£70,000 - during the UK Based Induction: 2 days at a practice and 3 days of clinical and English education

£80,000 - once you pass the UK Based Induction and start working unsupervised 37.5 hours per week

£90,000 - after one year of working independently as a GP

There is a possibility to work as a GP partner in the future with the income up to **£150,000** per year.

By comparison, the median salary for full time employees in the UK is around £30,000 per year.

4. What will my net salary be?

Your gross salary will be subject to deductions to cover income tax, national insurance, and, optionally, a pension contribution.

Please enter the gross amount to calculate your net salary, for example using this calculator

<https://www.which.co.uk/money/tax/income-tax/tax-rates-and-allowances/income-tax-calculator-201920-av0q60j7yrj1>

5. What is the cost of living in the UK?

Please visit the following link

https://www.numbeo.com/cost-of-living/country_result.jsp?country=United+Kingdom

6. Will I be entitled to the NHS pension scheme? How does it work?

The NHS pension scheme continues to be one of the most generous schemes in the UK and is a key part of the reward offer for NHS employees. It is optional for GPs as to whether they wish to be included in the scheme; they can opt out at the start of their employment and then opt in later, if they change their mind.

In the NHS pension scheme, you and your employer make a contribution each year. If you retire at the normal retirement age, you will receive an annual NHS pension—the value of the pension will depend on your average salary during the time you have worked for the NHS, and the number of years for which you have been a member of the NHS pension scheme.

You can find more details on the official NHS pension website <https://www.nhsbsa.nhs.uk/member-hub>.

7. Will I and my family receive free healthcare in the UK?

Yes, you and your immediate family will be entitled to free NHS healthcare once you are living in the UK.

8. What are the working hours?

You are contracted to work 9 sessions per week (37,5 hours in total). One session is 4 hours 10 minutes. The working times will vary by practice. Most practices open between 8am and 6.30pm on weekdays. You will need to agree your working times with your employer. Over-time hours will be compensated by time off.

9. How much time will I spend in training each week?

During the UK Based Induction and Training the week is likely to be divided between: 2 days in practice, 1 day of clinical training activities, 2 days of Paragona led English language training.

The balance between working arrangements and educational activities will need to have flexibility based upon your individual training needs. This will be arranged and agreed with your supervisors. Once you pass the final language exam the time reserved for language training will be used as clinical training activities.

As soon as you successfully complete the training programme you will be able to work independently as a salaried GP or as a GP partner. The Practice, NHSE and Paragona will support you to complete it as quickly as possible. It is expected that the training will last app. 12 months, however there is a possibility to extend it, if needed.

10. How long is the contract?

The duration of post is indefinite. The expectation is that you will stay in your post for a period of at least three years.

If you choose to end your contract voluntarily within the first three years of employment, you will be required to repay certain expenses incurred by NHSE. The amount to be repaid shall be reduced by 1/36 for each month that you have remained an employee of NHSE. The total amount potentially repayable shall never be higher than £15,000.

11. When do I need to register with the General Medical Council (GMC)? Will the cost be reimbursed?

You can begin to register with the GMC while you relocate to the UK. We will send you a list of the documents you will need to collect and we will help you at every stage of the registration process. You will need to pass the OET exam at level B before you can complete your registration and be licensed to practice as a doctor.

The cost of the registration (£399) and the travel to the UK for a GMC identity check will be reimbursed.

12. How do I become listed on the National Performers List (NPL)?

The NPL is a list of doctors who are authorised to perform primary care services in the NHS. The process for applying to join the NPL is defined by NHSE, see <https://pcse.england.nhs.uk/services/performers-lists/>.

You can apply once you have completed the required language assessment – we will help you with the process.

13. Is it easier to find a job if my spouse is educated in medical or paramedical profession?

Yes, the employer will check whether there are job opportunities for spouses trained in medical or paramedical professions.

14. What language course will my family receive?

We offer a 20-week online course for partners and children (over 14 years old) at two levels: pre-intermediate and intermediate. The course is mostly self-study work which involves the preparation of material from our educational platform. The content of each lesson is later activated during 1.5-hour Skype session with a teacher. These lessons will be held in groups of two-three people on a fixed day and time, but we will certainly try to adjust to your relatives' availability.

For elementary learners, we provide access to an online platform, which involves only self-study work. Our strong suggestion is that your family members start studying with a teacher who would explain the basics in your mother tongue.

15. What are the social benefits in the UK?

See <https://www.nidirect.gov.uk/articles/benefits-non-uk-nationals>

16. How much are medical indemnity fees?

Indemnity fees will be covered by the British state and not by the individual GP.

17. How long is the annual leave?

You will be entitled to 30 days of annual leave per year plus national bank holidays.

INDUCTION & TRAINING

18. What is the purpose of the induction training programme?

General practice is not the same through-out Europe—there are variations from country to country. The purpose of the induction training programme is to familiarise GPs from elsewhere in Europe with the aspects of GP work that are specific to the NHS. Here you can find more information about primary health care in the UK:

<https://www.healthcareers.nhs.uk/explore-roles/doctors/roles-doctors/general-practice-gp>

A GP in the UK holds a different role than usually an overseas GP. By participating in this unique programme you have a chance to join the British NHS system and learn all the procedures in a smooth way.

19. How will my progress be measured?

You will meet regularly with your clinical and educational supervisors to review and summarise your progress. A summary of your progress will be reviewed by your local 'Responsible Officer' (RO), who is the person with overall responsibility for determining when you have completed your induction training and ready to practise independently.

20. Which 'I&R' assessment tests are used in the induction programme?

During the induction programme, you will need to take an assessment test which has been developed for the national 'I&R' scheme. The first part of the test is a multiple choice questionnaire (MCQ). The second part is a practical exercise (simulated surgery) – whether you need to complete the practical exercise will depend on the results of your MCQ.

21. What do the MCQ assessments look like?

The questions in the MCQ are in two domains: Clinical Problem solving (CPS) and Professional Dilemmas (PD)/Situational Judgment Test (SJT).

In CPS, you will be presented with a written a clinical scenario, and be asked to pick one or more options about how you should respond in the clinical scenario. The questions can cover any aspect of clinical practice you might expect to encounter as an NHS GP.

Situational Judgment Tests are more about dilemmas facing doctors, and may include examples of ethical, social and other professional issues you encounter in day to day practice.

22. What are simulated surgeries?

These are practical tests in which an actor will pretend to be a patient who is coming to you with a problem. You will be asked to respond to the actor as if they were a real patient, and your interaction with the patient will be observed.

Your induction programme will include practice in consulting with simulated patients and receiving expert feedback as part of the training provided in England.

23. When will I take the assessment test?

There isn't a fixed timetable. You can sit the MCQ test when you and your supervisors think you are ready—usually after about six months.

After the induction period most doctors need just one attempt of the MCQ. However, if you are not successful, four attempts for the MCQ are fully funded by the programme.

24. Where will the training be provided?

Some of the training will be online, some at your practice or at other venues. Normally it will be at local venues, so the time taken to travel there shouldn't be greater than a normal commuting time. You can claim for costs that are greater than your normal costs of travelling to work.

25. Will I receive the materials to prepare for the I&R assessment?

Access to essential materials and e-materials will be provided at no cost. The doctors may choose to purchase additional materials should they wish. Many excellent sources of information are free to access online and the doctors will be signposted to these.

RELOCATION

26. What are the details of my relocation allowance?

Your relocation allowance is up to **£8,500**. You can use your allowance to:

- cover the cost of the relocation company,

- cover the cost of plane/ferry tickets for you and your close family members (spouse, children),
- claim the costs of replacing domestic goods such as white goods, electrical devices, carpets, curtains etc where the goods used in your old home are unsuitable for installation in your new home,
- cover first 3 months of rent in the UK,
- cover the travel costs for commuting for the first month in the UK.

Paragona will assist you with arranging plane/ferry tickets and offers from relocation companies.

27. Will I get help with settlement in the UK?

Yes. You will have a local NHS contact who will provide you support with schools, places to live, internet, bank account, etc.

Please see for example <https://www.rightmove.co.uk/> and select the areas that you are interested in.

28. Do I have to pay for Paragona's services?

No, we do not charge the candidates for any of our services.

BREXIT

The job offer and contract that you sign will not be broken or changed to your disadvantage due to Brexit. The training that you will undergo will ensure that you enter the NHS family and gain the same professional status and support as a British trained GP. More information:

<https://www.gmc-uk.org/news/news-archive/brexit--information-for-doctors>

ABBREVIATIONS

CPS – Clinical Problem Solving

GMC – General Medical Council

I&R – Induction and Refresher

IGPR – International GP Recruitment

MCQ – multiple choice questionnaire

NHS – National Health Service

NHSE – NHS England

NPL – National Performers Lists

OET – Occupational English Test

PD – Professional Dilemmas

SJT – Situational Judgment Test