

FREQUENTLY ASKED QUESTIONS

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

The main difference is the language requirement, as there is no need to take IELTS or OET. Instead, you are offered campus training that will lead you to B2 level and then an online post-campus training leading to a final exam at C1 level. The language training covers both general and medical English, which makes it much easier for you to start living and working in the UK.

Secondly, the Paragona IGPR Programme has a tailored local induction programme instead of the standard 'I&R' scheme. Moreover, you will receive full salary for the first year of induction and training. 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 will my gross salary be?

When you start work in the UK, your gross salary will be £ 70,000- 73,000 per year while you are completing the local induction training programme. When you complete your induction training, your gross salary will be £80,000 and the year after it will be £90,000 per year.

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

3. 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. The income tax and national insurance rates are published by the UK government.

There are tools available on the Internet which will help you to calculate your net salary. For example, see <https://www.which.co.uk/money/tax/income-tax/tax-rates-and-allowances/income-tax-calculator-201920-av0q60j7yrj1>

4. 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

5. 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 employees in the NHS. It is optional for GPs as to whether they wish to be included in the scheme; they can opt out from 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.

The scheme is described in detail on the official NHS pension website

<https://www.nhsbsa.nhs.uk/member-hub>

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

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

7. What are the working hours?

You are contracted to work 10 sessions per week (one session is 4 hours 10 minutes).

The working times will vary by practice. Most practices open between 8am and 6pm on weekdays. Some practices also open during evenings and weekend. You will need to agree your working times with your employer.

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

While you are completing your induction training, you will have four sessions of supervised clinical work at the practice, four sessions of clinical training, and two sessions of language training. After you have completed your language training, the two language training sessions will become clinical training sessions.

9. In case of my early termination of the contract will there be any penalties?

If you choose to end your contract early, within the first three years of employment at the practice, 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 £15000. The obligation to repay only applies if you choose to end your contract voluntarily, and not if you are dismissed by the practice, or, in good faith, fail to pass an exam or an annual medical appraisal or similar.

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

You can register with the GMC while you are on the campus course in Poland, so that we will be there to help you. We will send you a list of the documents you will need to bring with you to Poland to apply for registration.

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

11. What is the National Performers List (NPL)? How do I become listed on the NPL?

The NPL is a list of doctors who are authorised to practice in the NHS. The list is maintained by NHSE. The process for applying to join the NPL is defined by NHSE (see <https://pcse.england.nhs.uk/services/performers-lists/>). You can apply during your campus training in Poland, when we will be there to help you.

12. What will be my sick pay?

The model contract gives salaried GP the following sick leaves allowances:

- during the first year of NHS service: one month's full pay and (after completing four months' service) two months' half pay
- during the second year of NHS service: two months' full pay and two months' half pay
- during the third year of NHS service: four months' full pay and four months' half pay
- during the fourth and fifth years of NHS service: five months' full pay and five months' half pay
- after completing five years of NHS service: six months' full pay then six months' half pay.

In addition to your NHS sick pay, you may be entitled to statutory sickness and disability benefits. Information about those is available on the UK government website www.gov.uk. It is also possible to buy insurance to cover against loss of earnings if you are critically ill or injured. Insurance companies advertise these services on the Internet.

13. Is it easier to find a job if my spouse is educated and trained 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 (spouse, children) receive?

We offer a 20-week online course for partners and children (over 14 years old) at three different levels: elementary, pre-intermediate and intermediate. The course is mostly self-study work which will be discussed weekly 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.

15. What are the social benefits in the UK?

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

INDUCTION & TRAINING

16. 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.

17. Is the induction training programme the same as the national 'I&R' scheme?

No, it is a local programme for the Central Midlands. However, it makes use of some of the assessment tests developed for the 'I&R' scheme.

18. How long is the induction training programme?

There is no fixed length—it depends upon how quickly you make progress. However, we expect it will last up to a year for most GPs.

19. How will my progress be measured?

You will meet regularly with your clinical supervisor 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. The current RO is Professor Aly Rashid.

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).

CPS (Clinical Problem Solving):

In this part of the MCQ, 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.

Professional Dilemmas (PD)/ Situational Judgment Test (SJT):

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. How will the results of the assessment be taken into account?

The results of your assessment will determine how much additional training or supervision you will need before you can practice unsupervised. If you score badly, you will have to re-sit all or part of the assessments.

24. 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.

25. Will the training be provided in my employing practice or do I have to attend sessions at another venue?

Some of the training will be online, some will be at your practice, but you will also have to attend training sessions at other venues. Normally the training will be at local venues, so the time taken to travel there shouldn't be significantly greater than a normal commuting time.

26. If I have to travel to attend any sessions, will the travel costs be covered?

You can claim for costs that are greater than your normal costs of travelling to work.

27. Will I receive the materials (e.g. books, mock tests etc.) 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 for themselves should they wish. It should be noted that many excellent sources of information and learning are free to access online and the doctors will be signposted to these, and can ask their supervisors for more suggestions.

28. Are there any costs related to the I&R assessment I need to cover?

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.

RELOCATION

29. What are the details of my relocation allowance?

Your relocation allowance is up to £8,000. You can use your allowance to:

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

30. Will I get help with finding schools and accommodation in the UK?

Yes. You will have a local NHS contact who can give you advice about schools and places to live.

31. Where can I look for information about properties to buy or rent?

There are many websites that advertise property for sale or rent in the UK. For example, see <https://www.rightmove.co.uk/> and select the areas that you are interested in.

ABBREVIATIONS

- CPS** – Clinical Problem Solving
- GMC** – General Medical Council
- I&R** – Induction and Refresher
- IELTS** – International English Language Testing System
- IGPR** – International GP Recruitment
- MCQ** – multiple choice questionnaire
- NHS** – National Health Service
- NPL** – National Performers Lists
- OET** – Occupational English Test
- PD** – Professional Dilemmas
- SJT** – Situational Judgment Test