



Thinking of returning to general practice?

Start your journey with the GP Induction and Refresher Scheme



#GPreturner



This brochure describes the Induction and Refresher Scheme and Portfolio Route to help GPs return to NHS practice after a break of two or more years.

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For further information or support

Email iandr@hee.nhs.uk

Visit our website and watch our short animated film that explains what's involved: gprecruitment.hee.nhs.uk/induction-refresher

Contact your local Health Education England I&R lead for an informal discussion about the scheme. Their contact details are on our website gprecruitment.hee.nhs.uk/induction-refresher/contact

GPs that have had less than two years break, can apply for positions in general practice via NHS jobs www.jobs.nhs.uk/doctors

If you would like to find out more about the schemes such as our international GP recruitment programme, you can visit www.england.nhs.uk/igpr

Returning to NHS general practice

There are lots of reasons why you might have taken a break from working in NHS general practice. Sometimes it's to take time out to raise a family, move or work abroad or to gain experience in a different profession or role.

Whatever the reason, there is a direct route for those that wish to return to a career in NHS general practice through the GP Induction and Refresher (I&R) Scheme or Portfolio Route.

What is the GP Induction and Refresher Scheme?

The I&R Scheme is split into three routes:

- The Induction route is for anyone who hasn't worked in general practice in England before.
- The Returners route for UK or European Economic Area (EEA) qualified GPs that have been out of NHS practice for over two years
- The Portfolio Route for GPs that are UK or EEA qualified but have been practising abroad for less than 10 years.

The I&R Scheme provides a safe and supported route for qualified GPs to return to NHS general practice in England. It's tailored to meet your needs, experiences and personal commitments – to make things simpler for you. This includes financial and practical support, and access to a dedicated account manager to guide you through the process. If you are working or living overseas, you can even start the scheme before you move back to England.

Whatever your reason for returning, you'll be coming back to one of the most rewarding, challenging, flexible and diverse careers in medicine.

Is this scheme for you?

To qualify for the scheme you will need to have the necessary licenses and qualifications in place and have practised or trained as an NHS GP.

You will need to:

- Be medically qualified and have completed formal training as a general practitioner in the UK (CCT or JCPTGP)
- Hold a Certificate of Eligibility for GP Registration (CEGPR) or hold EU rights if you qualified outside the EU
- Be on the General Medical Council (GMC) GP Register, without GMC conditions or undertakings (except those relating solely to health matters)
- Hold a current licence to practise as a GP.

To practise as a GP in the NHS in England you will be required to apply and be granted approval by NHS England to be included on the National Performers List – Medical (NMPL). This approval is granted "with conditions". Once you have completed the I&R Scheme you will be granted full inclusion on the NMPL (without conditions) and allowed to work as a fully independent general practitioner.



You qualify for the I&R scheme (refresher route) if:

- You are a UK national who trained in the UK, not currently on the NMPL and have had a break from practising for over two years
- You are an EEA or non-EEA national who trained in the UK and had a break from practice for over two years.

You qualify for the I&R scheme (induction route) if:

- You are an international GP who has not practised in the UK
- You are on the GMC GP Register
- You hold a current licence to practise as a GP.

You qualify for the Portfolio Route if:

- You are a UK national who trained in the UK, not currently on the NMLP and have been practising as a GP overseas for less than 10 years
- You are an EEA national who trained in the UK, not currently on the NMLP and have been practising as a GP overseas for less than 10 years
- You are an non- EEA national who trained in the UK, not currently on the NMLP and have been practising as a GP overseas for less than 10 years.

If you fall outside any of the above areas, please visit www.england.nhs.uk/igpr

The Refresher route

The Refresher route within the I&R Scheme is designed for GPs who have previously worked as an NHS GP, have been on the GMC Register and the NMPL, and would like to return to general practice in England after taking a break of two years or more.

Joining the scheme means you will have access to:

Dedicated practical support

- One single point of contact through the GP National Recruitment Office (GPNRO).
- A dedicated account manager to help guide you through the entire process and help with practical things such as completing paperwork. Support and learning tailored to your needs.
- The scheme includes a range of assessments and learning opportunities including a supervised placement in a GP surgery. Your placement will be tailored to meet your needs, experiences and personal commitments.

Financial support

Financial support is also available when you are on the scheme. This includes help with costs such as indemnity and a monthly

Fact File

🕒 Duration

The time it takes to complete the scheme varies from person to person, as it's tailored to meet your needs and experience.

📍 Location

Some assessments can be completed online and others are held in locations across England. If you are working overseas, parts of the scheme can be completed before you move back to England.

💰 Costs

There's a range of support available to help cover the costs of assessments, indemnity, DBS checks and GMC membership. There's a placement bursary of up to £3,500 a month too.

💬 Applications

You can register your interest or submit an application at any time of year. You can email landR@hee.nhs.uk to register your interest or visit our website www.gprecruitment.hee.nhs.uk/induction-refresher



I'm absolutely delighted by what I have achieved. It's obviously the right thing for me at my stage in life.



After taking time out of general practice to work in public health, Dr Frances Clement is now working as a salaried GP for Royal Primary Care in Chesterfield.

The scheme includes:

- Access to a dedicated account manager
- Up to £18,500 relocation package for overseas returners
- Access to training and other educational and development support
- Peer support networks, mentoring and coaching
- Monthly bursary (£3,500 per month) and help with indemnity, GMC and DBS fees
- Reimbursement of occupational health check fees
- Option of undertaking an observation placement before undertaking the I&R assessments
- Access to a range of online support and educational tools

- Up to four fully funded attempts at the assessments
- Non-EEA UK trained GPs who require a visa will be linked with practices able to offer sponsorship
- For non-EEA GPs reimbursement of visa fees for you and your family
- Options to complete some parts of the scheme before moving back to England, if you are living overseas.

* Relocation packages will be funded in line with those doctors recruited under the International GP Recruitment Programme.

Packages will vary based on the country of origin ranging from up to £8,500 for GPs based in Europe to £18,500 for those based in Australia.

The Portfolio Route

The Portfolio Route is for GPs who have been working in general practice overseas for less than 10 years.

This Portfolio Route is designed for GPs who have previously worked in the UK but are now working overseas. It allows you to supply a portfolio of documents from your current place of work (within primary care) that demonstrates your skills have been maintained while overseas. It can be completed while you are working abroad. After you return to the UK, you will also need to complete a one month placement to help reorientate yourself and your educational supervisor will need to complete a report.

Once you have decided the Portfolio Route is right for you, you will need to register with the GP National Recruitment Office (GPNRO) indicating you wish to apply for the Portfolio Route.

An I&R Scheme lead will contact you and undertake a formal interview and career review to check you meet the criteria.

They will then seek approval from the NHS England local team to advise you wish to apply via the Portfolio Route.

Once this is completed, the GPNRO will then inform the RCGP that you may apply for approval through the Portfolio Route.

The full Portfolio Route steps are mapped on the RCGP website www.rcgp.org.uk/training-exams/practice/the-induction-and-refresher-scheme-portfolio-route.aspx

Financial support

To apply through the Portfolio Route is free and financial support is available when you are on the scheme.

The scheme includes

- Abolition of fees for the Portfolio Route (worth £950)
- Access to training and other educational and development support
- GPs who require a visa will be linked with practices able to offer sponsorship

Fact File

🕒 Duration

The time it takes to complete the Portfolio Route varies from person to person, as it's tailored to meet your needs and experience.

📍 Location

Some assessments can be completed online and others are held in locations across England. If you are working overseas, parts of the scheme can be completed before you move back to England.

💰 Costs

To come back to practice through the Portfolio Route is currently free. There is also a range of support available to help cover the costs of assessments, indemnity, DBS checks and GMC membership. There's a placement bursary of up to £3,500 a month too.

💻 Applications

You can apply through the Portfolio Route any time of year by visiting the RCGP website www.rcgp.org.uk/training-exams/practice/the-induction-and-refresher-scheme-portfolio-route.aspx

or you can email gpsa@rcgp.org.uk

- For non-EEA GPs reimbursement of visa fees for you and your family
- Reimbursement of occupational health check fees
- Peer support networks, mentoring and coaching
- A one monthly bursary (£3,500 per month) for the short refresher placement.

Induction route

The I&R Scheme also supports the safe introduction of overseas GPs who have qualified outside the UK and have no previous NHS experience.

If you are an international GP that has never practised in England before you have the option of applying for either direct entry to the I&R Scheme or the International GP Recruitment Programme (IGPR).

The IGPR offers comprehensive training that builds on the support provided under the I&R Scheme. The structured training programme helps GPs to prepare for the I&R Scheme and its assessments. This includes language, communications and clinical skills training as well as the opportunity to observe and learn within a practice before commencing the I&R Scheme.

Factors you may wish to consider when deciding which route would be best for you include your level of English language skills and whether you have previous experience of living and working in an English speaking country.

The support includes:

- Access to a dedicated account manager
- Up to £18,500 relocation package
- Access to training and other educational and development support
- Peer support networks, mentoring and coaching
- Monthly bursary (£3,500 per month) and help with indemnity, GMC and DBS fees
- Reimbursement of occupational health check fees
- Access to a range of online support and educational tools

Fact File

Duration

The time it takes to complete the scheme varies from person to person, as it's tailored to meet your needs and experience.

Location

Some assessments can be completed online and others are held in locations across England. If you are working overseas, parts of the scheme can be completed before you move back to England.

Costs

There's a range of support available to help cover the costs of assessments, indemnity, DBS checks and GMC membership. There's a placement bursary of up to £3,500 a month too.

Applications

You can register your interest or submit an application at any time of year. You can email iandr@hee.nhs.uk to register your interest or visit our website www.gprecruitment.hee.nhs.uk/induction-refresher

- Non-EEA UK trained GPs who require a visa will be linked with practices able to offer sponsorship
- Help with visa costs and sponsorship for UK-qualified, non EEA clinicians
- Options to complete some parts of the scheme before moving back to England.

What's involved and included

The I&R Scheme includes a range of assessments, learning and support. The assessments help us support you on your journey, and check that your skills and knowledge are up to date before you return to practise.

What is the assessment process?

Once you register for the scheme you will be contacted by a member of staff from the GPNRO. Your application will be shared with your dedicated account manager who will be in touch to help support you through the process.

You will have a review of your qualifications and work experience with an I&R lead for your area and you might also be invited to take a learning needs assessment. The I&R lead is usually someone from the local Health Education England office in the area where you are planning to practise.

Depending on your needs and experience, the learning needs assessment will include a career review interview and multiple choice questions (MCQ). You might also be asked to complete a simulated surgery assessment and a supervised placement in a GP surgery with work based assessments.

Career review interview

Your career review interview can be done by phone or Skype if it is more convenient for you. If you are working or living overseas your career review interview can be completed before you return to England. As part of the I&R scheme, you are funded for four attempts at the assessments.

Multiple choice questions

This can be completed online and there are sittings every six weeks throughout the year. These are in venues across the UK and in approved sites worldwide. This means if you are currently living or working overseas you can complete this part of the scheme before you make the move back to England. The MCQ are designed to assess some of the essential competences outlined in the national person specification and are based around clinical scenarios. The assessment is in two parts: A professional dilemmas paper followed by a clinical problem-solving paper.

Simulated surgeries

Depending on the outcome of your MCQ you might be required to complete simulated surgeries. These are designed to be like an everyday surgery in any general practice and are aimed at testing your consulting and communication skills. They are held in London and are set in a consulting room with actors playing the role of patients who will come in for 10 minute appointments.



Placements and workplace based assessments

As part of the scheme you will be given a placement within a GP surgery. While on placement you will have work-based assessments. These include teamwork, clinical and communication skills based around observed consultations, discussions about cases and observations of clinical procedures. This assessment also includes 360 degree feedback from patients and colleagues. Placements can be full time or part time to fit in with your needs and personal commitments. You will also have a named GP educational supervisor to support you while on your placement.

Observational placements

As part of the scheme you will be offered the opportunity to take part in observational placements. These are not mandatory but many doctors find them very helpful. They are one-week placements which allow you to spend time with a GP to find out more about their role and the work of an NHS GP in today's rapidly changing service. The placement is designed to be a supportive and informative process and is not used to make selection decisions about you. Instead these placements are about giving you the opportunity to see first-hand what you can expect from your workplace, the role of an NHS GP and to reflect on potential learning needs in a future placement. GPs usually start these placements at the beginning of the process and before the MCQ.

Mandatory e-learning modules

You will be required to complete three mandatory modules as part of your application to join the medical performers list (NMPL) and successfully complete the refresher scheme. These are on the e-Learning for Health (e-LFH) website. Guidance for accessing the mandatory e-learning modules is available on the website www.gprecruitment.hee.nhs.uk/Induction-Refresher

The three modules are:

- An induction for international and returning GPs
- Safeguarding children level 3 (if you have not already completed this)
- Safeguarding for adults.

// The local HEE office and my chosen training practice were extremely accommodating allowing me to work school-friendly hours and have school holidays off too. It felt like my retraining was being presented on a silver platter. Having the monthly bursary was the icing on the cake.

The I&R Scheme is certainly something I would recommend to anyone considering coming back to practise after having taken time out, like I did. I'm glad I took the plunge, as I am thoroughly enjoying the second phase of my career, and long may it continue!

Dr Nazia Kausar, a GP in Southampton, completed the I&R Scheme in 2016, having taken six years out to raise her family.

Financial support

For many GPs the costs associated with coming back to general practice can put them off wanting to make the return journey. But now there is financial support available to help make this easier for you.

Those joining the scheme, and existing members, can access the following support:

- A bursary payment of up to £3,500 per month (full time) while on a placement.
- A one-off payment to assist with indemnity costs while on the scheme. Available until 2020
- A one-off payment towards the costs of GMC membership and DBS fees. Available until 2020
- Reimbursement of fees for the Portfolio Route (worth £950).
- One year's free membership to the Royal College of General Practitioners (RCGP).
- Reimbursement of occupational health check fees
- Up to four fully funded attempts at the assessments
- Relocation package of up to £18,500
- Reimbursement of visa fees for non-EEA GPs and their dependents
- Help with finding a practice that can sponsor your visa if you are non-EEA national.

Once you've registered for the I&R Scheme your dedicated account manager will advise you on the financial support available.

Any applicant accessing relocation support will be required to sign an agreement with NHS England indicating a commitment to complete the I&R Scheme and work as a GP. Failure to meet the terms of the agreement may result in NHS England clawing back the costs of the relocation package.



I enjoy supporting GPs to come back to a career they have spent many years training for and which they enjoyed. My role is about supporting them while they refresh their skills, competencies and confidence so they are ready to make a safe return back to general practice.



GP educational supervisor, Dr Helen Rainford is an enthusiastic advocate of the scheme.

Practical support

When you register for the I&R Scheme you will be contacted by your dedicated account manager who will guide you through the entire process.

Support from your account manager includes:

- Advice on completing forms and paperwork
- Assistance with arranging occupational health assessments
- Advice on arranging indemnity
- Co-ordinating assessments and placements on your behalf.

How to join the scheme

Getting started

Register for the scheme

Register your interest for the I&R Scheme as soon as you know you want to join or need advice about it.

You can do this by

- Emailing us on iandr@hee.nhs.uk
- Completing the registration form online – gprecruitment.hee.nhs.uk/induction-refresher
- Or you can also contact your local Health Education England I&R lead for an informal discussion about the scheme. Their contact details are on our website gprecruitment.hee.nhs.uk/induction-refresher/contact

We'll then start assessing your learning needs

Once your registration for the I&R Scheme has been processed, your details will be passed to

the HEE local I&R lead in the area you intend to practise. They will arrange your career review interview appointment to discuss your previous training and experience, and advise on the next steps. You will also be given a dedicated account manager from our national support team to help guide you through the I&R process.

In the meantime you can start to

Renew your GMC registrations and obtain licences: Qualified GPs with previous GP experience will need to renew their GMC registration and licence.

Start your application for inclusion on the NMPL: To practise as an NHS GP in England you have to be on the NMPL. If you are returning to practise after two years or more you have to complete the I&R Scheme to be included on the NMPL. There is a NHS England team to help you manage your initial application www.performer.england.nhs.uk/at/searchbypostcode



I love being a GP – it's the one-on-one interaction. You really get to know your patients. You see the mother, the grandmother, the child. It's very much about getting to know the family and helping them. And most importantly, it allows you to work but also be at home and spend lots of time with your family if that's what is important to you.



**Dr Mansi Shah, a GP in London
who came back to practise after having children.**