

NHS Rotherham Clinical Commissioning Group

Primary Care Sub-Group – 5th September 2018

Primary Care Committee – 19th September 2018

International GP Recruitment Programme

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Purpose:

To inform the Committee of the detail regarding the International GP Recruitment Programme.

Background:

In August 2017, NHS England (NHSE) announced the expansion of the International GP Recruitment (IGPR) Programme with the aim of recruiting at least 2,000 GPs from overseas by 2020. The purpose of this programme is to provide a supply of GPs from overseas who will give much needed additional medical capacity in general practices. In turn though, these new GPs will need training, support and help to become ready to practice independently and to feel settled professionally and personally.

NHSE's expectation is that the programme, in conjunction with the range of other initiatives being delivered as part of the General Practice Forward View, will help to alleviate some of the pressures that general practices currently face.

Since the announcement, NHSE's IGPR Team has been working with regional teams, partners and stakeholders to design and implement an approach which will maximise the number of GPs from overseas who will, with training and support, be able to practice as independent practitioners. They have also taken the opportunity to learn lessons from GP recruitment pilot sites in Lincolnshire, Essex and Cumbria.

The approach has been designed in partnership with Health Education England (HEE), Royal College of GPs (RCGP), British Medical Association (BMA) and General Medical Council (GMC) and is a combination of national and local delivery. NHSE put in place a national framework of recruitment companies to support delivery of the IGPR Programme. This procurement exercise is now complete and the companies on the framework are able to provide both recruitment and relocation services.

A successful bid was made on behalf of the South Yorkshire & Bassetlaw ICS earlier in the year and five Rotherham practices chose to take part; St Ann's, Parkgate, Manor Field, Shakespeare Road, and Market Surgery. GP practices and their staff are critical to the successful delivery of the programme and the support they provide to assist and integrate GPs recruited from overseas will be key to its success. NHSE, HEE, Rotherham CCG and other partners will be working closely with practices in the coming months to ensure that they have the necessary support to fulfil this important role.

Analysis of key issues and of risks

Initially the recruitment companies will be asked to source applicants from countries within the European Economic Area (EEA). Currently, GPs with citizenship from an EEA country are permitted to work in the UK and be on the GMC register. The number of applicants in each cohort will vary depending on several factors including: the numbers of GPs that can be supported locally by practices at any one time; the training, education and assessment process (including the Induction and Refresher (I&R) Scheme) and HEE's network of clinical and educational supervisors. We also need to ensure that each cohort includes enough applicants to deliver the training and education package at scale in each area.

Before recruitment can commence, an ICS readiness assessment will be carried out to demonstrate that the required support is in place for incoming GPs. NHSE regional teams will support practices in this process.

Before applicants are invited to a first interview, the recruitment companies will complete the following screening checks:

- Identity checks
- Right to work
- Professional registration
- References
- Employment history
- Criminal record and barring
- Health assessment
- English language competencies
- Preliminary screening of clinical skills and competencies

The interview process will consist of two stages:

First Interview

- This will be a web-based (Skype or similar) interview undertaken in the candidate's home country to determine their suitability to join the programme.
- The interviews will be managed by the recruitment companies. Candidates successfully passing this interview will be invited to a second interview stage.

Second Interview

- This will be a face to face interview held in the locality in England where they will be based. It will form part of a wider induction and orientation weekend for each cohort of applicants, which will be designed by HEE in conjunction with regional and local colleagues. It will include introductory orientation about general practice in England and the local health system. As part of the weekend, local teams will start the process of matching doctors to practices.
- The panel for the second interview will consist of a local NHSE Medical Director (or nominated medical representative), local HEE lead and any local representation agreed locally.
- The focus of the second interview will include a detailed assessment of the doctor's clinical capabilities and allow the doctors to better understand the expectations and requirements of the scheme. It will also allow HEE to start defining the doctor's learning needs and commence the process of linking them up with the most appropriate practice in the area.
- NHSE regional teams will have responsibility for working with local areas to arrange these orientation weekends. Recruitment companies will be responsible for travel arrangements to and from the venue.
- Applicants that are successful at this stage will be sent an offer of a place on the

programme and confirmation of the practice where they will be based.

HEE has been commissioned to deliver an induction and training package for all recruited GPs. This 'national curriculum' plus flexible modules will build on the existing Induction and Refresher (I&R) Scheme and cover the following key elements:

- Induction training
- Language support, with a focus on communication and consulting skills
- Clinical 'top up' training required by European Economic Area GPs.

The induction and training programme will form part of an extended Induction and Refresher Scheme development pathway covering the following stages:

- Pre-induction/observation placement (three months but variable subject to the needs of the GP)
- I&R assessments (Multiple Choice Question (MCQ) and Simulated Surgery)
- Supervised placement of up to six months under National Performers List (Medical) conditions.

Both the pre-induction and supervised placement stages will normally be undertaken via the practice which employs the new GP, under HEE's 'Hub and Spoke' training model. Recruited GPs will be permitted four fully funded attempts to successfully pass either of the I&R assessments subject to agreement from the local NHSE Responsible Officer and the local HEE lead. Additional funding has been agreed with HEE to enable local HEE offices to support the expanded programme.

HEE will also undertake a programme of clinical supervision training to enable the recruiting practices to join the Hub and Spoke model. This will require each practice on the scheme to nominate a GP to act as clinical supervisor for internationally recruited GPs at the practice. This will involve a short training course for the nominated GP of between one and two days.

Financial Implications:

NHSE will be providing practices with funding of £659 per month for each international GP receiving supervision at the practice. Prior to employing a GP, there will be a requirement for the practice to undertake a readiness assessment to ensure that they are able to offer a supportive work environment.

NHSE will fund the incomes of recruited GPs during their induction/training phases. Net income levels have been currently set at:

- £3,000 per month during the pre-induction phase
- £3,500 per month during the supervised placement phase
- £1,250 indemnity support.

Model terms and conditions are being developed for recruited GPs as part of a three-way learning agreement between the recruiting practice, NHS England and the recruited GP. This will cover recommended salary levels, contract length and any penalties or claw back measures for GPs that exit the programme early. This learning agreement will be used as an appendix to the standard contract of employment used by the practice. The contract of employment will be held between the recruited GP and the employing practice. It will include a probationary period covering the time taken for the GP to complete the Induction and Refresher (I&R) Scheme.

Relocation services are being commissioned nationally by NHSE under the new national

procurement framework. As part of this, NHSE will fund travel and removal costs and provide support with arranging essentials such a bank accounts, utilities, GP registration and schools.

Approval history:

Primary Care Sub-Group – 5th September 2018
Primary Care Committee – 19th September 2018

Recommendations:

The Committee is asked to note this report. Updates will be brought when appropriate.