

## Induction and Refresher Scheme Pathways

In the I&R programme there are a number of different schemes which have variations in their individual steps and processes as set out below. The five main pathways excluding the pilots (Lincolnshire; Essex; Humber Coast and Vale; and Cumbria) are described in the tables below, these are;

### 1. Refresher by Learning Needs Assessments

- a. For returning qualified GP's with prior work in the NHS who have not worked for two or more years regardless of where they attained medical qualifications
- b. The MCQ consists of two papers, a Clinical Problem Solving MCQ and a Professional Dilemma's MCQ (also known as the Situational Judgement Test) followed by a Simulated Surgery unless the doctor attains a by-pass score at the MCQ's
- c. Followed by a tailored Clinical Placement of up to 6 months

### 2. Refresher by Portfolio

- a. For returning qualified GP's with prior work in the NHS who have not worked for two to 10 years in NHS GP regardless of where they attained medical qualifications
- b. But are currently working in an equivalent Primary Care Role elsewhere
- c. Evidence of current clinical work is submitted in a Portfolio to the RCGP panel for review
- d. Followed by a one-month re-orientation to GP placement

### 3. Induction as standalone application (from overseas and UK) by Learning Needs Assessment

- a. For doctors who qualified as a GP overseas or in the EEA but who have never previously worked in the NHS as a GP.
- b. EU qualified doctors have automatic recognition of qualifications, overseas doctors (non-EU qualifications) usually must apply to the GMC for a CEGPR
- c. Training recognised by the GMC and the doctor is included on the GMC GP register and has a Licence to practice
- d. They will then undertake the Learning Needs Assessment (same pathway as 1 above).

### 4. Induction via Streamlined CEGPR Process Assessment

- a. For GP's qualified overseas from designated approved training programmes outside the EU
- b. Currently only the following countries training programmes are recognised, [Australia, Canada, New Zealand and South Africa](#)
- c. Submits a portfolio of current clinical work to RCGP panel for evaluation. Decision issued by GMC
- d. Followed by a tailored clinical placement of 3 to 6 months

### 5. Induction via International GP Recruitment programme

- a. Recruitment is through designated approved recruitment agencies of overseas qualified GP's who have never worked as an NHS GP
- b. The doctors are provided with additional support to help with their language, communication skills and a Preparatory placement in an NHS GP practice prior to sitting the Learning Needs Assessments
- c. These schemes all follow the Learning Needs Assessment route.

**It is possible for applicants to apply for formal approval to switch between the different schemes and areas if required due to a change in their circumstances.**

## 1. Refresher by Learning Needs Assessment pathway

- GP with prior work in NHS as a qualified GP. (May have qualified overseas)
- Has been out of NHS for more than 2 years, may be in UK or overseas when applies
- Registers with NRO and information sent to HEE Lead

- Review by HEE Lead, this can be undertaken by phone or Skype and is recommended for Learning Needs Assessment route
- Granted access to on-line learning resources and Self-Test (Refresher platform) after NRO receives application approval confirmation by HEE lead
- Plan agreed with Cheshire & Mersey Medical Director
- Starts applications for GMC and MPL entry

- Sits MCQ (Both PD (SJT) and CPS) in Pearson Vue test centre in UK or designated centre overseas
- Allowed up to 4 funded attempts regardless of outcome

- If Band 3 (CPS & PD) takes Simulated surgery in RCGP exam centre London,
- MCQ funded re-sit permitted
- If Band 4 or 5 CPS and Band 3 PD will by pass Smulated Surgery

- Approved for MPL with conditions
- Enters Clinical placement, duration is usually 6m for Band 3, 3m for Band 4 and 1m for Band 5, but placement can be shorted if appropriate
- Satisfactory WPBA

- Approved by C&M MD
- Conditions removed form MPL

## 2. Refresher by Portfolio Route

- GP with prior work in NHS as a qualified GP or recently completed training . (May have qualified overseas)
- Has been out of NHS for more than 2 years and less than 10, working in a equivalent primary care role overseas
- Registers with NRO and information sent to HEE Lead

- Review by HEE Lead can be undertaken by phone or Skype and recommended for Portfolio route
- Granted access to on-line learning resources and Self-Test (Refresher platform) after NRO receives application approval confirmation by HEE lead
- Plan agreed with C&M MD
- Starts applications for GMC and MPL entry

- Applies to RCGP and agreed suitable for Portfolio Route
- Completes Portfolio of current clinical practice and submits to RCGP
- Funded by NHS Eng.

- Portfolio approved by RCGP and report sent to NHS Eng C&M MD
- Approved for MPL with conditions
- If RCGP does not approve Portfolio, applicant can follow assessment route

- Enters Clinical placement of 1 month, but placment can be extended if required
- Satisfactory WPBA

- Approved by C&M MD
- Conditions removed from MPL

### 3. Induction as standalone application (from overseas and UK)

- GP with no prior work in NHS as a qualified GP. Will have qualified overseas or in the EEA
- May be in UK or overseas when applies
- Registers with NRO and information sent to HEE Lead

- Review by HEE Lead, this can be undertaken by phone or Skype and is recommended for Learning Needs Assessment route
- Granted access to on-line learning resources and Self-Test (Induction platform) after NRO receives application approval confirmation by HEE lead
- Plan agreed with C&M MD
- Starts applications for GMC and MPL entry

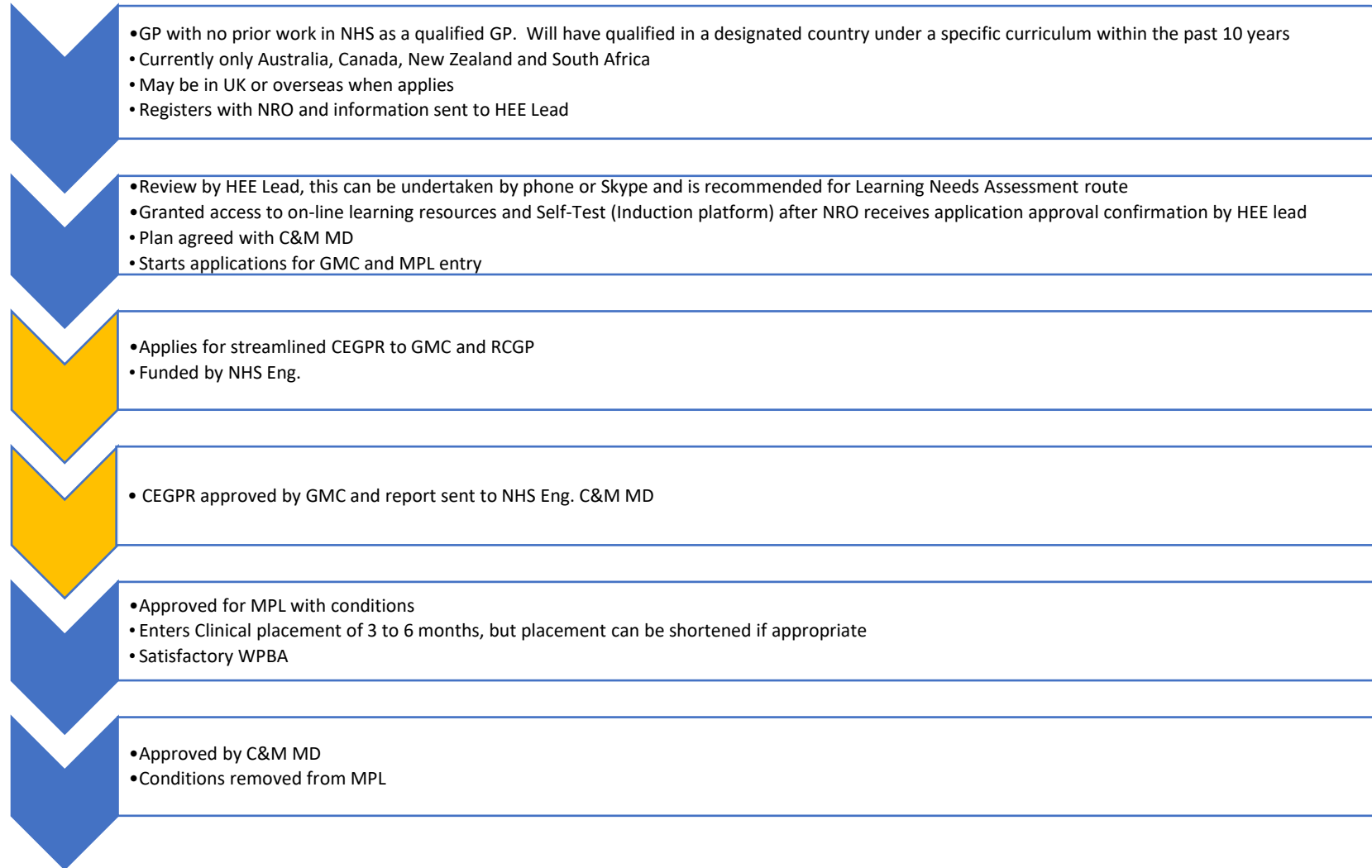
- Sits MCQ (Both PD (SJT) and CPS) in Pearson Vue test centre in UK or designated centre overseas
- Allowed up to 4 funded attempts regardless of outcome

- If Band 3 (CPS & PD) takes Simulated surgery in RCGP exam centre London,
- MCQ funded re-sit permitted
- If Band 4 or 5 CPS and Band 3 PD will pass Simulated Surgery

- Approved for MPL with conditions
- Enters Clinical placement, duration is usually 6m for Band 3, 3m for Band 4 and 1m for Band 5, but placement can be shortened if appropriate
- Satisfactory WPBA

- Approved by C&M MD
- Conditions removed from MPL

#### 4. Induction via Streamlined CEGPR Process



## 5. Induction via International GP Route

- GP with no prior work in NHS as a qualified GP. Will have qualified overseas
- Applies through designated Recruitment Agency for IGPR Programme . First interview arranged by local NHS Eng team
- If successful at first interview, recruitment agency registers doctor with NRO and doctor is granted access to on-line learning resources and Self-Test (Induction platform)
- Second interviews organised by NHS Eng in UK, including a learning needs review with HEE

- If accepted onto programme, plan agreed with local NHS Eng team
- Starts applications for GMC and MPL entry, subject to language grades (IELTS or OET)
- Relocates to England to start observer placement (3-6 months but placement can be lengthened or shortened if appropriate)

- If IELTS 7.5 or OET B can apply for full GMC registration and GP Licence to Practise
- If lower than required standard, additional language support commissioned by NHS Eng .
- Can re-sit IELTS or OET to gain the required levels, or if they pass the simulated surgery they can apply to the NHS Eng MD for approval through the SELR process to the GMC

- Sits MCQ (Both PD (SJT) and CPS) in Pearson Vue test centre in UK or designated centre overseas, maximum 4 attempts to pass are permitted
- Permitted funding for one pass, regardless of Band outcome (3, 4 or 5)
- Re-sits only funded for Bands 1 or 2 outcomes or if time expired assessment (greater than 12 months since last attempt)

- If Band 3 (CPS & PD) takes Simulated Surgery in RCGP exam centre London,
- If Band 4 or 5 CPS and Band 3 PD will bypass Simulated Surgery
- Approved for MPL with conditions

- Enters clinical placement, duration is usually 6m for Band 3, 3m for Band 4 and 1m for Band 5, but placement can be shorted if appropriate
- Completes satisfactory WPBA

- Approved by NHS Eng MD
- Conditions related to I&R removed from MPL
- Completes agreed contractual arrangements of IGP programme