BMA

England

Focus on the new national GP induction and refresher scheme

March 2015



Focus on the new national Induction and Refresher Scheme

A revised, fully funded, national I&R Scheme, coordinated by Health Education England (HEE), launched on 23rd March 2015. This was agreed as part of the four party agreement between NHS England, HEE, the BMA's GP Committee (GPC) and the Royal College of General Practitioners (RCGP), a partnership formalised through the *Building the Workforce* 10 Point Plan[1] for General Practice.

The scheme, which will be open to doctors with previous UK GP experience as well as those with no UK GP experience:

- now has central funding allowing candidates to receive a bursary
- has one point of access, which will speed up the process for applicants
- has clear pathways for all candidates (see diagram on page five)
- has one central location of information regarding the scheme, with key stakeholders sign posting queries to the website
- provides a quick route back to a career recognising existing skill-sets
- offers returning practitioners a chance to make a real difference to the local population.

How to apply

Candidates can apply to enter the scheme by visiting the GP National Recruitment Office (NRO)[2] website. All relevant information and guidance will be available to those visiting the web page.

Doctors are eligible for the scheme if they have been out of UK practice for more than two years. The diagram on page five explains the application routes to the NHS England national performers list for the following three cohorts:

- Previous UK GP experience – less than two years out of practice
- Previous UK GP experience – more than two years out of practice
- No previous UK GP experience.

FAQs about the scheme can also be accessed on the NRO website.

Bursary

The I&R bursary can be claimed by scheme members through the NRO and will be paid directly to the candidate. The payment of the bursary has been agreed as £2,300 for full time equivalent placements. Full time equivalent is 9 sessions per week and the bursary will be paid in arrears pro-rata for part time.

The scheme will also allow members to claim reimbursement for one attempt of the entry Learning Needs Assessments on completion of the I&R placement.

[1] http://bma.org.uk/working-for-change/negotiating-for-the-profession/bma-general-practitioners-committee/gpc-current-issues/workforce-10-point-plan
[2] http://gprecruitment.hee.nhs.uk/Induction-Refresher

Practice supervision fee

The supervising practice will be paid a monthly placement or supervision fee, which is the equivalent of £8,000 for a whole year.

This will be funded directly through the Local Education and Training Board (LETB), overseen by the LETB I&R lead and will be agreed and signed by the practice and the LETB.

Approvals / qualifications and certificates needed to work as a GP in England

The doctor will:

- be medically qualified and have completed formal training as a General practitioner
- be on the GMC GP Register, in good standing and hold a current Licence to Practice in General Practice
- have the right to work or hold a visa that permits them to train and work in the UK
- be in a position where they have been granted application by the area team to the National Performers List with conditions that permit them to train in the GP I&R scheme.

The new scheme has been established to help doctors meet the above requirements and provide them with all the support and expert advice they need to return or induct into the UK GP workforce.

About the programme

1. The national programme aims to safely and quickly introduce experienced GPs into the workforce and will standardise the pre-existing schemes in England.

2. It is designed specifically to enable qualified doctors with GMC registration and who hold a recognised specialism in general practice to begin or return to practice as GPs. Scheme placements will ease GPs back into the role, enabling them to build up their confidence and knowledge in a safe environment.

3. Under the scheme, participants will be given a supervised placement of a maximum of six months full time (or equivalent) in general practice. Placements are tailored to the needs of doctors to ensure they have the confidence and knowledge to leverage the broad GP skillset.

4. Anyone who wishes to practice as a GP in England and who has not practised as such for 24 months or less will need to contact the GP NRO in the first instance to register their interest in practising.

5. The NRO will then direct the practitioner to the appropriate process for their needs. This could either be direct entry to NHS England's National Performers List or progression onto the I&R scheme.

6. NHS England ROs will take the final decision to support any application to enter/return to practice, or to refer for assessment and possible refreshment via a LETB.

7. Interviews and career reviews will occur prior to any GP returning from overseas. Candidates will have started the process of GMC and National Performers List application and will have already taken any necessary assessments successfully.

8. A nationally agreed model contract will be used by LETBs for all scheme entrants.

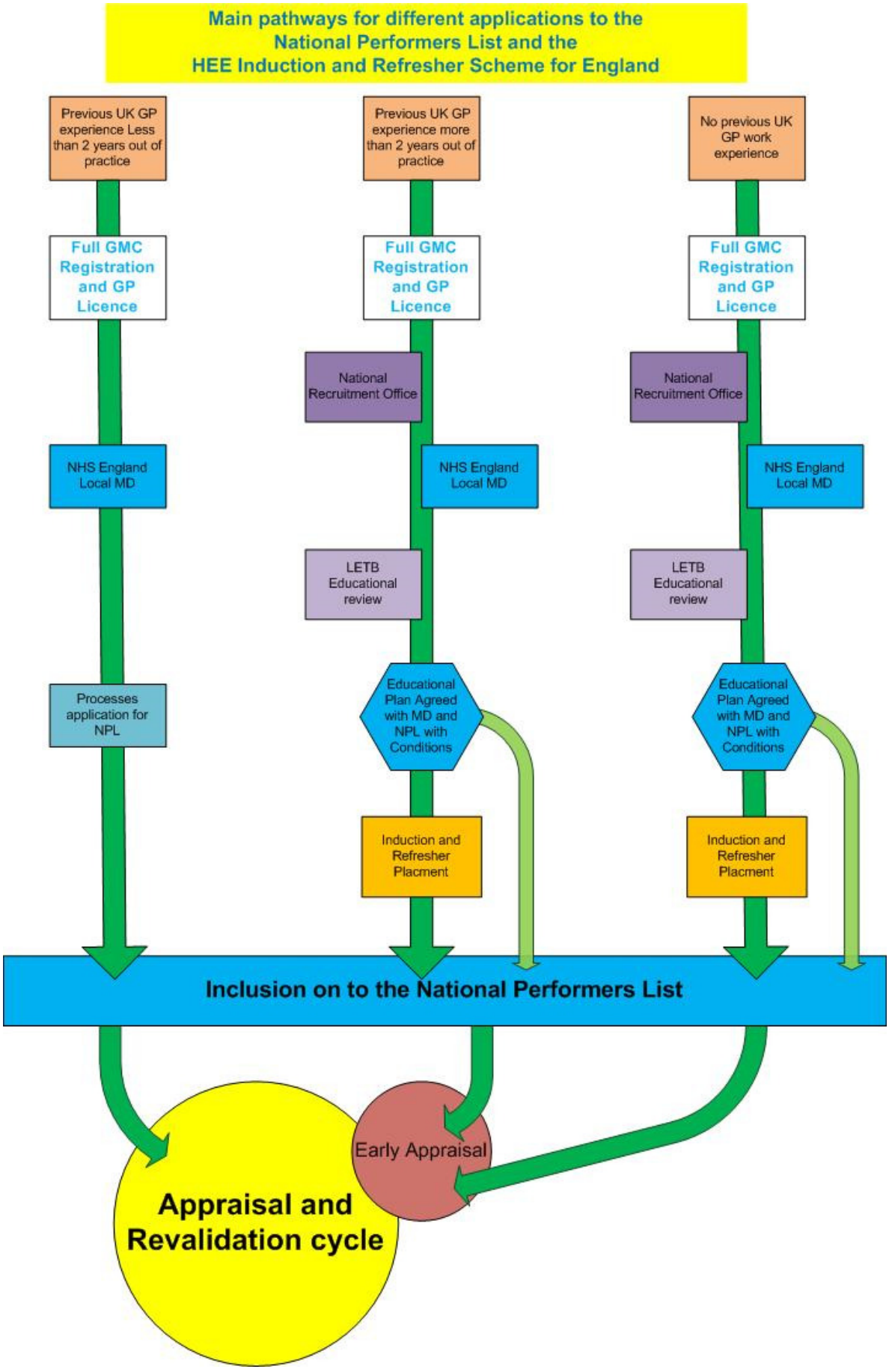
9. Successful candidates onto the scheme will receive funding support, which includes a monthly bursary and reimbursement (for one successful attempt) for the learning needs assessment(s).

10. The scheme will support training practices through offering supervision fees for educational supervisors to enable practitioners to return to practice.

Feedback on the scheme

Initial enquires about applications and entry requirements / assessments should be directed to the NRO, but the GPC is keen to hear about members' experiences of the scheme and any concerns or problems. You can either contact the GPC directly via info.gpc@bma.org.uk if you have specific queries or visit BMA Communities[3] to post feedback and discuss the scheme with fellow GPs.

[3] https://communities.bma.org.uk/


Main pathways for different applications to the National Performers List and the HEE Induction and Refresher Scheme for England
Previous UK GP experience Less than 2 years out of practice
Previous UK GP experience more than 2 years out of practice
No previous UK GP work experience
Full GMC Registration and GP Licence
Full GMC Registration and GP Licence
Full GMC Registration and GP Licence
National Recruitment Office
National Recruitment Office
NHS England Local MD
NHS England Local MD
NHS England Local MD
LETB Educational review
LETB Educational review
Processes application for NPL
Educational Plan Agreed with MD and NPL with Conditions
Educational Plan Agreed with MD and NPL with Conditions
Induction and Refresher Placment
Induction and Refresher Placment
Inclusion on to the National Performers List
Early Appraisal
Appraisal and Revalidation cycle