A close-up portrait of a middle-aged man with grey hair, smiling warmly. He is wearing a white medical coat with a red stethoscope around his neck. The background is dark and out of focus.

Would you like to
live and work in
England?

The NHS is looking for GPs to work in
Gloucestershire

INTRODUCTION

The National Health Service in England is running an international recruitment campaign for family doctors. In England these are called General Practitioners or GPs. We plan to recruit around 2,000 GPs from overseas by 2020. They will work alongside GPs we train in England to develop an exciting range of health services away from hospitals and in local community settings.

This brochure explains the importance of GPs in providing healthcare to our population. It tells you about the application process and what to expect when you apply. We are recruiting GPs for many areas across England. This brochure gives you an idea of the benefits and opportunities available to you if you choose to work in Gloucestershire.

WHY WORK AS A GP IN ENGLAND?

GPs in England are the foundation of the NHS. They are usually the first person a patient turns to for help and they deal with a whole range of health problems. They are general experts in the whole field of medicine for adults and children. They manage the healthcare of all their patients, including acute illness, long term conditions and mental health problems.

GPs usually work in practices, often leading teams which include nurses, healthcare assistants, practice managers, receptionists and other staff. Practices also work closely with other healthcare professionals, such as health visitors, midwives, pharmacists, physiotherapists, mental health services and social care services.

GPs provide continuing medical care for patients in the community or they will refer patients to hospital clinics for further assessment or treatment by specialists. Nine out of 10 NHS patients are seen in English general practice, and nearly nine out of 10 patients rate their experience of their GP practice as good. Because GPs often lead the continuing development of the NHS in England, we are investing an additional £2.4bn a year into general practice by 2021. The money is being used to recruit more doctors and other healthcare professionals, improve buildings and extend the use of information technology so general practice can offer more and better services to meet people's needs.

Any GP recruited under the international recruitment programme and working in the UK before 29 March 2019 will be able to stay and enjoy the same rights and benefits as now and qualifications of EU doctors will continue to be recognised if they were obtained before 29 March 2019. Recruitment will go beyond March 2019 and while we do not know details of a future immigration system yet, we will make clear how it applies to this programme as soon as possible.

Many GPs choose to work in England because of the attractive salaries and benefits. But the work offers much more: the chance to extend your clinical experience as part of a team of 1.2 million NHS employees, all of whom are proud to work for a 'national treasure' and many of whom have come to England from across the globe.

GENERAL PRACTICE AND YOU

- If you choose to apply to work as a GP in Gloucestershire you will be supported with dedicated training programmes, help with meeting language requirements and in meeting the standards of the national Induction and Refresher (I&R) Scheme.
- You will have an opportunity to meet with staff from the recruiting practices and to learn more about them and the local areas. This will help you and the practices decide if this is the best place for you to live and work.
- Practices involved in this recruitment scheme will be offering attractive and competitive salaries.
- You and your family will be offered help to relocate to the area and continued support while you settle into your new community.

THE CANDIDATE PROCESS

If you apply to be a GP in England this is the application process you will follow:

STEP 1

An initial conversation in your own country with the recruitment agency for the area you are interested in working in and some background checks (including police checks).

STEP 2

You will be asked to take an English test organised by the recruitment agency. The agency will use the International English Language Testing System (IELTS) or the Occupational English Test (medicine version) proficiency test for people wishing to study or work in English-speaking countries.

STEP 3

You will have an interview in your own country by Skype. You start your registration with the General Medical Council (GMC). The GMC is the organisation which sets standards for doctors in the United Kingdom. You need to be registered with the GMC and be on the GMC's GP Register to work as a GP in England. You will be invited to complete a self-assessment to help identify any training needs.

STEP 4

You visit your chosen area to find out more about where you would be working and to meet other international GPs. You will have a second interview and an assessment of your learning needs.

STEP 5

Once you pass your second interview you will be able to join the programme. You will be allocated to a GP practice within the region.

STEP 6

You will be provided with a minimum of three months of training and observation in your employing practice to prepare you for the I&R assessments and improve your English language skills. You will then spend a minimum of six months treating patients with supervision and support from a senior GP at your practice.

THE NHS OFFERS A

COMPETITIVE PAY PACKAGE FOR GPs

Once you have gained entry to the National Medical Performers List without conditions you can expect to earn a salary of between £68,000 and £72,000 per year. This salary is the same across all parts of the NHS in England excluding London where you would receive additional funds to help with the increased living costs there, known as London weighting.

Alongside your salary there are many other financial benefits including paid maternity and paternity leave, parental and carers leave.

THE NHS IN ENGLAND

The National Health Service was founded in 1948, based on the principle that good healthcare should be available to all, regardless of wealth.

With the exception of some charges, such as prescriptions, optical services and dental services, the NHS in England remains free at the point of use for all UK residents.

In 2014, the Commonwealth Fund declared that in comparison with the healthcare systems of 10 other countries (Australia, Canada, France, Germany, Netherlands, New Zealand, Norway, Sweden, Switzerland and the US) the NHS was the most impressive overall. The NHS was rated as the best system for its efficiency, safety, effectiveness, co-ordination and patient-centred care.

The NHS covers

54.3M PEOPLE

in England



It deals with more than

1M PATIENTS

every 36 hours



The NHS employs

1.2M PEOPLE



And has more than

40,500 GPs





LIVING IN ...

Gloucestershire

Set in an area of natural beauty, Gloucestershire has a wide range of traditions dating throughout the centuries, combined with recent customs from a new culturally diverse population.

GENERAL PRACTICE IN

Gloucestershire

General practice in Gloucestershire is of a high standard making the region a great place to work and live.

There are 75 practices, with 70 rated as good and 4 as outstanding by the Care Quality Commission. These provide huge variety, so you will be able to find a practice which matches your clinical interests and skills.

This is but a brief overview of the macro level demographics for Gloucestershire ICS. The 75 GP practices are organised into seven distinct GP localities, each of which have their own unique challenges and opportunities owing to the geographic and demographic diversity within Gloucestershire.

In Gloucestershire there is already a significant proportion of the population aged over 65 years; 20.1% of the population in 2015 were aged 65 or over (17.1% nationally), 9.2% aged 75 or over (7.8% nationally) and 2.8% aged 85 or over (2.3% nationally) (Public Health England, 2016).

Around 124,000 people in Gloucestershire are aged under 18. Although this is a lower proportion of the population than the national average, there are areas of the county with higher proportions, particularly Gloucester and Stroud. The population of under-18 year olds is expected to increase over the next 20 years, but not as significantly as the older population.

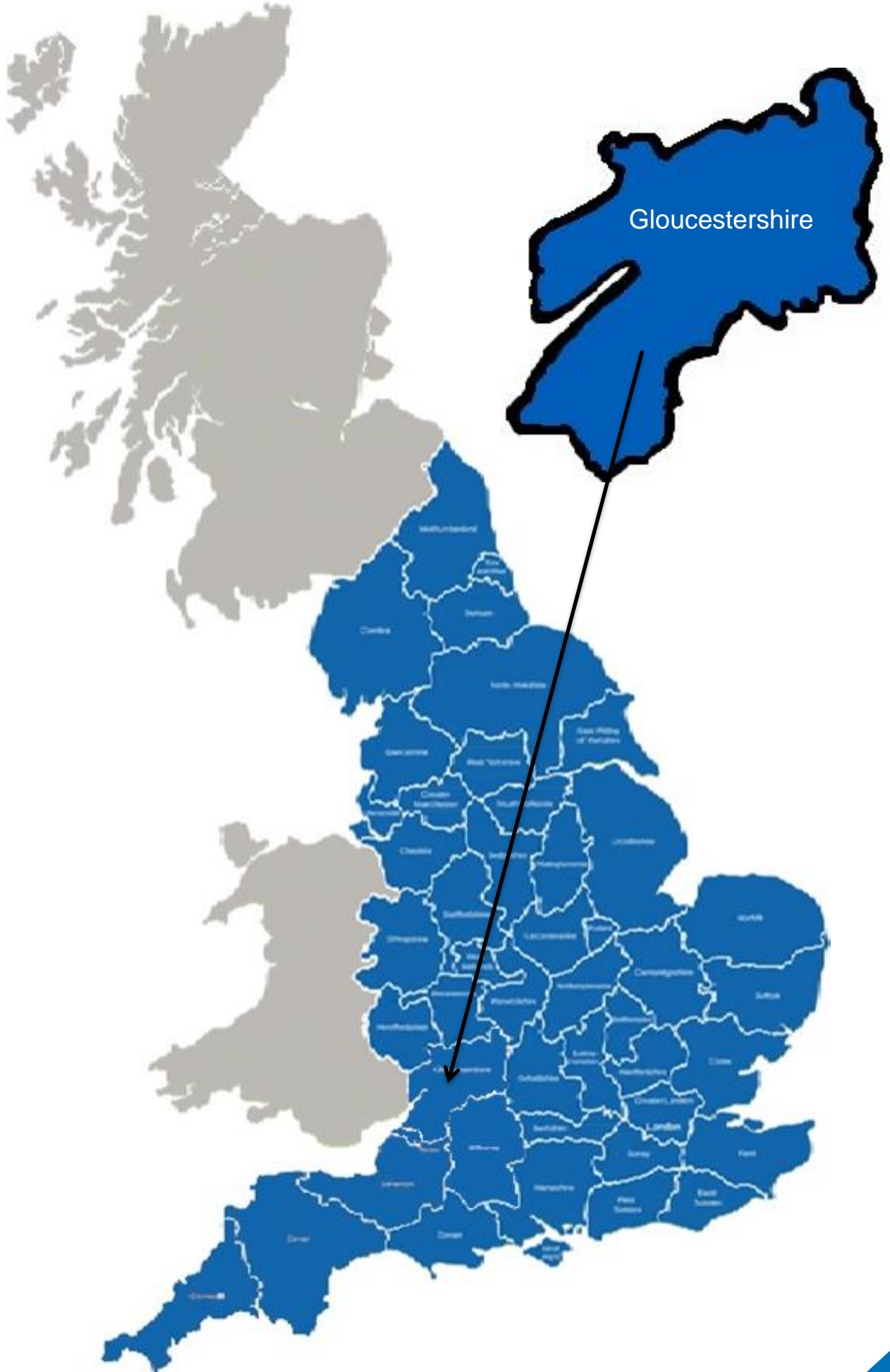
Over recent years, the number of babies being born with complex needs has increased significantly, and these babies are living for longer. Across England there are more under 18 year olds who are classified as obese or overweight; in Gloucestershire the greatest issue is with 4-5 year olds. There are issues, too, with young people's mental health – growing numbers are being admitted to hospital

as a result of self-harm. All these issues impact on all parts of the system, including primary care teams, who are not only caring for the baby/child/young person, but also their families. The national 'Future in Mind' plan details the importance of perinatal and infant mental health to which Gloucestershire is making significant developments; this includes an approach to support primary care capacity to deal with these issues effectively through early interventions and access to specialist psychiatric advice.

We will work with successful recruits to ensure they have a bespoke programme of learning, experience and support to prepare them for applying to join the Performers List and working as a GP in this area. Once you are on the Performers List you can choose to remain employed by the host employer or to move to work in a specific GP practice.

The General Practice Forward View (GPFV) sets out an ambitious national programme of investment and change which places primary care front and centre of an integrated care system. In Gloucestershire much of that change is already in place you will find case studies describing the great work being done by practices in this area at: www.modelsofcare.co.uk

Gloucestershire



OTHER HEALTH SERVICES IN

Location

The organisations in Gloucestershire providing acute hospital, community and mental health services include:

- Gloucestershire Hospitals NHS Foundation Trust
- Gloucestershire Care Services NHS Trust
- 2gether NHS Foundation Trust

These are all involved in the development of Integrated Care Systems for Gloucestershire, spanning health and social care.

Gloucestershire



Gloucestershire is situated in the south west of England. With stunning views and many villages and towns located in an area of outstanding natural beauty known as the Cotswolds, Gloucestershire is an attractive place to live and work. Gloucestershire is steeped in history and traditions but is also home to multi-cultural lifestyles. Its varied and culturally diverse population is spread over both urban and rural settings.

Gloucestershire's stunning scenery can be explored on foot on its many cycle trails and walks. With natural landscapes market towns and historic buildings, Gloucestershire provides a variety of exciting days out for all ages.

Gloucestershire picturesque scenery has been featured in a variety of blockbuster films. A trip to The Royal Forest of Dean will transport you to memorable film settings including; Harry Potter and Star Wars to name but a few. Alternatively, travel to the magical world of Hogwarts by visiting the cloisters in Gloucester Cathedral.



In the summer a trip to Cotswold Water Park provides the opportunity to try your hand at watersports including sailing, windsurfing and canoeing. Cotswold Water Park is near Cirencester, one of many market towns based in the Cotswolds and home to small independent boutique shops and restaurants. With its areas of outstanding natural beauty, historic market towns and villages, Gloucestershire has something of interest for everyone.

City of Gloucester

The City of Gloucester is a vibrant culturally diverse city with a selection of beautiful historical buildings, combined with modern refurbishments and developments. Relish in the architecture and grounds of Gloucester's stunning Gothic 11th century Cathedral and enjoy the unique shops and Beatrix Potter Museum set in picturesque cobbled streets around the Cathedral. The recent refurbished Docks offer an outlet shopping centre with, designer discount shops, a selection of restaurants and coffee shops. In the Docks, you will find Gloucestershire Waterways Museum, where you can experience the heritage of the Gloucester Docks and canal routes. To enhance your visit, enjoy a leisurely cruise or hire a canal boat and appreciate the surroundings by river or canal.



Within the Inner city of Gloucester there are more than 89 different languages spoken, and existing organisations and communities which support and celebrate different cultural heritages. Gloucester is proud of its vibrant culturally diverse heritage with second and third generations from the Caribbean, India and Central Europe.

Cheltenham



Cheltenham's elegant buildings are set in large open spaces and surrounded by parks, which can be enjoyed throughout the year.

Cheltenham became a health and holiday spa resort after the discovery of mineral springs in 1761. It is now known for its chic boutiques and restaurants and internationally renowned cultural festivals. The Brewery is where modern architecture meets Cheltenham's heritage and is a popular place to meet and enjoy a selection of restaurants. Within the brewery you will also find a

cinema and indoor activities for all the family to enjoy.

Stroud

Situated at the foot of the Cotswold Hills at the meeting point of the Five Valleys, Stroud is noted for its independent spirit and cafe culture and Farms Markets. Located in the Slad Valley, Stroud is an ideal location for those wishing to enjoy a relaxing lifestyle with long walks across the countryside. For those wishing to take part in more energetic activities, Stroud and the surrounding areas provide an extensive range of sports and activities.



Tewkesbury



Tewkesbury is an historic medieval riverside market town, located north of Gloucester, where The River Sever and Avon join. With stunning river walks, a selection of beautifully preserved medieval buildings and Abbey, offering one of the finest examples of Norman architecture in England. With excellent transport links, museums and areas of this stunning town to explore, Tewkesbury offers a quieter way of life, within easy distance of Cheltenham and Gloucester.

Forest of Dean

The Forest of Dean is a geographical, historical and cultural region located west of Gloucester. The area is home to more than 110 square kilometers of mixed woodland, and one of a few surviving ancient woodlands in England. A large area of the forest was reserved for royal hunting before 1066, and remained as the second largest crown forest in England. It is one of the few places in Britain, where you can find wild boar. Dotted with small villages, with their own distinctive characteristics. With a strong heritage from traditional work sources, stunning woodlands to explore and a range of activities for all ages to enjoy, this makes The Forest of Dean a unique place to visit and live.



The Cotswolds



The Cotswolds is characterized by its honey coloured buildings made from distinctive Cotswold stone. Tetbury is a Cotswold market town south of Gloucester whose origins date back to the 5th Century. Tetbury Woolsack Races held every May is one of many local traditions enjoyed in towns and villages across the county. Located near Highgrove House, residence of His Royal Highness The Prince of Wales and

Westonbirt Arboretum, Tetbury magnifies the stunning locations away from city living.

Transport

The City of Gloucester is located 103 miles west of London or 1 hour 53 minutes by train. Cheltenham Spa is 96 miles west of London or 2 hours 4 minutes by train. Coaches are also available from Royal Well Bus Station, which is located in the heart of Cheltenham or The new Transport Hub in Gloucester. There are also bus services across the county, linking towns and cities to the more remote villages.

Gloucestershire is situated close to major motorways and road links, providing easy access to many locations and International Airports; including; Bristol Airport located 45 miles to the South, Birmingham international Airport located 61 miles to the North and to the East London's Heathrow Airport located 98 miles away and London Gatwick 127 miles with a travel time of 2 hours 30 minutes.

Culture and Entertainment

Gloucestershire hosts a variety of productions including; operas, musicals, stand-up comedy, theatre and dance and West End and Broadway productions, in conventional and non-conventional theater settings, suiting all tastes and ages. Throughout Gloucestershire you will find a variety of museum's showcasing famous historical figures and the counties important heritage.



A Selection of Sporting and Cultural Festivals in Gloucestershire



Home of the Cheltenham festival, Cheltenham racecourse becomes a vibrant location attracting worldwide visitors to this exciting four day event of racing and live entertainment throughout the festival and Cheltenham. The racecourse also hosts other horse racing festivals at a smaller scale throughout the year and events not related to horse racing. Cheltenham also hosts the following four festivals during the year; Jazz, Science, Music and Literature Festival, which transforms Cheltenham's public gardens to a hive of activity.

For one weekend in July, you can be transported back to medieval times and enjoy the re-enactment of the Battle of Tewkesbury, part of the Tewkesbury Medieval festival. Join medieval re-enactors and experience living in medieval times. Enjoy shopping in the medieval market, whilst indulging in a selection of modern and medieval entertainment.





Enjoy being transported back in time when visiting Gloucester Docks and the Victorian warehouses, with the arrival of Tall Ships sailing into the Docks for a weekend of fun and entertainment for all. With marauding pirates, activities and live music throughout the weekend Tall Ships caters for all the families' interests. Gloucester Docks is a hive activity during the year with organised events, concluding with a Victorian

Christmas Market, when parts of the Docks are transformed to capture Christmases from bygone years.

Education

The English education system is well-known for its high quality and standards with five stages; early years, primary years, secondary education, further education and higher education. Education is free in England between the ages of 3 and 18 years old and entry admissions for primary and secondary schools are based on living in the school's catchment areas. Gloucestershire has a range of state and fee-paying schools including the academically renowned Cheltenham Ladies' College and is one of a few areas in England which still offers free Grammar school education which is based on academic selection.

The University of Gloucestershire is located over three campuses, Oxstalls Campus in Gloucester and The Park and Francis Close Hall in Cheltenham. The University provides almost 100 undergraduate courses and approximately 57 taught post graduate courses within the Faculty of Applied Science and the Faculty of Art and Technology.

Housing

House prices in Gloucestershire can be as varied as the property types or locations. Waterfront flats, Victorian and Georgian terraced houses, large apartments, exclusive townhouse developments, terraced houses, traditional semis, cottages and more are all available to buy or rent. Located in a wide choice of; suburbs, large or market towns, villages and country properties set in areas of outstanding beauty, you will find a home to suit all tastes and budgets.



Shopping



If you want the best of the high street or to indulge in some designer goods, then head towards Cheltenham or Gloucester. If it's unique items or boutiques you want to discover, explore Montpellier in Cheltenham or one of Gloucestershire market Towns for that extra special shopping experience. You will find a selection of farm shops offering a variety of locally produced goods. Within many areas you find a selection of international stores and major supermarkets offering a wide range of international foods to cater for any pallet.



Food and Drink

Cheltenham Food & Drink Festival will excite the taste buds for those who love food. With over 200 exhibitors and a range of local & regional products to tempt you, you will find something for everyone. Enjoy a fresh selection of foods from around the world and join the cooking demonstrations during the weekend to help refine those skills.



For a gentler pace and different culinary experience, discover the Farmers Markets held in many towns around the county. With a selection of produce reared or products made within Gloucestershire, experience this part of the counties heritage and explore the fine range of local foods and drinks. For those wanting to appreciate fine dining, Gloucestershire offers a wide range of Michelin star restaurants.

Sport

Gloucestershire is the home to many sporting clubs and organisations, including Kingsholm, home to Gloucester rugby, a premieriership rugby club and Cheltenham Town Football a professional football team. Both venues also offer a variety of music events by international musicians.

Gloucestershire offers, walking and rambling along its public footpaths, many located in Gloucestershire's stunning scenery. For indoor sports and leisure centres there are a multitude of dance, swimming, squash and gyms in the area. You will also find local football and rugby clubs, hockey and cricket teams, indoor and outdoor tennis clubs, golf clubs and many more for all age groups and abilities.



Weather

The climate in the UK can vary significantly. Usually the hottest months of the year tend to be July and August where temperatures reach into the low 20s ($^{\circ}\text{C}$). In the winter months, temperatures can drop to 2°C and there can be snow. Although in 2018, Gloucester saw temperatures reach the low 30s ($^{\circ}\text{C}$) and drop to below zero.

Living in an area of outstanding natural beauty you will see the countryside change throughout the year and provide you with continuous enjoyment, to living in this stunning area.



More Information

If you would like more information about our international recruitment programme or about living or working in Gloucestershire, the following websites will be useful.

City of Gloucester

<http://www.thecityofgloucester.co.uk/things-to-do/family-friendly>

Cheltenham Spa

<https://www.visitcheltenham.com/things-to-do>

Tewkesbury

<http://www.visittewkesbury.info/>

Royal Forest of Dean

<http://www.wyedeantourism.co.uk/>

The Cotswold

<https://www.cotswolds.com/things-to-do/attractions>

Useful Links

<https://www.dayoutwiththekids.co.uk/things-to-do/south-west/gloucestershire>

<https://www.soglos.com/>

<https://www.yourcircle.org.uk/>

On the Market

www.onthemarket.com



NHS ENGLAND'S PARTNERS:



Royal College of
General Practitioners

**General
Medical
Council**



BMA



Health Education England

FOR MORE INFORMATION PLEASE VISIT:

www.england.nhs.uk/igpr

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