Would you like to live and work in England?

The NHS in England is running an international recruitment campaign for GPs

NHS England Gateway reference: 08523
We are recruiting Australian GPs to work for the NHS in England.

The NHS needs you. Over the last 70 years the NHS has transformed the health and well being of our nation and become the envy of the world. We are now looking across the world - but especially in places like Australia - for the best GPs to join us.

To encourage international GPs to come to live and work in England we have developed easier, faster ways to register to practise for GPs trained in Australia from 2007 onwards and a programme of support (including financial help) for all GPs trained in Australia, no matter when you trained.

This brochure explains how we have made it easier to become a GP in England. It explains the application process and the support you can expect to help you succeed. It also outlines how primary care has become central to the NHS in England and the opportunities this offers. It describes what it is like to live and work in England, with an overview of the many and varied parts of the country where we are recruiting. There are already more than 2,000 Australians working for the NHS. We hope you will come and join them.

INTRODUCTION
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 physical problems, 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. In some areas GP practices work in networks or federations, allowing the opportunity for GPs to work in more than one area and perhaps develop a specialism.

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.

GPs are also at the heart of developments within the NHS to bring health and care services together and to strengthen the focus on improving the health of populations and preventing ill health. As well as opportunities to practice, the NHS in England also offers GPs the opportunity to lead developments in health services across whole systems.

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 1.3 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.
The NHS offers a competitive pay package for GPs. Once you have once you have completed your induction into general practice in England you can expect to initially earn a gross salary of between £68,000 and £72,000 per year, with the potential to increase this once practising independently. This initial salary is the same across all parts of the NHS in England excluding London where you will 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 and the opportunity to join the national pension scheme for GPs.

England is a great place to live and work. However, we understand how hard it can be to set up a new life in a different country so we will offer you and your family an extensive programme of support. This includes help with organising transport and finding a home, schools, nurseries and other local facilities as well as support with day to day tasks such as setting up bank accounts and mobile phones. We will help pay your relocation costs for things such as estate agent fees or transportation of belongings and pets. We will fund up to £18,500 of these relocation costs. We will also fully fund the costs of visas for you and your family.

If your partner wants to pursue their own career in England, whether that is in healthcare or in another profession, we will support them to find suitable work.

Our aim is to get you and your family happily settled into your new life as quickly as possible.

The Programme offers all GPs trained in Australia, no matter the date of the training, support from RCGP and GMC advisors to complete the CEGPR process and funding to cover the application fees. Once you arrive in the UK we will work with you to develop a support package to meet your individual needs.

The Certificate of Eligibility for GP Registration (CEGPR) is the route to working in England if you are not eligible for a UK Certificate of Completion of Training (CCT) but believe your training, qualifications and experience are equivalent. This might be because:

- You trained as a general practitioner outside the UK
- You are combining training in the CCT programme with other relevant training and experience.

Before you apply for a CEGPR you must either have a qualification in general practice or at least six months specific training in general practice from anywhere in the world.

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 Australia with the recruitment agency for the area of England you are interested in working in and some background checks (including police checks).

**STEP 2**
You will have a chance to have an informal conversation with a GP practising in England. You will have an interview in your own country over the internet. If you pass this interview, this you will start on the programme.

**STEP 3**
You will begin your CEGPR process (streamlined for those trained from 2007 onwards) with support. Once you start this, we will find you a practice in your preferred area with a sponsorship licence for visa applications and support you to apply.

**STEP 4**
We will support you and your family to obtain work visas for the UK (we will fund the cost of the visa applications for you and your family).

**STEP 5**
Once you have completed the streamlined CEGPR or full CEGPR process, we will then agree a date with you for relocating to England to work in a practice in your preferred area.

**STEP 6**
GPs that complete the streamlined CEGPR process will not need to undertake any Induction and Refresher (I&R) assessments to work in England. GPs completing the full CEGPR process can undertake some of these assessments in Australia before moving to England.

**STEP 7**
You will then join the induction programme for a minimum of three months at your employing practice treating patients with supervision and support from a senior GP at the practice.

**STEP 8**
You are now fully qualified to work as a GP in England.
The NHS 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 ten 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. Here are some of the organisations which you might come across if you apply to be an NHS GP in England:

**THE NHS IN ENGLAND**

**NHS ENGLAND** sets the priorities and direction of the NHS and commissions some health services. NHS England has seven regional teams:

- North East
- North West
- Midlands
- East of England
- Greater London
- South East
- South West.

**CLINICAL COMMISSIONING GROUPS (CCGs)** are local organisations which plan and buy local healthcare services on behalf of their population from hospital trusts, ambulance trusts and community services. GPs are involved in leading and managing CCGs.

**NHS FOUNDATION TRUSTS AND NHS TRUSTS** provide hospital, ambulance, emergency care, mental health and community services. Some provide specialist support (such as paediatric care for children) while others provide a wide range of services.

**LOCAL MEDICAL COMMITTEES (LMC)** are local representative committees of NHS GPs and represent their interests to the NHS health authorities.

**BRITISH MEDICAL ASSOCIATION (BMA)** is the trade union and professional body for all doctors in the UK.

**HEALTH EDUCATION ENGLAND (HEE)** works across England to deliver high quality education and training for a better health and healthcare workforce.

**ROYAL COLLEGE OF GENERAL PRACTITIONERS (RCGP)** is the professional membership body for GPs in the UK. Its purpose is to encourage and maintain the highest possible standards in general medical practice.

**GENERAL MEDICAL COUNCIL (GMC)** helps to protect patients and improve medical education and practice in the UK by setting standards for students and doctors. It supports them in achieving and exceeding those standards, and takes action when they are not met.

**SUSTAINABILITY AND TRANSFORMATION PARTNERSHIPS (STP)** bring together NHS organisations, local government and others such as the voluntary sector. They are responsible for working together to develop proposals to improve NHS services, social care and population health across England. There are 44 STPs covering all of England. In some areas STPs are developing integrated care systems (ICS), a new type of even closer working. In an integrated care system, NHS organisations, in partnership with local councils and others, take joint responsibility for managing resources, delivering NHS standards, and improving the health and care of the populations they serve.
WHERE THE NHS IS RECRUITING

MAP KEY

- North West
- North East and Yorkshire
- Midlands
- East England
- London
- South East
- South West
England is a country of many contrasts offering fast-paced city life, beautiful rural locations, mountains and a fantastic coastline.

Its history is everywhere – churches, castles, manor houses, quaint villages and ancient monuments.

It offers a wide range of sports opportunities – fine golf courses, amazing cycling routes, a wide variety of water sports and, of course, football, rugby and cricket. It is a great place to bring up children too, with free state education up to 18. Finally, its size means that wherever you live, you will usually find yourself no more than a couple of hours from a bustling city or rural peace and quiet.

But of course, what makes England a brilliant place to live is the people. Our diverse communities up and down the land are welcoming and offer amazing hospitality and a bewildering array of cuisines, music, cultures and languages.

Welcome to England - we’re sure you will quickly call it your home from home.
Once England’s mighty industrial heartland, today’s great cities of the North West are now more famous for their cosmopolitan mix of art and film, sporting events, live music, festivals and fantastic nightlife.

Diverse, welcoming, humorous, original, modern, the North West offers the best of both work and play. From the historic and culture-filled cities of Chester, Liverpool and Manchester to the seaside town of Blackpool, the region includes three national parks and Areas of Outstanding Natural Beauty bounded to the west by the Irish Sea and the Pennines to the east.

This is home to some of England’s top football teams: Liverpool, Everton, Manchester United and Manchester City.

Away from the towns and cities, the Lake District – a UNESCO World Heritage site - with its beautiful tranquil lakes and stunning scenery, has long been an inspiration for poets and artists such as Wordsworth and children’s writer Beatrix Potter. Hill walkers, climbers and mountain bikers can enjoy the untamed ruggedness of Lancashire’s Forest of Bowland and the mountains and fells of the Pennines and Yorkshire Dales; while Hadrian’s Wall (built by the Romans in 122 AD), cuts a swathe right across northern England.

With miles of unspoilt coastline, lively cities and market towns, house prices here are affordable with low commuting times and access to international airports, all making the North West a wonderful place to live.
You will find a warm welcome in the North East and Yorkshire, some of the most exciting, friendly and scenic places to live. Whether you want city, costal or rural living, the North East and Yorkshire are among the most affordable places to live in the UK and a great place for families.

There are vibrant cities offering a fantastic mix of culture, great cuisine, world-class entertainment and cosmopolitan living. Cities like Newcastle and Leeds rival their European counterparts for culture, heritage, great night life and fabulous retail. Newcastle is linked by seven bridges across the River Tyne to Gateshead, home to the Sage Gateshead Concert Hall and Baltic Centre for Contemporary Art.

The medieval cities of Durham and York offer stunning cathedrals and castles, lined with cobbled streets. Leeds, with its huge student population, offers an incredible variety of nightlife, shopping destinations, arts, music and entertainment.

Outside the cities there are plenty of thriving towns such as Beverley and Malton or the Victorian seaside quaintness of Scarborough, Saltburn and Tynemouth.

There’s a proud sporting tradition here too - home to Leeds United, Newcastle United, Middlesbrough and Sunderland football clubs, Leeds Rhinos and Newcastle Falcons rugby teams, Yorkshire and Durham county cricket clubs.

For the great outdoors, Northumberland has miles of sandy beaches from Blyth in the south to Berwick-upon-Tweed on the border with Scotland, Hadrian’s Wall and romantic castles. There’s surfing, international athletics and the coast-to-coast cycle trail to Carlisle. Northumberland National Park and the mountains and fells of the Pennines and Yorkshire Dales attract thousands of walkers and climbers every year.
The Midlands is the heart of England containing Areas of Outstanding Beauty, vibrant and diverse cities, buzzing market towns and villages steeped in history, coupled with great transport links to the rest of the country and international flights from Birmingham and East Midlands Airports.

It’s here you’ll find Stratford-on Avon - Shakespeare’s birthplace - the cathedral towns of Lincolnshire and Worcester and the lively, culture-rich cities of Leicester, the final resting place of Richard III, and Nottingham, famous for Sherwood Forest and its association with the legend of Robin Hood.

At the heart of the region is Birmingham, among Europe’s most exciting, energetic and sophisticated cities. With a centre which has been transformed, Birmingham is home to outstanding museums, music and concert venues, clubs, top restaurants, curry houses (where the Balti curry was invented) and the Bull Ring - one of Europe’s biggest shopping centres.

Within striking distance are the shires of Shropshire, Staffordshire, Derbyshire and Herefordshire, with the Malvern Hills of Worcestershire that stretch out towards Wales. With a mix of beautiful countryside and industrial heritage the area is home to the Peak District, which offers hiking and biking trails, the Potteries of Stoke-on-Trent and picturesque Victorian spa towns such as Matlock and Buxton.

The area has plenty of opportunities to watch or participate in sport, including international cricket matches at Edgbaston and Trent Bridge grounds, Premier and National League football and rugby, ice hockey and Donnington Park for motorsport. Birmingham is due to host the Commonwealth Games in 2022 and Rutland Water, West Europe’s largest man-made reservoir and nature reserve, has a year-round programme of festivals and sporting events.
Well known for its flat, reclaimed fens, the beautiful area of East England extends from the irresistible sandy beaches of Norfolk, Suffolk and Essex, through to the waterways of Cambridgeshire, down to the counties of Bedfordshire and Hertfordshire just north of London. The area is also home to Stansted Airport with lots of international flights.

The region is rich in historical and cultural highlights including the Queen’s Estate in Sandringham and the world famous university city of Cambridge - with the beautiful Bridge of Sighs and Mathematical Bridge crisscrossing the River Cam.

The south of the region is dotted with grand stately homes and picturesque Georgian towns on the edge of the sweeping Chiltern Hills.

It’s an area rich in entertainment. Take the Harry Potter tour at Warner Bros. Studio, or explore more than 200 kilometres of coastline with its grand old seaside towns like Cromer, cosy country pubs, quaint villages and areas of outstanding natural beauty. East England hosts some great cultural events. Cambridge’s Folk Festival and Southwold’s Latitude festival serve up some of the best music in Europe and Ipswich hosts many multicultural events. Norfolk and Suffolk’s waterways are popular destinations for all types of sailing and boating, as well as kite surfing, water skiing and paddle boarding. Newmarket, the home of horse racing, offers top quality equine sport and Thetford Forest has plenty of opportunities for walking and bike-riding.
One of the most visited places in the world, London is a magnificent city world famous for its rich history, wonderful architecture, palaces, museums and galleries, shopping and wonderful green spaces.

London is made up of 32 boroughs, cut through by the River Thames, each with their own charms and character. Marvel at the city’s many iconic buildings and landmarks – Big Ben, Buckingham Palace, London Bridge, the Tower of London and the London Eye to name a few – or relax in one of the many Royal Parks across the Capital. It’s a shopper’s paradise, with fabulous markets and vintage shops all over the city, shopping districts like the West End and White City and the luxury department stores in Kensington and Chelsea.

London is famed for its nightlife, offering world-class London theatres, top clubs and DJs, an alternative Camden scene, trendy nights out in Shoreditch, as well as hundreds of bars, live music, comedy venues and restaurants galore. There are thousands of sports clubs and facilities across the Capital as well as Lords Cricket Ground, Wembley Stadium and Twickenham – the home of English football and rugby. The capital’s many suburban locations offer green spaces, family-friendly activities, and a more relaxed pace - with fast access to all that central London has to offer.

Getting around is fantastically easy with 24 hour bus and metro services (called the Tube), plus a network of overland trains, linking the city together. For international and European destinations, there are quick trains out to all of London’s major airports and it’s just over two hours to Paris or Brussels by Eurostar.

Pictured: St Paul's Cathedral Dome
Some of the South East’s attractions are known the world over: Royal Windsor’s famous castle, Oxford’s ‘dreaming spires’, Canterbury Cathedral and the White Cliffs of Dover are all synonymous with England itself.

Stretching from the green county of Kent in the east, across the South Coast through Sussex to the New Forest in Hampshire, and north through Surrey, Berkshire, Oxfordshire and Buckinghamshire, the South East offers some wonderful places to live.

The South Coast is home to a vibrant night life with a great choice of night clubs, live music, comedy venues, bars and pubs in Southampton, Portsmouth, Folkestone and Eastbourne. Brighton’s world famous LGBT scene, fantastic clubs and kitsch boutiques have long made it a top UK destination, while Reading and the Isle of Wight host some of the UK’s biggest music festivals.

With 300 kilometres of coastline, sailing and water sports enthusiasts will find plenty of action. International sailing championships from Portsmouth and Cowes attract visitors from around the world. The North Downs and Chiltern Hills and two national parks - the New Forest and South Downs - offer great opportunities to explore the great outdoors on foot or bike. Catch skiing, snowboarding and indoor skydiving at Milton Keynes Xscape centre, Formula 1 racing at Silverstone, and Royal Ascot and Goodwood for some of England’s top horseracing events.

With its proximity to London, the South East is well connected to the rest of the country, international and European destinations from Gatwick, Heathrow and Southampton airports, ferries and Eurostar trains to Europe.
South West England is a pretty magical place, full of ancient places and stories. Stretching from Dorset in the east to Cornwall in the west, this region is home to the legends of King Arthur, Glastonbury Tor and Stonehenge. Boasting three of the country’s 10 National Parks, hundreds of miles of stunning coastline and one of the warmest climates in the UK.

Devon, Cornwall and Somerset are three of the most beautiful and unspoilt counties in England, and with 21 Areas of Outstanding Natural Beauty it makes them an attractive destination for living and working. For those who enjoy a busier pace of life, the South West is still within easy reach of London and has its own vibrant cities of Exeter, Plymouth and Bristol.

With good transport links across the region, Bristol, Exeter and Newquay Airports fly to destinations worldwide and Plymouth offers ferry routes to Europe.

Bristol, the region’s largest city, is full of contrasts. Elegant Victorian terraces sit next to buildings adorned in street art – Bristol, after all, is the spiritual home of Banksy. Its vibrant waterfront, music, club and arts scene all makes for a cool vibe. The nearby historic city of Bath - famed for its Roman Baths - and the charming old market towns of Wells and Salisbury are full of specialist shops and antiques.

To the north lies the beautiful Cotswolds; home to the lively and historical market towns of Cirencester, Tetbury, Stroud and Tewkesbury and the cosmopolitan towns of Cheltenham and Gloucester.

This is a region famed for its music, sports and food and drink festivals, including the world-famous Glastonbury, but the biggest draw are the magnificent beaches on the south and north coasts. Visit the seaside towns of Weston-super-Mare and St Ives, the sailing resorts of Weymouth and Salcombe or the world-famous surfing beaches of Saunton Sands, Watergate Bay and Polzeath.
MORE INFORMATION

If you would like more information about our international recruitment programme or about living and working in England the following websites will be useful:

Visit England – www.visitengland.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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