



Induction

This factsheet outlines the induction process in England. The process in Northern Ireland, Scotland and Wales is broadly similar, but there are some slight differences relating to gaining entry onto a National Medical Performer's List (NMPL). Links to country-specific information and contacts can be found at the bottom of this document.

Key points

- It's up to you how long the induction process will take, depending on when you want to move, and your personal circumstances. You proceed at your own pace.
- Much of the work of becoming registered and licensed to practice as a GP in the UK can be done while you are still overseas.
- If you are living and or working overseas you can now start the application to the General Medical Council (GMC), National Medical Performers List (NMPL) and Induction & Refresher (I&R) scheme before you move to the UK, to reduce the time taken between arriving and starting work as a GP.

Why is induction necessary?

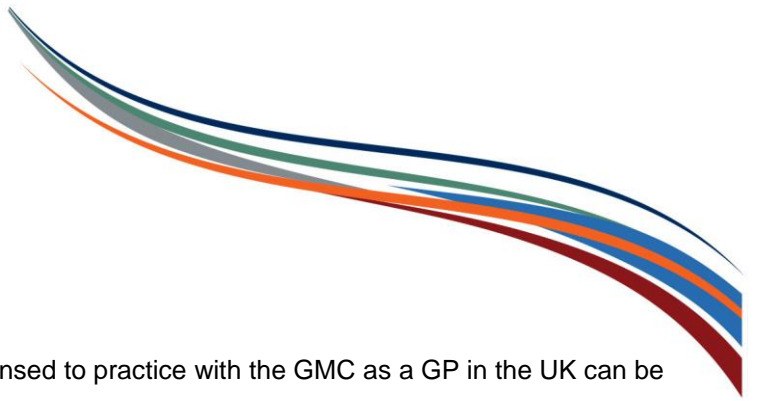
In the UK, all doctors registered with the GMC are expected to undergo an annual appraisal as part of the revalidation checks to ensure they are - and remain - fit to practice. This appraisal covers their whole scope of work – in other words, every role for which they require a UK licence to practice. In NHS England general practice, the appraisal process is managed by local NHS England teams that hold a relationship with the doctor through the NMPL. Although the NMPLs - and the preferred IT platforms - are different, the system is very similar in each of the devolved nations and they are all based on the Medical Appraisal Guide.

Local NHS England teams commission and arrange annual GP appraisals, where doctors present supporting information to confirm that they fit to practice and may be included, or continue to be included, on the NMPL without restrictions. In addition, there is a separate process of responding to concerns so that any issues that are flagged up through complaints or significant events can be dealt with in a timely fashion as and when they arise.

Doctors arriving from overseas are unlikely to be able to provide this evidence, and so they must go through a programme of induction to help them produce appropriate supporting information to be included on the NMPL without restrictions. It may be helpful to think of the induction scheme as a form of appraisal to determine your fitness to practice and your fitness for purpose. It provides support in gathering a portfolio that allows you to demonstrate your competence as a doctor.

If you were coming to the UK as a hospital doctor, you would be inducted through your employer on starting work. GPs, unlike hospital doctors, are standalone, independent contractors and do not normally have an employing organisation in the same sense to provide the induction.





What do I need to do and when?

Much of the work of becoming registered and licensed to practice with the GMC as a GP in the UK can be done while you are still overseas.

There are two separate applications that you need to make: one is to the GMC to have your qualifications and GP training recognised, and the second is to join the NMPL. The GMC process must be completed first to allow your application to the NMPL to be fully actioned.

The first step in the induction process is to register with the NRO. They can provide you with advice and information about what making the move to UK general practice would entail for you.

If you have already decided to move to the UK, we recommend that when you register with the NRO when you start your application for GMC registration and entry onto the NMPL at the same time. Elements of the registration and licensing process can take time, so the earlier you begin, the better.

The induction process is not linear - you may register with the NRO, have your interview and apply for and take the Multiple Choice Questionnaire (MCQ) while applying for GMC registration, GP registration and a licence to practice. You can start your NMPL application and sit the MCQ whilst applying for GMC registration, (it is essential that these are completed prior to commencement of clinical placement), however you will not be able to complete the induction process and gain entry to the NMPL until you have full GMC registration and licence to practise, and you will need to undergo face to face identity and validation checks in the UK.

What are the main steps in the induction process?

When you have decided on the area of the UK you wish to move to, and registered with the NRO, they will inform the appropriate local Induction and Refresher (I&R) training provider in that area (in England this is Health Education England). They will also inform the relevant National Medical Performers List (NMPL) contact (in England this is Cheshire and Mersey NHS – NI, Scotland and Wales have their own lists).

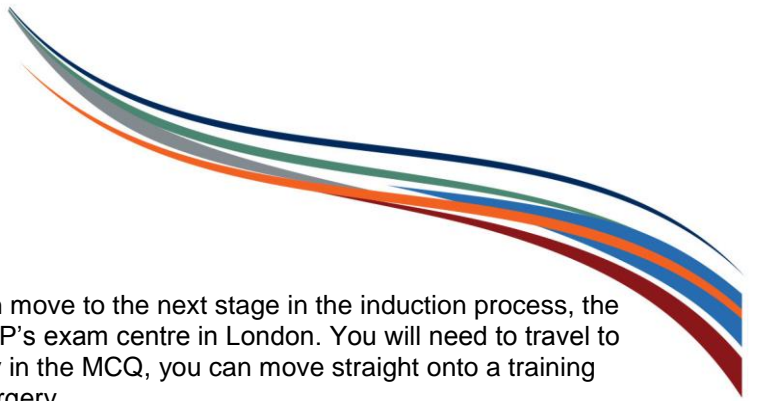
The Health Education I&R lead will ask you to provide your CV, and will conduct a telephone or Skype interview where they will determine your level of qualification and review your individual learning needs. At that stage, they will be able to give you an indication of the I&R programme that will be required to bring you up to speed.

As soon as you register with the NRO, and are interviewed and approved by the I&R lead, you will be given access to online learning materials, including RCGP learning and the eLearning for Healthcare Programme, along with a free year's membership of the RCGP.

The majority of doctors from overseas will be asked to undertake the NRO Learning Needs Assessment (LNA) route, which consists of multiple choice questionnaires (the MCQ, which comprises a situational judgement and a clinical problem solving paper). The MCQ can be done online in designated [test centres](#) around the UK and in approved sites overseas.

These two assessments will help identify your learning needs and readiness to commence an I&R programme.





Your MCQ scores will determine whether you can move to the next stage in the induction process, the simulated surgery, held at the Royal College of GP's exam centre in London. You will need to travel to London to do this assessment. If you score highly in the MCQ, you can move straight onto a training placement without having to do the Simulated Surgery.

Please note that before you can sit the Simulated Surgery, you must have a licence to practise and GP registration.

There are five bands in the MCQ, from one to five. If you score in Bands one and two, you won't be able to progress and your I&R lead will discuss your learning needs and areas requiring improvement with you. Those with scores at Band three sit a Simulated Surgery, and if they are successful, go on placement at a training practice. Those with scores at Band 4 go straight onto a three month placement; and Band 5 scores to a one month placement.

The placement length can vary from a minimum of a month to a maximum of six months full-time, where you will be able to familiarise yourself with the current systems, protocols and guidance. The length of placement is determined by the outcome of the Simulated Surgery (if applicable), your career review interview, your MCQ scores and how you perform while on placement.

At this stage, your length of placement recommendation is submitted to the performers list team, who approve your inclusion onto the NMPL with conditions. These conditions are amended on satisfactory completion of a placement.

At the end of your placement, all your evidence is sent to the NMPL, who will then decide whether you can be included on the NMPL without conditions.

What else do I need to do?

When you apply to go onto the NMPL you need to provide a Disclosure and Barring Service (DBS) certificate. If you don't have one, you can pay a fee and complete a DBS application form online. We would recommend you pay for the online service on an annual basis, which will save you needing to reapply each year.

You will also need to undergo an Occupational Health Check to ensure fitness to practice, and arrange for medical indemnity insurance.

Induction schemes by nation

[England](#)

[Wales](#)

[Scotland](#)

[Northern Ireland](#)

Other useful links

[Medical Appraisal Guide in England](#)

