



Training &
support for
primary care

WELCOME TO DERBYSHIRE

International Medical Graduates Handbook



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Introduction

Welcome to Derbyshire – a county of diverse landscapes, where we hope you will be happy working in general practice.

Here at **The Hub Plus** we want to support you in your new environment, realising that as an IMG, many things (not just your working environment) are new, different and – at times – hugely challenging.

We are accessible through e-mail, face to face contact and telephone call and can offer much in the way of support, which we seek to start to outline in this booklet. Other information is available on our website www.thehubplus.co.uk.

As with all information, it can rapidly go out of date so please double check and let us know if you think that is the case by emailing ddlmc.thehubplus@nhs.net.

Thank you in advance for all that you will contribute to the NHS in Derbyshire.



Winnats Pass, Derbyshire

Living in Derbyshire

As an international medical graduate embarking on a journey to serve within Derbyshire's healthcare system, you are about to become an integral part of a dynamic network dedicated to providing exceptional care to diverse communities.

The National Health Service (NHS), the pride and backbone of the United Kingdom's healthcare system, stands as a beacon of universal healthcare access, offering comprehensive medical services to all, regardless of background or circumstance. With its ethos deeply rooted in compassion and excellence, the NHS embodies the collective commitment to safeguarding the health and well-being of every individual under its care.

Nestled within the heart of England, Derbyshire exemplifies the NHS's dedication to delivering high-quality healthcare services to its residents. From the picturesque landscapes of the Peak District to the bustling urban centres, Derbyshire offers a rich blend of communities, each with its own distinct healthcare needs.

Working in Derbyshire

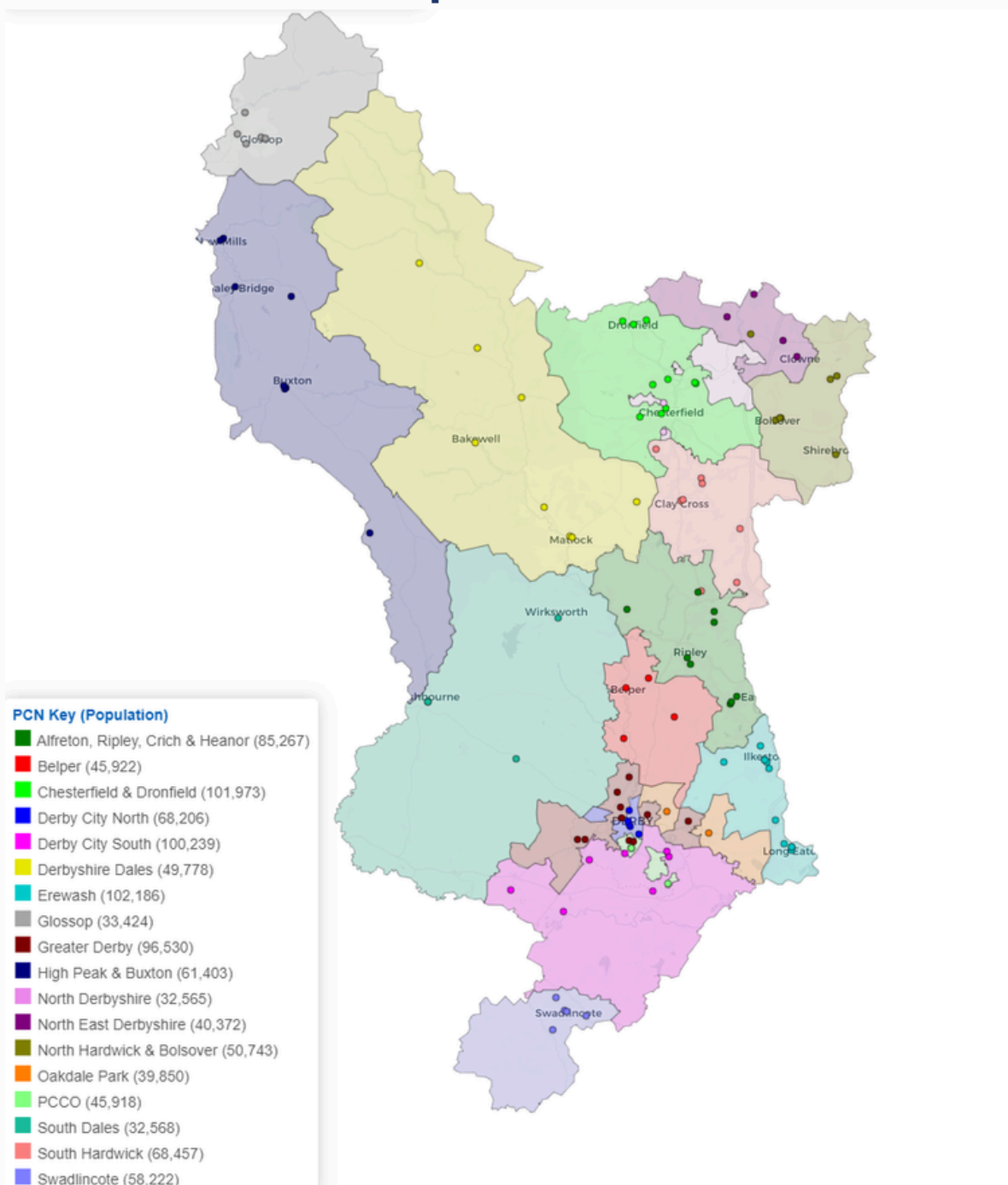
Whether you are about to commence your first medical post within the UK or planning on settling down, Derbyshire provides a multitude of opportunities for your medical career to progress.

Training practices within Derbyshire

Training is available at practices across southern Derbyshire and Derby city. For a full list of practices, please visit: <https://gp-training.hee.nhs.uk/derby/gp-registrars/training-practices/>

Local NHS Trusts

- Chesterfield Royal Hospital NHS Foundation Trust
- Derbyshire Community Health Services NHS Foundation Trust.
- Derbyshire Healthcare NHS Foundation Trust.
- East Midlands Ambulance Service NHS Trust.
- University Hospitals of Derby and Burton NHS Foundation Trust



Settling in

Starting life in a new country can be daunting.
Here are a few pointers that you might find helpful:

Disclosure and Barring Service (DBS)

Disclosure and Barring Service (DBS) is a criminal record clearance. You should apply for it online through a link that the lead employer will provide. You will need a record of your living addresses for the past three years and your current address in the UK. This should be one of the first things to do when you arrive in the UK and before starting the job. Once you have your DBS certificate, consider registering with the DBS online update service, which will keep your DBS record active in case any other employer needs to access your criminal record status. This will help if you change jobs in the future.

Biometric Residence Permit (BRP)

Your Biometric Residence Permit (BRP) is your visa permit to stay in the country. You should have a letter given to you when you received your Tier 2 or Health Worker visa to state which post office your BRP will get sent to. You must usually collect the BRP before the vignette sticker in your travel document expires or within 10 days of arriving in the UK. You will need the BRP to re-enter the UK if you are travelling abroad. Link to BRP page: <https://www.gov.uk/biometric-residence-permits> To report a delay in BRP, use the government website:

<https://www.gov.uk/biometric-residence-permits/getting-your-brp-if-you-applied-from-outside-the-uk>

Opening a Bank Account

Try and open a bank account as early as possible. Your salary will be deposited there. You can also use it for direct debits for recurring expenses. Most high street banks require the information in the Infogram. outlined in this document. Some new online banks do not require proof of address and could be used to have your salary paid into it. Please check the different banks' websites but some examples are:

Please note that irrespective of which bank you choose to open your account with, you will need the following documents before applying for a bank account:



Employment Contract
Obtained from your employer's Human Resources department.



Original Passport



Evidence of Address
Obtained from your employer or Tenancy Agreement (if renting) Providing an address is important because the bank will be posting your debit (and credit card if you opt to have one) through regular mail.



Photographic Identification



Biometric Residence Permit (BRP) with National Insurance (NI) number



Medical Care, education, lifestyle

Registering at a GP surgery

Register you and your family with a GP in the area where you live. This is in case you have any health needs or if you become ill at any point in time. Many GP surgeries allow the registration to be completed online or via post. You only need to provide your personal information to register. You do not need to provide any IDs or documents if you are a UK resident.

Further information can be found at:

Find a GP - NHS (www.nhs.uk)



Occupational Health

Ask the Practice Manager at your work practice about the local Occupational Health Department as you may need to arrange an appointment to check your vaccination history and any necessary blood tests.

Accommodation and Renting

When renting, search for areas that are safe and easy to commute to and from your workplace. There are websites like Right Move, Zoopla and SpareRoom that advertise properties. A third option is shared properties where you rent a room in a shared accommodation. It is always advisable to view the property physically and not rely on virtual tours. Renting a property takes time and you should familiarise yourself with what to expect.

Information is available at: [How to rent: the checklist for renting in England - GOV.UK](https://www.gov.uk/government/publications/how-to-rent-the-checklist-for-renting-in-england) (www.gov.uk).

Schools

You can look at the standard of the schools in your areas and the feedback from the students' families on this website: www.schoolguide.co.uk

You can only apply to a certain school if you live in the catchment area of the school. The schools' application is through the council's website.

You need a proof of address to start the application. It is advisable to speak to the school managers if you are coming from abroad, as your children may require additional support in the transitional phase to the new education system in a new country.



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Groceries and Amenities

One of the major changes that you will experience when initially settling are the supermarket chain brands that you will find across the UK. It is important to note that shops have very varying opening times - therefore, it is essential to plan and organise your grocery shopping well ahead of time. Many big branches open from 7am till 11pm except on Sundays (10am – 4pm) and have sections for various dietary requirements like Halal meats, gluten free diet, sugar free diet, and vegan friendly options.

Smaller branches at petrol stations open for 24 hours but have limited products.

Most shops provide online grocery shopping as well if you are busy or do not drive. There are various Asian and Halal shops in the region.

Supermarkets vary in price, often with little difference in quality.

Lower Price Range	Medium Price Range	Higher Price Range
Lidl	Morrison's	Ocado
Aldi	Sainsbury's	Waitrose
Asda	Tesco	Marks and Spencer



Airports

East Midlands airport is our nearest airport with limited mainly European flights. Birmingham is reasonably close with a larger selection of destinations but the two most commonly used international airports are the two London based airports - Heathrow International Airport and Gatwick International Airport

Transportation & Driving

Even though the UK boasts one of the best transport networks in the world, we strongly encourage and advise you to have your own car due to the need to be able to get easily to and from work, and to do house visits and emergency calls as necessary.

Driving



You may have already arrived in the UK with an International Driving Permit; this is valid for one year after your date of arrival. If you have a driving licence issued in the UAE, Ukraine, Taiwan or Republic of North Macedonia, you may exchange it with a British driving licence without taking a driving test. Otherwise, you should apply for a provisional driving licence through the DVLA website, take a theory test, and assign yourself to an instructor to help you pass the practical test.

Railway



A major mode of transportation around the UK is the railway network at affordable rates. The most popular website to purchase and view connections is Trainline.

Other websites relating to local service providers are: [East Midlands Railway Train Tickets From East Midlands Railway](#).

Coach



The most common coach service is National Express which operates all over the country and connects to many airports. Check their online website for their timetable.

Bus Services



- Arriva Midlands: One of the primary bus operators in Derbyshire, providing services across various routes connecting towns and villages.
- Trent Barton: Another major operator offering extensive bus services in Derbyshire, known for its frequent and reliable routes.
- Stagecoach East Midlands: Operates bus services connecting Derbyshire with neighbouring counties and towns.
- High Peak Buses: Specializes in services in the High Peak area, including Buxton, Glossop, and surrounding towns and villages.
- Yourbus: Provides bus services primarily in the southern part of Derbyshire, including routes to Nottingham and Leicester.

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Taxi Services



Numerous local taxi firms operate throughout Derbyshire, offering on-demand and pre-booked services. These include companies in major towns like Derby, Chesterfield, and Buxton.

Some of the most common used taxi firms include:

- Albatross
- Chad cars
- MJ Cross Peak Taxis
- Western taxis
- PJ Cars

In larger towns and cities, including Derby, Uber may be available as an alternative option for on-demand transportation.

Cultural and Language Differences

The UK is one of the most culturally diverse countries in the world, and you will see this reflected within the NHS workforce. The principles of equality and diversity are at the heart of everything we do.

Similar to being a part of a diverse workforce, you will be looking after patients from various ethnic and cultural backgrounds. In this context, it is important to be aware of various cultural and language differences, that can have an impact on our consultations and interactions. You will come across many new colloquial expressions, words and phrases, and it may take some time to get used to these. Please do not be afraid or hesitant to ask patients and colleagues to clarify what they mean by a certain phrase, as this will help you in your day-to-day and future practice. A very simple example of language difference: In most places, “feeling/being sick” means to feel ill or unwell but, here in the UK, it usually implies being nauseous or vomiting.

Within medical practice, another example of an important cultural difference to point out is what can be referred to as “service provider dominance”. In simple words, this means that in some cultures, the doctor is expected to be authoritative within the consultation and in providing care to the service user (patient). As per the GMC, the patients’ autonomy and choice should be the guiding principle; your role is to provide advice and support in order to help patients make the best choice. Remember that patients have the right to make unwise decisions regarding their own health and treatment (as long as you are satisfied that they are mentally competent to make this decision).

One NHS, many nationalities

Nationality reported by NHS staff in England as of June 2023

Data: NHS Digital. Graphic by @commonslibrary - read more at tinyurl.com/nhsnationality

 British/UK	1,151,394	 Nigerien	1,146	 Syrian	307
 Indian	60,533	 Slovak	983	 Congolese	272
 Filipino	34,652	 Trinidadian	917	 Libyan	265
 Nigerian	22,851	 Swedish	843	 Eritrean	260
 Irish	13,711	 Myanmar	843	 Russian	246
 Polish	11,606	 Czech	819	 Mauritanian	242
 Portuguese	8,339	 Ugandan	797	 Albanian	229
 Italian	7,302	 Zambian	785	 Afghan	222
 Pakistani	7,082	 Latvian	778	 Motswana	220
 Ghanaian	6,134	 Brazilian	766	 Swiss	210
 Romanian	6,018	 New Zealander	743	 Lebanese	210
 Zimbabwean	5,917	 Hong Kong	736	 Tanzanian	209
 Spanish	5,114	 Iranian	638	 Palestinian	207
 Egyptian	4,148	 Sierra Leonean	616	 Slovenian	204
 Nepalese	3,562	 Singaporean	611	 Estonian	201
 Greek	3,469	 Jordanian	605	 Colombian	182
 Malaysian	3,123	 Iraqi	549	 Saint Vincentian	175
 Jamaican	2,709	 Guyanese	526	 Barbadian	171
 Sri Lankan	2,683	 Belgian	525	 Ethiopian	170
 German	2,576	 Turkish	470	 South Korean	164
 Australian	2,468	 Cypriot	467	 Algerian	158
 Dutch	2,433	 Danish	466	 Indonesian	149
 South African	2,226	 Cameroonian	457	 Saint Lucian	147
 French	1,972	 Thai	442	 Bahraini	141
 Lithuanian	1,948	 Austrian	434	 Grenadian	134
 Kenyan	1,936	 Finnish	415	 Saudi Arabian	129
 American	1,734	 Somali	395	 Mexican	120
 Bangladeshi	1,659	 Gambian	378	 Moroccan	120
 Chinese	1,476	 Norwegian	365	 Central African	111
 Sudanese	1,465	 Malawian	355	 Serbian	100
 Hungarian	1,448	 Japanese	353	 Namibian	99
 Mauritian	1,354	 Croatian	351	 Dominican	98
 Bulgarian	1,353	 Maltese	349	 Israeli	95
 Canadian	1,318	 Ukrainian	344	 Tunisian	85

Pensions, Tax and National Insurance (NI)

Pension

You will automatically be enrolled in the NHS pension plan unless you decide to opt out. This is to receive payments once you reach the state retirement age. The NHS pension is one of the best pensions in the public sector. You might choose a different private pension plan, but you would have to arrange this yourself.

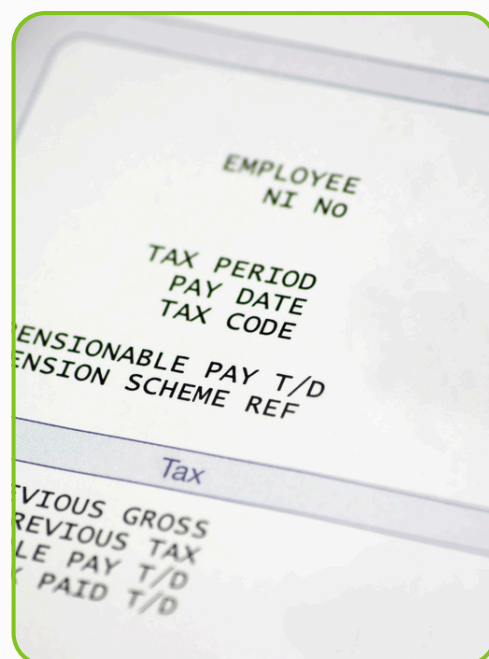
Tax

Your employer will send the Full Payment Submission (FPS) to tell the HM Revenue and Customs (HMRC) the payment the employee receives. After this, HMRC will issue the tax code. Please expect that you may be on emergency tax in the first month salary (taxation around 40% of your pay), any overpaid tax should be refunded to you in the following month.

National Insurance (NI)

National Insurance (NI) is a tax on earnings and self-employed profits that is used to fund certain social security benefits and the UK state pension and, in part, the NHS. It is one of the UK's two taxes on income, the other being income tax. NI contributions (NICs) establish entitlement to certain state benefits for workers and their families.

Check if you need to apply for a National Insurance (NI) number (if you have a BRP this will be printed on it). The NI number allows you and your employer to pay correct taxes and contributions from your salary. If you do not have this, your employer will tax your salary with 'emergency' tax until you obtain it but will return the difference to you after that.



Medical Indemnity

Apply for medical indemnity with organisations such as the MDU, MPS or MDDUS. The NHS provides indemnity protection, but this is limited to clinical negligence only. Membership with any of the organisations above will provide you with continuous medico-legal advice and assistance with claims, complaints, disciplinary procedures etc. The membership cost will depend on your grade and role. You might consider taking insurance if you do any private work or cosmetic procedures, for example, depending on your needs.

Support in your career

British Medical Association (BMA)

The BMA is the UK's professional trade union of doctors. They represent doctors in employment matters on a national and local level and are working to improve working conditions for doctors. Membership costs are dependent on your grade and role. Membership benefits include:

- o representation and support with employment matters with your employer
- o checking your employment contracts and working schedules for compliance and accuracy
- o providing advice and support in understanding your working contract
- o developing your professional career
- o a subscription to the British medical journal (BMJ) and other benefits



Join your professional college (RCGP)



Strongly consider arranging a period of 'shadowing' a colleague in your same role. This means spending some time directly observing a colleague and what they do on a normal working day. Speak to your Practice Manager before you start or on your first day to arrange this. This will help ease you into the job before you take on your role fully.

Before coming to your workplace on your first day consider getting to know how to get there (i.e. what road or bus to take and when). Being late on your first day is not a good impression you want to make!

Discover mentoring

Mentoring is a form of development that takes place over a series of conversations between a trained mentor and a client. These conversations are designed to support you in creating learning, self-development, and improved performance in a way that benefits you. The mentor is trained to help you stretch your thinking, to support you in looking at things in new ways, and to assist you in finding solutions and answers to questions you might be posing yourself. The mentor believes that you are an expert in yourself, and within you is a deep well of knowledge, resources, and understanding that will allow you to develop and grow and find the best path through a situation or learning that will suit you.

To find out more, please [click here](#).



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YOUR JOURNEY BEGINS HERE Let's Grow Together

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