GP RECRUITMENT OPPORTUNITIES



DR LOUISE SANDS

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HOW DO YOU CURRENTLY RECRUIT GPS TO YOUR PRACTICE?

- GPNI Careers – Jobs Board
- NI Job Finder
- HSC Jobs
- BMJ
- Social Media
- “Bush Telegraph” - any rapid informal network by which information, rumour, gossip, etc., is spread.

GP SPECIALTY TRAINING AND IMGS

- Over 40% of all trainee GPs in UK are IMGs
- Around half (49%) of all IMG trainees have difficulties with the Visa process
- Around 30% of all IMG trainees consider not working as an NHS GP because of Visa issues
- 17% are considering leaving the UK entirely
- Problem not the same for hospital trainees as their programmes lasts 5 years+

GP SPECIALTY TRAINING AND IMGS

Approx 37 IMGs due to CCT by August 2024 in NI

These doctors will usually require a Visa to stay in Northern Ireland after their training is completed

We do not wish to lose these GPs from our workforce, and therefore need to provide Visa sponsors across NI

WHY SHOULD YOUR PRACTICE BECOME A VISA SPONSOR?

Gaining the right to be a UK visa sponsoring practice could form an important part of your recruitment efforts

A sponsorship licence lasts for 4 years and covers any skilled health and care worker

The Visa changes were part of the Brexit agreement.

Despite concerns raised by BMA and RCGP (and other stakeholders) there is no way around them.

WHAT DO YOU NEED TO DO AS A PRACTICE?

- Apply to become a Visa Sponsor.
- Let NIMDTA know you are a Visa sponsor, and you want to hear if IMGs interested in working in your area of NI.
- Once you have your certificate of sponsorship (CoS), you provide the CoS reference number to the doctor you wish to employ (for them to add to their Visa application.)
- You will be asked for other information to help the doctor with their application, including how much they will be paid.

WAYS TO EMPLOY AN IMG AS A VISA SPONSOR?

You can offer a standard salaried contract, as long as the pay meets the minimum required for the Visa (£20,480 or £10.10 per hour).

The doctor can be employed through the GP Retention Scheme. This offer additional benefits to the doctor and the practice receives directly £59.60 per session. The salary is negotiated with the practice for the 4 sessions per week the doctor must do. (They do one OOH session per month which they arrange independently)

NEW OPPORTUNITY FOR GPS WHO HAVE COMPLETED GP TRAINING IN ROI

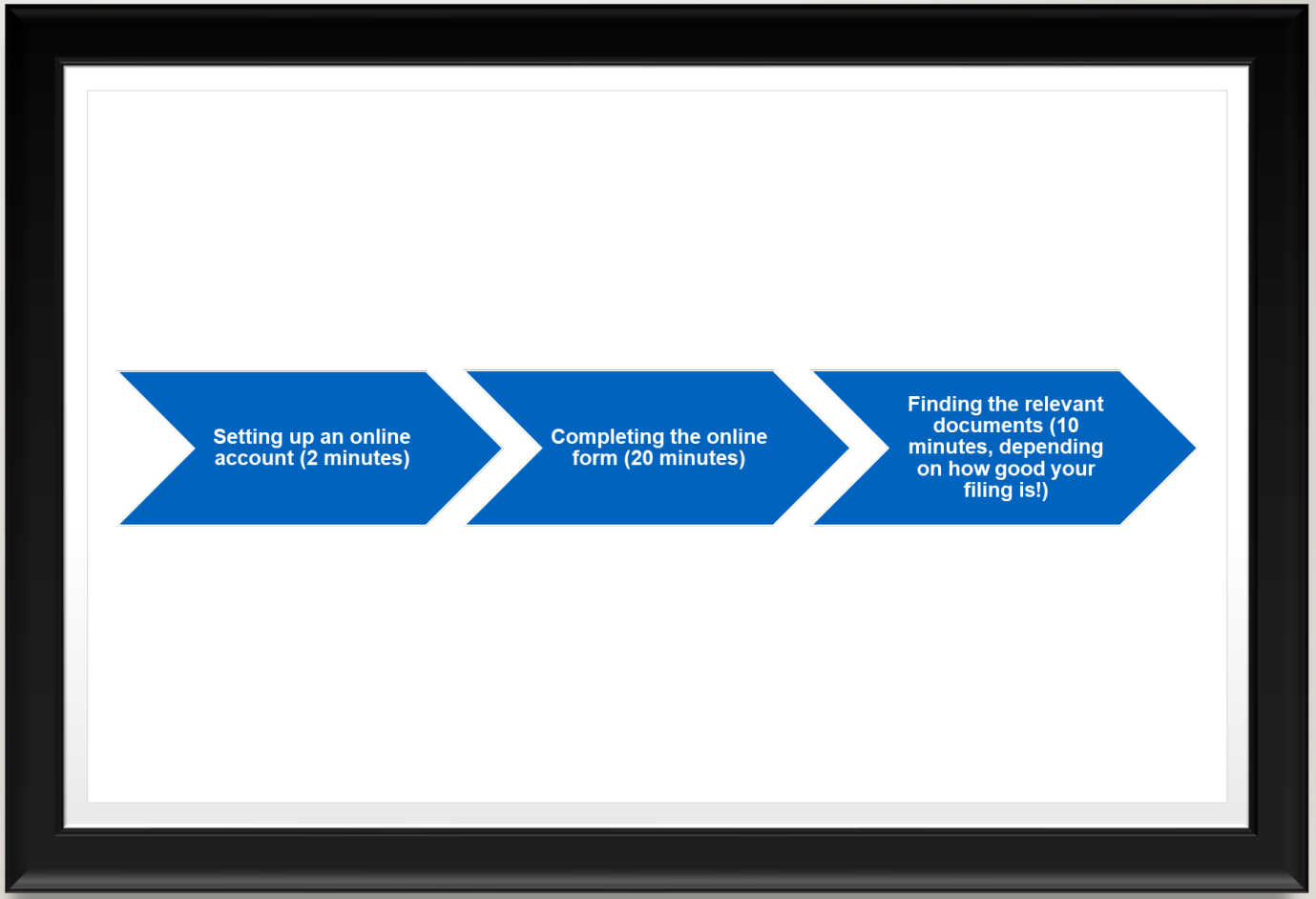
- Within the past 24 months
- Irish Citizens or other reasons they don't need a Visa
- Eligible for a Streamlined Process to work in NI
- Short induction placement in a NIMDTA training practice

APPLYING THROUGH THE SPONSORSHIP MANAGEMENT SYSTEM(SMS)

- The application process to apply for a visa sponsorship licence is all completed online via a Home Office portal – the Sponsorship Management System (SMS).
- To set up an account, click on the following link which will take you to the registration page:

https://www.points.homeoffice.gov.uk/gui-sponsor-jsf/Register/SponsorRegister.faces

HOW LONG DOES THE PROCESS TAKE?



COST OF BECOMING A VISA SPONSOR

The cost depends on the size of your practice

For **small sponsors** the fee is £536

For **medium or large sponsors** the fee is £1,476

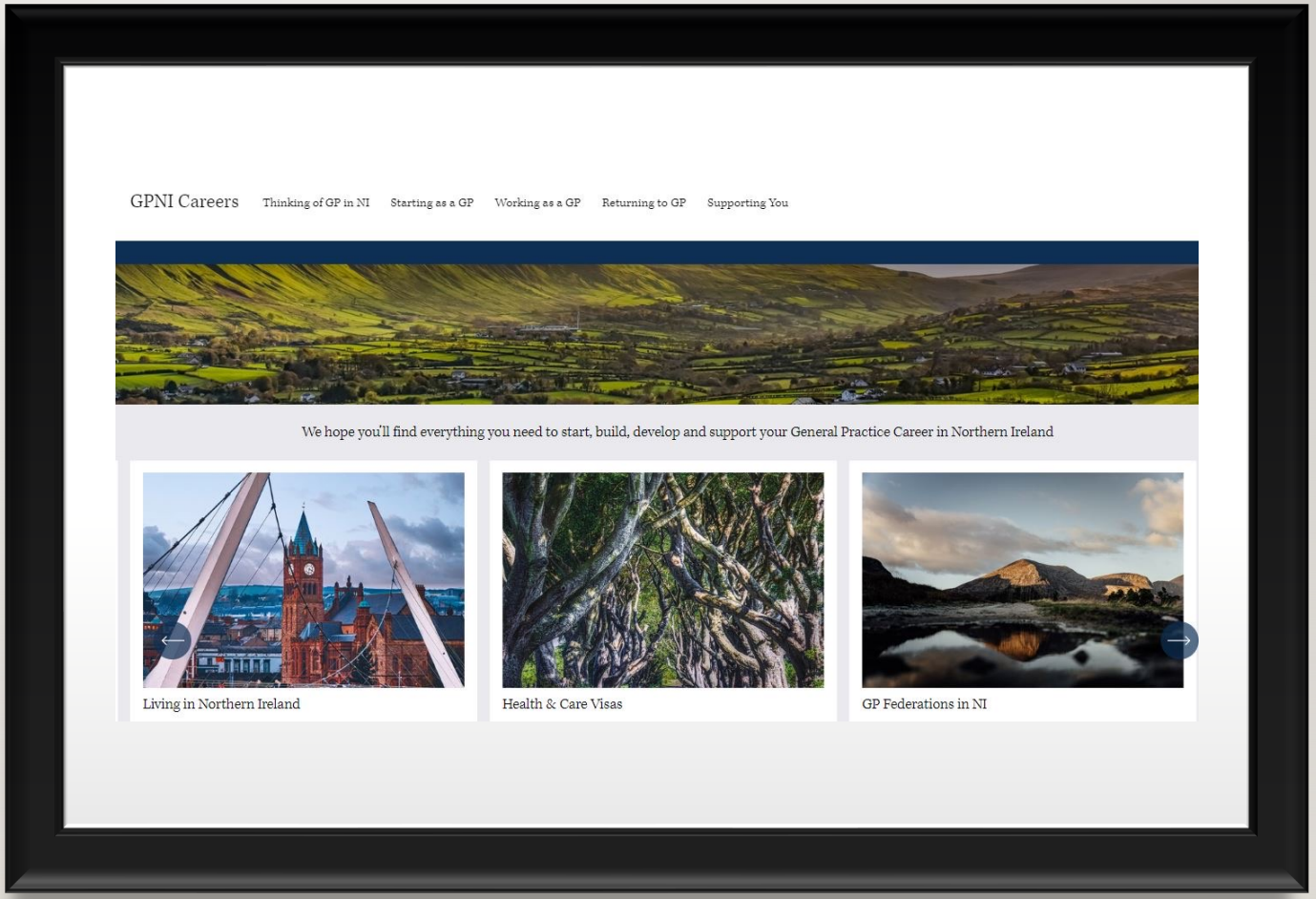
You're usually considered a small business if you meet two of the following conditions:

- annual turnover is £10.2 million or less
- balance sheet is £5.1 million or less
- you have 50 employees or fewer

The fee is non-refundable if your application is refused (i.e. doesn't meet the requirements)

If your application is rejected because it is invalid (i.e. full fee not paid or mandatory documents not submitted) the fee is refundable

HTTPS://WWW.GPNICAREERS.CO.UK/



HTTPS://WWW.GPNICAREERS.CO.UK/APPLYING-FOR-A-HEALTH-AND-CARE-VISA

