

Induction & Refresher Scheme

Preparation Resources for Entry Assessments

Here is some information about resources you could use to help prepare for the new Induction and Refresher (I&R) learning needs assessments. You will need to make a decision about which resources to use from this or from any others you find. Please note that the National Recruitment Office does not endorse any particular site and there may be other useful websites which are not on the list.

The I&R scheme is administered at national level.

- The web link is: <http://gprecruitment.hee.nhs.uk/Induction-Refresher>

For concerns and queries about the scheme contact the General Practice National Recruitment Office (NRO)

- by email on: iandr@wm.hee.nhs.uk.

Table of contents

[MCQ assessment](#)

[Simulated Surgery Assessment](#)

[National Performer List](#)

[About the NHS and its systems](#)

MCQ assessment

The I&R Scheme entry point MCQ assessment will have two parts: a Professional Dilemmas (PD) paper, followed by a Clinical Problem Solving (CPS) paper. Remember that the subject areas to be covered in the I&R Scheme are an “entry point MCQ”. This means it is aimed to ensure doctors that pass are safe for placement into an I&R scheme practice. Often candidates run out of time and since there are no negative marks, it is important that you answer all the questions. Try to practice your speed at home using an alarm clock or a kitchen timer for instance. There are different types of questions in this MCQ assessment (e.g. single best answer, multiple best answer etc...) and so try to get to practise the right type of questions. Most importantly read the question!

Professional Dilemmas (50 items, 100 min) The Professional Dilemmas paper is a [Situational Judgement Test \(SJT\)](#) (see also the [Foundation Programme website](#) for examples). It will assess your approach to ethical dilemmas. Specifically, the paper measures one’s understanding of situations that arise for doctors in the NHS, particularly in General Practice, judgement in differentiating between appropriate and inappropriate responses, and the ability to recognise the most important concerns in any situation. It focuses on appropriate behaviour with respect to interacting with patients and colleagues and in managing one’s own workload. It does not require specific knowledge of general practice but does assume general familiarity with typical primary and secondary care procedures. The test covers three core domains: professional integrity, coping with pressure, empathy and sensitivity. Around half of the items are ranking items and the other half of

the items are multiple choice. As with the CPS paper, there is no negative marking. It is important to note that this marking convention means that even if a candidate were to answer a ranking item completely out of order, they would score a minimum of 8 marks for that question. Skipping or missing an item, however, results in a score of 0 marks for that question.

Clinical Problem Solving (86 items, 65 min) In this part of the assessment, candidates are presented with clinical scenarios that require them to exercise judgement and problem solving skills to determine appropriate diagnosis and management of patients. This is not a test of knowledge per se, but rather one's ability to apply it appropriately. The topics will be taken from areas with which a General Practitioner is expected to be familiar, there is no negative marking.

Resources

Here is a list of resources updated January 2016. The links should all work directly by clicking on them from the PDF version of this letter. There are no specific resources we can recommend for this, many of the questions are based on the principles applied in GP recruitment and resources for this are as follows:

RCGP 1 year free membership

All GPs enrolled in the Induction and Refresher scheme will be entitled to one year Full Membership for free. This includes full access to all the [on-line learning](#) including the [Personal Educational Planning tool](#) (PEP) and [Essential Knowledge Updates](#)

It also includes all the benefits of full membership (except the hard copy of BJGP, which will be available electronically). The NRO will register you for this.

- [NRO website](#)
- NICE clinical [guidelines](#) and [summaries](#)
- [MRCGP applied knowledge test](#)
- GMC guidelines of [Good Medical Practice](#), in preparation for Situational Judgement Test and [Welcome to UK practice is a General Medical Council](#) free half-day learning session to help doctors new to practice, or new to the country, to understand the ethical issues that will affect them and their patients on a day to day basis. In the session, you will:
 - Look at the role of the GMC and our standards and guidance on what makes a good doctor
 - Learn from the real life experiences of senior UK doctors through our video 'Things I wish I'd known'
 - Work through interactive ethical scenarios on issues faced by doctors new to UK practice, including consent, confidentiality, raising concerns 0-18 care and prescribing
 - Create your own learning log with tips and reflections to take away with you
 - You can register on our [Welcome to UK Practice registration page](#):
- **Good books** to get some idea on the style and type of questions used for Professional Dilemmas **although they are for foundation doctors.**
- Try to apply the same principles to a primary care setting

- Succeeding in the GPST Stage 2: Professional Dilemmas for GPST / GPVTS Stage 2 Selection (Nicole Corriette & Matt Green)
- Succeeding in the GPST Stage 2: Practice Questions for GPST / GPVTS Stage 2 Selection Matt Green & Nicole Corriette
- The Complete GPVTS Stage 2 Preparation Guide: Questions and Professional Dilemmas Saba Khan & Neel Sharma
- Ethics & values:
 - [Bradford VTS resources](#)
 - [GMC's resources](#)
- Test Centres. It may be beneficial to take a generic tutorial to [familiarise yourself](#) with the [controls and screen layouts in advance](#). See [Pearson VUE](#) for details. For more information about the format of the questions that are contained in the Clinical Problem Solving paper, you can use access the following links:
 - [EMQs](#): see two examples of EMQ: [one](#) and [two](#).
 - [SBAs](#)
- The test specification for the MCQ I&R Learning Needs Assessment is built from the current Stage 2 Assessments. You can familiarise yourself with the format of the CPS and PD papers by visiting the following [link](#)
- **Please note that the MCQ papers you will be sitting are specifically set in, and contextualised for GP to permit safe entry to a I&R placement if required, unlike the majority of the practice material available on the websites which is for the assessment of entry of junior doctors to training programmes.**
- A glossary where questions use terms or abbreviations which are not in universal use or may be misunderstood by some candidates will be provided. For abbreviations that are used in general medicine, please ensure that you familiarise yourself with these prior to sitting the CPS paper. A list of possible abbreviations that are covered in the assessment is available on the NRO website and can be accessed by visiting the following [link](#)

Simulated Surgery Assessment

This test assesses your consulting and communication skills. It is intended to be like an everyday surgery in any general practice. It is set in a consulting room with patients who come in for 10 minute appointments.

Simulated Surgery Assessment Resources:

- [NRO website](#)
- Doctor's communication handbook by Peter Tate
- [Consultation models](#)
- [Consultation models \(Calgary-Cambridge\)](#)
- [BMJ learning modules on communication skills \(3 modules\)](#)
- [Some information regarding the structure of the Simulated Surgery Exam](#)
- Here are some cases to practise for the Simulated Surgery [Exam](#) and communication [skills videos](#)
- [The GP consultation](#)
- Read patient information [leaflets](#)

- If possible sit in a surgery with a UK GP (Observation placement, can be arranged through your HEE I&R Lead)
- DVD around consultation techniques e.g. Wessex RCGP Faculty CSA videos, Effective Consulting by Peter Tate

Medical Performers List (MPL)

- You should start to apply for the MPL at the point you decide to sit the MCQ.
- when you commence the Induction & Refresher Scheme you will need a (National) Medical Performer List Temporary Number. So we recommend contacting the Local Area Team where you are applying to find out information about the [requirements](#) to join the MPL
- There are three mandatory e-Learning modules on the e-Learning for Health (e-LfH) website that can be completed prior to entry to the Medical Performers List (MPL) but are required for satisfactory completion of the I&R scheme. This is the [link](#) and you can request access via the NRO.
- There is a mandatory training in Safeguarding Children level 3 and safeguarding for adults, **these must be completed by the end of your I&R placement**, Safeguarding Level 2 is usually the minimum required to commence an I&R placement, check when you apply to the MPL: Online e-learning modules are provided by RCGP through [eLearning for Health](#) and by [RCPCH](#) and should be completed on line whilst waiting to attend a local course.
- [Short video](#) that outlines how the scheme works

About the NHS and its systems

- [GMC welcome to UK practice](#)
- The [GMC](#), [Good medical practice](#) and [Ethical Guidance](#)
- BMA website [Life and work in the UK](#)
- [Working and training in the NHS](#) – a guide for international medical graduates. The guide aims to make doctors and dentists from outside the UK aware of the opportunities available and to help them understand the immigration processes and requirements. It includes details of sources of further information and where to check for up-to-date details of immigration and other requirements
- GMC website resources, the following may be useful:
- Online scenario based tool. This has been designed to help doctors assess their knowledge and application of our core guidance Good medical practice and to provide help on finding further information and advice. The tool contains 16 different case studies (grouped under five themes) that explore ethical challenges in a variety of clinical scenarios. The tool is a learning resource and use of it is anonymous. By working through the case studies doctors will be able to identify areas where they need to improve their knowledge.

The link to this is here: <https://www.gmc-uk.org/doctors/welcomeuklogin/Default.aspx?WT.ac=WBWT130624>

- Good Medical Practice in action is a set of interactive scenarios in which you can follow a patient on his or her journey and decide what the doctor should do at crucial points in the

process. The aim is to help doctors understand how the principles in our ethical guidance. They can be found here: http://www.gmc-uk.org/guidance/case_studies.asp

Access to e-Learning and support from MDO's

A number of the [Medical Defence Organisations](#) have agreed to support doctors during their placements on the I&R scheme and

1. Will provide access to their web based e-learning and courses as well as
2. Offering specific Medical indemnity rates for the duration of the I&R Scheme placement.

In some areas where these organisations also run “Educational sessions or courses” and you will be able to attend some of these as a registered I&R Doctor for a reduced fee or free even if you not a member of that particular defence organisation.

Access to the e-Learning will be granted to some of Defence Organisations e-learning material following registration with the NRO and on successful acceptance to the scheme.

This support and the Indemnity rates will be time limited to the duration of your I&R programme.

The NRO will confirm to the MDO's that you have registered for the I&R programme and have formal approval to undertake the Learning Needs Assessments (this will be at the time of registration for the MCQ). The NRO will inform the MDO's of your basic registration details to confirm you are approved for the I&R scheme and qualify for access to the support and for the I&R indemnity rate. You will not receive any communication from the MDO's until and unless you register with them.

To “register” for access to the MDO's e-learning you will need to go to the specific webpage listed below and complete the pro-forma for each organisation.

- [MDU I&R page](#)
- [MDDUS I&R page](#)
- [MPS I&R page](#)

If you are already a member of an MDO you will not need to do this as you will already have access to that MDO's website e-learning resources

For inclusion on to the **Medical Performers List** and at commencement of a GP I&R practice placement you will need an active MDO's indemnity policy.

There are a number of medical indemnity companies you can contact please see below for the major ones (there may be other companies offering indemnity but you should speak to the NHS England Team about the level of MDI cover that is required and is acceptable before agreeing and paying for it), it is up to you though to approach and arrange your own indemnity and for it to be activated at the start of the I&R placement.

The Websites for each organisation may be found by following the links below

- [MDU; Medical Defence Union](#)
- [MDDUS; Medical and Dental Defence Union of Scotland](#)
- [MPS; Medical Protection Society](#)

Appraisal and Revalidation (see separate document on the Resources page)

On satisfactory completion of the I&R Scheme and following successful application for full inclusion on the MPL there is a requirement for the doctor to undertake a formal Appraisal after 3 months. The I&R placement should be seen as an opportunity to start preparation for your annual Appraisal and the experience and learning of the I&R can be used as part of the evidence for this Appraisal

Revalidation normally occurs every 5 years after 1st formal registration with the GMC, but this should be checked if the doctor was previously register with the GMC as in some cases the interval may be shorter.

If revalidation is due before the end of the scheme please discuss with the NHS England team who may be able to defer your Revalidation date until satisfactory completion of the placement.

Other Resources

- Prescribing:
 - [BNF](#)
 - [Children's BNF](#)
 - [Resources](#)
- [Referrals](#)
- [e-Learning for General Practice](#): is a comprehensive, free-to-access, high quality programme of online learning sessions structured around the GP curriculum, developed in collaboration between the Royal College of General Practitioners and e-Learning for Healthcare.
- Local computer systems
 - [Youtube Vision Tutorial](#)
 - [Youtube EMIS Web Tutorial](#)
 - [Docman demonstration](#) (Demo starts at approx 3m30sec)
- Reflection: PSU London learning course on [reflection](#)

Updated: March. 2016

Dr Elena Barquero, Dr Anwar Khan, Dr Naureen Bhatti, Dr Richard Weaver.

This document has been produced by the National Recruitment Office.