Educational resources to support the Induction and Refresher Scheme Learning Needs Assessment pathway

Registration with the NRO will give you access to a number of on-line resources to help you prepare for the assessments. There is no requirement to take the MCQ until you are ready but the NRO will review with you your progress after 6 and 12 months to see if you still plan to take part in the I&R scheme

About the NHS and its systems

- [RCGP guide](#) for overseas doctors on living and working in the UK as a GP
- [GMC Working as a GP in the UK](#)
- BMA website [Life and work in the UK](#)
- [Understanding UK General Practice](#)
- NHS Employers has produced a guide for international medical graduates [Working and training in the NHS](#). 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
- [Culture and Professionalism](#)
- [Making the transition to working in the NHS health professionals from overseas tell their stories](#)
- The Kings Fund has produced an animation of the [Structure of the NHS](#)

MCQ assessment

There are two parts to the Induction and Refresher MCQ assessment: a Professional Dilemmas (PD) paper (also known as the Situational Judgement Test or SJT), followed by a Clinical Problem Solving (CPS) paper. These are entry point assessments to ensure doctors that pass are safe for placement into an I&R scheme practice. There is a detailed overview of the MCQ assessment on the [NRO website](#).

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!

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. The format of the questions include Extended Matching Questions and Single Best Answers.

Professional Dilemmas (62 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 questions measure 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.

MCQ Resources:

- RCGP one year free associate membership is available for all GPs enrolled in the Induction and Refresher scheme and the NRO will register you. Membership includes full access to:
  - on-line learning
  - Personal Educational Planning tool (PEP)
  - Essential Knowledge Updates

- NRO website with sample MCQs

- NICE clinical guidelines and summaries

- GMC guidelines of Good Medical Practice and Ethical guidance in preparation for the SJT. The GMC also offer a free half-day learning Welcome to UK practice session to help overseas doctors understand the ethical issues that face doctors and their patients on a day to day basis and covers.

- The Fourteen Fish appraisal, revalidation and learning toolkit offers a free support package for the I&R scheme once you have registered.

- E-learning modules are available from e-Learning for Health and e-Learning for General Practice. Free access is available once registered with the NRO (iandr@hee.nhs.uk)

- Useful comprehensive on-line resources for can be found at Bradford VTS resources

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- Prescribing:
  - o British National Formulary
- Paediatric guidelines

- Reflective practice

- Wessex LMC educational web resources Click here

- National Rheumatoid Arthritis society Click here & Click here

- You may wish to attend a GP Update course and there are commercially available on-line MCQ banks with practice MCQs, but you will need to pay a subscription to use them.

- Useful books are available to get some idea on the style and type of questions used for Professional Dilemmas. Although they are for foundation doctors, the same principles apply to a primary care setting. Search for "GPST Stage 2 questions"

- The Pearson VUE Test Centres provide general guidance and help with the controls and screen layouts.

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 Resources:

- NRO website

- The Fourteen Fish appraisal, revalidation and learning toolkit offers a free support package for the I&R scheme once you have registered.

- Consultation models
This short video while directed at Pharmacists consulting is useful to help understand "the patient centred model" of consulting used in NHS General - Patient centred consultation

- The GP consultation

- The Simulated Surgery is NOT the same as the MRCGP Clinical Skills Assessment (CSA) but some of the resources relating to the CSA may be helpful.

- This assessment is an entry level review of your consultation skills and you will receive written feedback as well as a performance review (see domains scores) to help you in your clinical placement

- Read patient information [leaflets](#)

Medical Performers List (MPL)

There are three [mandatory e-Learning modules](#) on the e-Learning for Health (e-LfH) website that are required for the satisfactory completion of the I&R scheme and subsequent entry to the Medical Performers List (MPL). These are:

- Induction for international and returning GPs

- Safeguarding children level 3 (if not already completed) through [e-LfH](#)

- Safeguarding for adults

Support from Medical Defence Organisations (MDOs)

For inclusion on to the MPL 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 available and it is your responsibility to arrange the appropriate level of cover to be activated at the start of the I&R placement.

A number of the MDOs have agreed to support doctors during their placements on the I&R scheme:

- Access to e-learning and courses

- Preferential medical indemnity rates for the duration of the I&R Scheme placement

- To "register" for access to the MDO's e-learning you will need to go to the specific webpages listed below and complete the pro-forma for each organisation:

    o [MDU I&R page](#)

    o [MPS](#)

    o [MDDUS](#)