

Induction and refresher scheme FAQs and glossary of terms

Who is this scheme aimed at?

The scheme aims to introduce and update qualified GPs to be able to return to practice safely, keeping up high standards expected within the NHS.

There are three parts to the scheme

- **Induction** for doctors who have never worked as an NHS GP
- **Refresher** for qualified GPs with previous NHS experience who have not practised for two or more years and would like to return to work as an NHS independent practitioner in England
- **Portfolio** for GPs who can produce a portfolio of evidence to demonstrate that they have maintained their skills while working abroad and kept up to date with changes in NHS practice

How long will the scheme be in place?

National I&R schemes have been in place since 2002. This scheme was revised in March 2015 and will be annually reviewed

How do I apply for the scheme?

The scheme is co-ordinated through the [GPNRO website](#). You will find information to guide you through the application process. If you are eligible, you will be able to download the registration form, complete and return to the NRO

How long will it take to complete the scheme?

Each doctor will have a formal review of their qualifications and work experience by an I&R lead. You may be invited to take a learning needs assessment (MCQ) which will help inform the length of a supervised placement to see if further assessment or training is required.

Placement length varies and is planned around an individual doctors learning needs

What qualifications, approvals and certificates do I need?

You need to be:

- Medically qualified and have completed formal training as a general practitioner in the UK (CCT), hold a recognised EU GP qualification (EC rights) or hold a Certificate of Eligibility for GP Registration (CEGPR)
- On the GMC GP Register, in good standing and hold a current licence to practice as a GP
- Have the right to work or hold a visa that permits you to work in the UK
- Have approval by NHS England and admitted to the National Medical Performers List (NMPL) with conditions that permit you to enter the GP I&R scheme

Any doctor with formal GMC conditions or undertakings, who is required to complete a remedial training plan imposed by NHS England and is considering a return to NHS general practice should contact the [NHS England regional team](#) to discuss their circumstances and level of support

I trained abroad and have no UK experience. Am I able to apply for the scheme?

Any qualified GP who has been granted a CEGPR or is an EU qualified GP and is on the GMC GP Register (without GMC conditions or undertakings - except those relating solely to health matters) with a licence to practice is eligible to apply

I have previous UK work experience as a NHS GP but not practised recently. Am I able to apply for the scheme?

Any doctor (UK or EU qualified or holding a CEGPR) who has previously worked as an NHS GP but has been out of general practice for two or more years and is on the GMC GP Register (without GMC conditions or undertakings - except those relating solely to health matters) with a licence to practice is eligible to apply

Do I need to sit assessments?

Doctors on the I&R scheme are required to arrange an educational and career review with the I&R lead. If formal learning needs assessments are required then you will be asked to sit the two MCQ assessments which are held 4 times a year.

- Clinical Problem Solving (CPS)
- Professional Dilemmas paper Situational Judgement Test (SJT)

These may be sat overseas in designated assessment centres. Dependant on the outcome of these, you may also need to do a simulated surgery assessment.

If English is not your first (or your qualifying medical degree) language you will receive formal feedback on your language and communication skills to inform your placement learning plan

During the placement the educational supervisor will provide regular feedback and document this in the Workplace Based Assessment (WPBA) log book (there is a separate Band 5 WPBA logbook to the standard scheme)

What happens if I fail or do not complete any of the assessments?

The I&R lead will be able to give you advice and options. Applicants are able to attempt the scheme up to a maximum of four times.

The GMC will be informed of the outcome of all assessment attempts. Successful applicant assessments will remain valid for a year from the pass date

What happens if I do not complete my supervised practice placement?

You will not be able to work as an independent GP in England without full inclusion on the NMPL and removal of the I&R conditions agreed by the NHS England regional team

Are there jobs available if I do complete the scheme?

You will be able work in the NHS as a locum GP, apply for formal GP salaried posts or partnerships in England. There are many areas where there are GP vacancies and these are frequently advertised in the medical press

Return to the [home page](#) for further information

Induction and refresher scheme glossary

CCT	Certificate of Completion of Training (GP)
CEGPR	Certificate of Eligibility for GP Registration
CPD	Continuing professional development
CPS	Clinical Problem Solving
EU	European Union
GMC	General Medical Council
HEE	Health Education England
HMRC	HM Revenue and Customs
I&R	Induction and refresher
MCQ	Multiple choice questions
MD	Medical Director
MDDUS	Medical and Dental Defence Union of Scotland
MDO	Medical Defence Organisations (General term for all the MD organisations)
MDU	Medical Defence Union
NMPL	National Medical Performers List (England)
MPS	Medical Protection Society
MSF	Multi source feedback
NRO	National Recruitment Office
PD	Professional Dilemmas
PSQ	Patient satisfaction questionnaire
RO	Responsible Officer
SJT	Situational Judgement Test
WPBA	Workplace Based Assessment