

## **MEDICAL PRACTITIONER / DOCTOR / CONSULTANT**

### **BACKGROUND INFORMATION**

Medical Practitioners, also known as Doctors or Consultants, are responsible for the diagnosis, care and treatment of illnesses, diseases, infections and well-being of their patients. Doctors tend to work in a variety of settings such as:

- In a hospital
- As a family Doctor (GP)
- In public sector organisations such as the prison service
- In universities and research organisations
- In the armed forces
- In private practice

Additionally, a Doctor who works in a hospital can choose to specialise in particular areas, such as:

- Histocompatibility
- Psychiatry
- Paediatrics

Or in surgery:

- Cardiothoracic
- Trauma
- Orthopaedics

### **INDUSTRY REQUIREMENTS**

In order to work as a Doctor in the UK health service, an individual needs to have an acceptable Primary Medical Qualification (PMQ) and to be registered with the General Medical Council (GMC).

Full details of what currently constitutes an acceptable PMQ can be found on the GMC's website at [http://www.gmc-uk.org/doctors/join\\_the\\_register/registration/acceptable\\_primary\\_medical\\_qualification.asp](http://www.gmc-uk.org/doctors/join_the_register/registration/acceptable_primary_medical_qualification.asp)

Graduation from medical school is followed by a two-year Foundation Programme. This combines the training for what has previously been known as the Pre-Registration House Officer (PRHO) grade with the first year of training for the Senior House Officer (SHO) grade. Successful candidates, at the end of year one (known as F1), satisfy the requirements for full registration with the GMC.

The second year of the Foundation Programme (F2) offers further placements and the chance to experience three or four other specialist areas. At the end of the second year candidates will have to decide whether they want to undertake specialist training or general practitioner training.

In order to become a General Practitioner (GP) a further period of vocational training, which takes a minimum of three years, has to be undertaken. At the end of this training period the candidate will be assessed on their performance, and if they are successful, they will be awarded the Certificate of Completion of Training (CCT). Once the candidate has been awarded the CCT they can practise independently as a Doctor, and their name can be entered onto the GP Register.

## **REGISTRATION WITH A PROFESSIONAL BODY**

Doctors must register with the General Medical Council (GMC) in order to practise medicine in the UK.

There are five different types of GMC registration – Please see [Annex 1](#).

The GMC also requires International Medical Graduates (IMGs) to pass the Professional and Linguistic Assessment Board (PLAB) test to ensure that they have the basic medical competence and communication skills to work at a Senior House Officer (SHO/ F1) level.

For Doctors from the European Economic Area (including Switzerland) ID checks are undertaken at a GMC office before registration is given.

## **CASEWORKER TREATMENT**

### **B&C**

Doctors registered with the GMC meet the skills criteria.

**International Medical Graduates must submit evidence of their qualifications to the GMC to obtain registration before applying for a work permit.** In all cases caseworkers should ensure that a GMC reference number is provided. This will allow the caseworker to check the Doctor's registration details with the GMC. Registration may be checked online at <https://webcache.gmc-uk.org/ods/home.do>. **Caseworkers should ensure that the type of registration is appropriate to the job description on the work permit application form.**

Where caseworkers have doubts whether the Doctor's GMC registration is current, they should telephone the GMC's Contact Centre on 0845 357 3456 or 0161 923 6602 for further information.

In cases where the GMC has not yet granted a Doctor's registration, conditional approval may be granted (using paragraph P70H), with the proviso that they obtain registration before starting work. Caseworkers should request the Doctor's letter of invitation to the identity check from the GMC in such circumstances.

**Work permits are not issued to Doctors who enter the UK to take their PLAB test.** Doctors may enter the UK to take their PLAB test as a visitor, on condition that they do not work whilst they are here.

For GP and locum posts, caseworkers should ask for a copy of the person's contract of employment to check that they will be a salaried employee. Only salaried, GMC registered Doctors and Consultants meet the work permit criteria.

## TWES

### Training

This occupation is not suitable for TWES Training.

### Work Experience

This occupation is suitable for work experience when the Doctor has appropriate registration and the criteria for TWES Work Experience are satisfied.

## SALARY

### **Pay for Doctors in public health medicine and the community health service**

<b>Job Title</b>	<b>Salary</b>
Foundation Year 1 (F1)	£21,391 - £24,061
Foundation Year 2 (F2)	£26,532 - £30,002
Pre-Registration House Officer	£21,391 - £22,726
House Officer	£21,391 - £24,061
Senior House Officer	£26,532 - £36,942
Specialist Registrar (SpR)	£29,580 - £44,581
Specialty Registrar (StR) *	£28,352 - £44,581
Clinical Medical Officer	£31,179 - £42,996
Senior Clinical Medical Officer	£44,059 - £62,829
Staff Grade Practitioner	£32,547 - £78,039
Associate Specialist	£35,977 - £78,039
Consultant (new contract)	£71,822 - £96,831

\* Specialty Registrar is also known as a Doctor in Specialist Training e.g. a Psychiatrist

This salary information is taken from NHS Employers – Pay Circular (M&D) 7/2007. <http://www.nhsemployers.org/pay-conditions/pay-conditions-2339.cfm>

## **ADVERTISING**

A number of Doctor and Consultant posts are on the National Shortage Occupation List, click on the attached link for the most up to date list -

[http://www.workingintheuk.gov.uk/working\\_in\\_the\\_uk/en/homepage/work\\_permit\\_s0/applying\\_for\\_a\\_work/business\\_and\\_commercial/shortage\\_occupations.html](http://www.workingintheuk.gov.uk/working_in_the_uk/en/homepage/work_permit_s0/applying_for_a_work/business_and_commercial/shortage_occupations.html)

Advertising in a relevant section of the national press or in the specialist medical press would be acceptable. These would include –

### **British Medical Journal**

BMA House  
Tavistock Square  
London  
WC1H 9JR  
Tel: 0207 3836529  
Website: <http://bmj.com/>  
Email: [cwhite@bmjgroup.com](mailto:cwhite@bmjgroup.com)

### **The Lancet**

Elsevier Ltd  
The Boulevard  
Langford Lane  
Kidlington  
Oxford  
OX5 1GB  
Tel: 01865 843077  
Website: <http://thelancet.com/>  
Email: [custserv@lancet.com](mailto:custserv@lancet.com)

Or on websites such as –

<http://www.nhscareers.nhs.uk/>  
<http://www.doctors.net.uk/>

## **FURTHER INFORMATION**

### **General Medical Council**

Regents Place  
350 Euston Road  
LONDON  
NW1 3JN  
Tel: 0845 357 3456

E-Mail: [registration@gmc-uk.org](mailto:registration@gmc-uk.org)

Website: [www.gmc-uk.org](http://www.gmc-uk.org)

**British Medical Association**

BMA House

Tavistock Square

London

WC1H 9JP

Tel: 0207 3874499

E-Mail: [info.web@bma.org.uk](mailto:info.web@bma.org.uk)

Website: [www.bma.org.uk](http://www.bma.org.uk)

## **Annex 1**

On 19 October 2007, the GMC's new registration framework was introduced. The cornerstone of this was the abolition of limited registration, the category of registration that previously only applied to international medical graduates (IMGs).

There are currently four different kinds of registration with the GMC. These are:

### **Full Registration**

Doctors need full registration for unsupervised medical practice in the NHS or private practice in the UK. UK graduates and International Medical Graduates (IMGs) who are new to full registration and taking up a new job, or restoring their names to the register after a prolonged absence from practice, are required to work within a practice setting approved by the GMC as suitable for Doctors new to full registration.

The GMC strongly advise EEA graduates to ensure they also work in an Approved Practise Setting (APS) when they first take up employment in the UK under full registration. They also advise EEA Doctors restored to the register after prolonged absence from UK practice to work initially in an APS, however, they are not legally required to work at a APS.

#### Approved Practise Setting (APS)

If a Doctor is required to work in an APS, this will be stated on the GMC register at <https://webcache.gmc-uk.org/ods/home.do> . Caseworkers can find out if a Doctor is required to work in a APS by clicking into the information for employers section of the Doctors record. The GMC would also be able to confirm if an OSN is subject to this requirement over the telephone on 0161 923 6602.

The list of APS can be found on the GMC website at [http://www.gmc-uk.org/doctors/registration\\_news/new\\_framework/approved\\_practice\\_settings/aps\\_list.asp](http://www.gmc-uk.org/doctors/registration_news/new_framework/approved_practice_settings/aps_list.asp) .

### **Provisional Registration**

Doctors need provisional registration to work in a programme for provisionally registered Doctors, currently Foundation Year 1.

### **Specialist Registration**

In order to take up a consultant post (other than a locum consultant) within the NHS a Doctor must be included on the specialist register.

## **GP Registration**

Since 1 April 2006, all Doctors working in general practice in the health service in the UK, other than Doctors in training such as GP Registrars, are required to be on the GP Register.

It is the Doctor's responsibility to ensure that they maintain their registration, and that they hold the type of registration which is appropriate to the employment in which they are engaged. If they work in a post which is not covered by the description on their certificate they may be practicing illegally and this may delay any application for further limited registration, or an application to move to full registration. Employers must also ensure that Doctors have appropriate registration before employing them.