



Introduction to living in Scotland

Welcome



During this session we will cover the following topics:

- Settling in – the essentials
- Getting help during your training

You are welcome to put forward any questions, however we may not be able to answer questions based on your personal circumstances.

The essentials



Visas

- Your **Skilled Worker** or **Health and Care Worker** visa is administered by NES (NHS Education for Scotland) for those on a NES training programme.
- If your circumstances change, there is a legal requirement to notify UK Visas and Immigration (UKVI) as soon as possible.
- You should contact the NES Sponsorship immediately. They will inform you whether it is a change they can process, or whether it is one you have to contact UKVI yourself.

Website: www.scotmt.scot.nhs.uk/recruitment/skilled-worker-sponsorship.aspx

Contact: tier2sponsorship@nes.scot.nhs.uk

The essentials



Visas – Biometric Residence Permit (BRP)

- If you made your visa *inside* the UK, your BRP will be sent to the address you gave in your application once your application is approved.
- If you made your visa *outside* the UK, you will receive after your arrival in the UK to the collection option during your visa application.
- It is important that every trainee in a training programme provides and **attested copy** of both sides of the biometrics card to NHS Education for Scotland as soon as it is issued.
- If you have not received your BRP within 10 days, you must notify UKVI.
- You still have the Right to Work if you have not yet received your BRP.

Website: www.gov.uk/biometric-residence-permits

The essentials



National Insurance Number (NI Number)

- NI contributions count towards benefits and pensions in the UK.
- All employees within the UK must pay NI.
- Your NI contribution is *automatically* deducted from your salary.
- UK nationals are provided a NI just before their 16th birthday.
- Overseas nationals are usually provided a NI once their visa has been granted (check the back of your BRP).
- If you have not yet got a NI, you must apply for one online as soon as possible.

Website: www.gov.uk/apply-national-insurance-number

The essentials



Driving in the UK

To drive in the UK you must:

- Hold a valid driver's licence
- Hold the correct level of motor insurance for the vehicle you wish to drive - www.gov.uk/vehicle-insurance
- Ensure the vehicle is 'taxed' - www.gov.uk/vehicle-tax
- Ensure the vehicle is roadworthy - www.gov.uk/getting-an-mot

The essentials



Driving in the UK – drivers licence

- If you passed your test in the EU / EEA – you can drive any type of vehicle listed on your full and valid licence.
- If you passed your test outside of the EU / EEA - you can drive any small vehicle listed on your full and valid licence **for 12 months** from when you entered the UK.
- Your driving licence will become invalid once you have been in the UK for 12 months.
- You will need to take a **theory test** and **practical test** to get a UK driving licence before your current driving licence becomes invalid.

Website: www.gov.uk/exchange-foreign-driving-licence

The essentials



Banking in the UK

- Your salary from NHS Scotland can only be paid into an international bank account.

- The main five banks in the UK are:

- Royal Bank of Scotland
- Lloyds Banking Group
- Barclays
- Natwest
- HSBC



You are welcome to use an alternative bank – however, the main five banks are more familiar with international graduates.

The essentials



Banking in the UK

- You will need to prove your identity and prove your ‘UK address’.
- If you cannot satisfy these requirements, request an employment letter from your Human Resources department
 - Your current address
 - Your full name
 - Your date of birth
 - You are employed by the Health Board
 - The starting date of your role
 - Your salary
 - The duration of your contract

This information needs to come from your employing Health Board – this may not necessarily be NES.

The essentials



Medical defence

- All NHS Scotland staff (and trainees) are covered by the state indemnity scheme – Clinical Negligence and Other Risks Indemnity Scheme (**CNORIS**)
- CNORIS provide the minimum indemnity required.
- It is strongly recommended you take out separate indemnity to cover you against all eventualities as a doctor.
- The three major medical defence organisations are:
 - Medical and Dental Defence Union of Scotland (MDDUS)
 - Medical Defence Union (MDU)
 - Medical Protection Society (MPS)



MDU

Medical
Protection



MDDUS
Protecting professionals

The essentials



Accessing the NHS (as a patient)

- As long as you have the right to be in the UK, you are able to access health services provided by the NHS.
- You are encouraged to register with a General Practitioner (GP) and a Dentist when convenient. It is easier to access NHS services if you are registered with a GP and a Dentist.
- You can search and find health and wellbeing services in Scotland. Many practices allow patients to initially register online.

Website: www.nhsinform.scot/scotlands-service-directory/

The essentials



NHS Scotland Pension

As an employee of NHS Scotland, you are automatically enrolled into an 'occupational pension' scheme. This is known as the NHS Scotland Pension Scheme.

The scheme is provided by the Scottish Public Pensions Agency (SPPA).

Pension contributions will automatically be deducted from your monthly pay and placed into your NHS Scotland Pension pot – held with the SPPA.

You can opt-out of the pension scheme at any time - and your contributions will be returned.

The essentials



NHS Scotland Pension

The amount **you** contribute to your NHS Scotland pension depends on your salary. See how your NHS Pension works and NHS Contributions.

Website: pensions.gov.scot

Getting help during your training



Health Board Human Resources/Medical Staffing Department

The HR departments will be able to support and signpost you to local services, such as:

- Accommodation
- Schooling
- Childcare
- Community groups
- Places of worship
- Shopping

However, one of the most useful resources available to you, are your peers...



Group by NHS Education for Scotland (NES)

Scottish IMG Doctors Support Network

About

This group aims to support IMG Doctors in Scotland. It is a forum for IMGs, especially those new to the NHS, to ask questions and receive answers from IMGs who have been there and done that. Membership will be verified by checking GMC registration. Thank you for your support.

Getting help during your training



Getting help

Contact your Health Board's Medical Staffing / HR Department – contacts can be found on the Turas Hub

<https://hub.nes.digital/lead-employer-arrangements/placement-board-contacts/>

Website: <https://careers.nhs.scot/shape-your-future/international-recruitment/>

The Health Boards and NES all work closely with one another. We will always forward your query onto the relevant department.