

# Global Radiologists Programme



Delivering the Cancer Workforce Plan 2022



## Introduction

Health Education England (HEE) is working with healthcare providers globally to improve the quality and volume of the NHS workforce through global education and workplace exchanges.

Through the Global Programmes, HEE offers an educational programme for healthcare professionals from other countries who would like to spend three years in England (UK) on an earn, learn, and return scheme. The programme creates dynamic partnerships and builds lasting relationships with global healthcare organisations and healthcare professionals alike.

UK healthcare can learn from global learners, who will bring their experience with them. Whilst in the UK they will gain new knowledge and skills and return to lead developments in healthcare in their home countries. The programme will focus effort on the introduction of healthcare professionals in the UK, support for them while they are in the UK and support to engage in activities to promote the health care practice in their home country.

Historically, clinicians from all healthcare professions have gained international experience through volunteering, exchanges, and structured placements. International recruitment is significant and makes a valuable contribution to UK healthcare services alongside other workforce approaches such as UK trained, apprenticeships, skill mix reviews, service reconfiguration, upskilling, recruitment, and retention premia which are also being used to improve capacity.

The programme actively creates better, more innovative, and novel training environments that build and develop international best practice and promote life-long learning. The effect should be, improved high-quality and effective services leading to more compassionate care in all settings, not only in our own healthcare setting but those of the participating countries.

## Global Radiologists Programme – Overview

The Global Radiologists Programme (GRP) is part of the wider Cancer Programme International Training scheme, which is designed to support the development and learning of healthcare professionals who have experience in the diagnosis and treatment of cancer. This is a key priority for the NHS in England and a growing priority for many countries around the world.

There are many reasons to be proud of cancer services in England which have a hugely committed and diligent screening workforce and saves around 9,000 lives each year through prevention and early diagnosis. The commitment of the workforce to patient care is clear and the need to maximise the uptake and effectiveness of activities to deliver ambitions for cancer is essential. HEE will continue to maintain momentum around the actions in the [2018 Cancer Workforce Plan \(CWP\) Phase 1](#) and crucially focus conversations and plans around the emerging workforce requirements of the [2019 NHS Long Term Plan](#) and [NHS People Plan](https://www.england.nhs.uk/ournhspeople/)<https://www.england.nhs.uk/ournhspeople/>.

The Richards Report; [Diagnostics: Recovery and Renewal – Report of the Independent Review of Diagnostic Services for NHS England](#), which was delayed due to the impact of the global pandemic of COVID 19, has identified additional actions that “will be needed to deliver safe, high quality diagnostic services in an endemic phase of the disease and to support the recovery of diagnostic services”. It calls for a major expansion in the imaging workforce and provision of

additional training places. It also calls for cancer screening to be a key consideration alongside diagnostic capacity for cancer through specific initiatives.

The Global Radiologists Programme provides a route for independently competent doctors in general duties who have worked in radiology for around 5 years and completed Diplomate of the National Board (DNB) or equivalent and subsequently the final Fellowship of the Royal College of Radiologists (FRCR) examination to come and work in the NHS on an 'Earn, Learn, Return' basis for a period of 3 years, and develop a specialist interest while delivering service work. This initiative could provide capacity for existing staff to upskill, develop new skills and have thinking space to work differently. The programme is on a fixed term basis; it is not intended to promote migration; it is not intended for trainees and therefore does not attract a National Training Number (NTN).

Global Radiologists will undertake a mixture of general radiology and subspecialty work during both core hours and on call. The expectation is that they will spend 60% of their time on general radiological duties, with the remainder devoted to developing a specialty interest through a mixture of supervised service work and learning opportunities. For 20% of their time, they will have no service delivery expectations, allowing the programme to be tailored to their individual needs for learning and development or to undertake a wider range of work, such as development of new services, research, clinical governance, training and/or management.

NHS organisations will have to confirm the post(s) by submitting an expression to join the programme. The posts fall within the 2021 UK Shortage Occupation List (SOL) and have been advertised as skilled jobs under the new UK skilled worker route eligible to apply for the Health and Care visa. The programme will work with stakeholders and NHS organisations in identifying the best route to fund the posts and to ensure the [requirement of the new 2021 UK Points-Based Immigration System](#) is met.

## Indicative Job Plan

The job plan will be a part of the contract of employment which sets out duties, responsibilities, and objectives of the doctor to deliver service and individual objectives. It focuses on enhancing outcomes for patients while maintaining service efficiency.

Global radiologists will be appointed on a full-time basis to work an average of 40 hours a week in England. They will be employed on an equivalent level to SAS (Speciality and Associate Specialist) Doctors on a contract at the level appropriate to their experience for either a Specialist or specialty grade, mirroring the national terms and conditions for NHS doctors.

The working week is split into the equivalent of four hours in which contractual duties are performed called programmed activities (PAs) and the four basic categories of contractual work are direct clinical care (DCC), supporting professional activities (SPAs), additional responsibilities and external duties.

This programme is offering the global radiologist 40% subspecialisation time made up of 20% DCC and 20% SPA with provision of supervision for the 20% DCC as required in their chosen radiology area of interest. Employing Trusts will work with global radiologist to build the activities into their job plan.

### Employment Offer

Global radiologists will be appointed on a 3-year fixed-term contract by a suitable UK's National Health Service (NHS) Trust. The key terms and conditions are set out below:

- Global radiologists will be employed on a contract at the level appropriate to their experience for either a Specialist or specialty grade.
- Global Radiologists salary is at the Specialty doctors higher end of £78,759 per annum (rising to a pay award in year 3 as determined by the normal NHS Pay Review Body process).
- Their job plan will comprise of 20% DCC time towards activities of their chosen subspecialty with supervision provided.
- Effective development and mentorship in areas of specialist interest.
- An allowance to support relocation expenses will be paid by the employing trust after appointment and on production of eligible receipts by the appointed radiologist. More information can be found on the [GOV.uk Expenses and benefits: relocation costs page](https://www.gov.uk/expenses-and-benefits-relocation/whats-exempt)<https://www.gov.uk/expenses-and-benefits-relocation/whats-exempt>.
- Six weeks paid holiday and 10 days funded study leave per annum.
- Support to find and secure appropriate accommodation.
- Support to find appropriate schooling for school age dependents.
- Administrative support to manage arrangements and pastoral concerns, providing and supporting effective working.
- Provide guidance and support to attain Certificate of Eligibility for Specialist Registration (CESR)
- Provide educational supervision opportunities.

Trusts must ensure that the global radiologist is made fully aware of the Trust's expectations before an offer of employment is made. Provisions have been made in the programme to support the doctors with their General Medical Council (GMC) registration and UK visa application. Please see Appendix A and B for the roles and responsibilities of trusts.

### Expressions of Interest

NHS Trusts are to submit an Expression of Interest Form and return via email to [diagnosticsprogramme@hee.nhs.uk](mailto:diagnosticsprogramme@hee.nhs.uk)

### Selection and Onboarding

The selection process will utilise a combination of face-to-face and virtual interviews and competence assessments as appropriate. Successful candidates will be matched to NHS Trusts that can support the development of the specialty interest. Key programme partners will work with trusts during the matching process as described in Appendix B to ensure that all NHS employment standards are met.

It is envisaged that prior to global radiologists commencing work in the UK, they will be supported through a month-long induction programme in their home country which will focus principally on cultural acclimatisation to the NHS and equipping the candidates with the ability to

'hit the ground running' clinically on arrival in the UK. The induction will also develop appropriate support strategies for whilst they are in the UK, to build on their existing technical competence.

The induction programme will cover a range of topics such as:

### Life and work in the UK

- NHS values and NHS Constitution.
- Good Medical Practice.
- Continuing professional development including audit and quality improvement.
- Appraisal and Revalidation.
- Contracts and job plans.
- Supporting professional activities.
- Provision of interventional radiology services.
- Radiology information system (RIS)/picture archiving and communication system (PACS) and voice recognition.
- Structuring radiology reports.
- Radiation protection regulations.

### Values and Behaviours

- Expected standards of behaviour.
- Customer service (how to treat patients).
- Interacting with clinicians and multi-disciplinary team (MDT) meetings.
- Informed consent.
- Intimate examinations and use of chaperones.

### Team Working

- Working within a multi-disciplinary team.
- Working with medical and non-medical colleagues.
- Roles and responsibilities of a clinical radiologist.

### Governance

- Patient confidentiality and information governance.
- Raising concerns and challenging colleagues.
- Managing clinical incidents.
- Concept of 'discrepancy' and using these for learning.

The programme recommends that trusts also provide local induction to the global radiologists at the start of their role in UK. The GMC are providing free ['Welcome to UK practice'](#) events which provides information for doctors and employers and explores ethical challenges.



## Appendix A – Estimated Costs

Expected Costs	Paid by Clinician	Paid by NHS Trust	Notes
<b>1. Pre-arrival</b>			
IELTS training & exam costs	955		Direct payment by clinician to training supplier.
GMC Registration Fee	200		
Certificate of Sponsorship		199	
Visa Application (3-year costs paid in year 1)		464	Paid by the trust and recouped from Clinician's salary. This arrangement is optional for the clinician.
Passenger Locator Form - Covid Test		210	Completed by candidate to confirm that they have a reasonable excuse to travel. This is paid as part of the visa application.
Immigration Skills Charge from April 2017		3,000	A charge of £1,000 per 12 months to be paid as part of employer sponsorship for each foreign worker employed.
Flight to the UK		550	This is constantly changing due to Covid19.
<b>Sub Total (Pre-arrival Cost)</b>	<b>1155</b>	<b>4,423</b>	
<b>2. Upon Arrival</b>			
Airport transfer on arrival		50	Trust to arrange for transport from airport if it is not possible to meet and greet clinician. This cost will vary depending on distance of the journey from airport to arranged accommodation.
Accommodation Support / settling package		3,000	3 months accommodation provided by the Trust on arrival.
Recouped visa application costs from clinician	464	-464	Recouped from clinician's salary
Recouped locator form cost from clinician	210	-210	Recouped from clinician's salary
Doctor's salary			This will be covered by the employing NHS Trust. Starting salary will depend on the level appropriate to the experience of the candidate for either a Specialist or specialty grade.
<b>Sub Total (Upon arrival Cost)</b>	<b>674</b>	<b>2,376</b>	
<b>Total Expected Cost</b>	<b>£1,829</b>	<b>£6,799</b>	

# Appendix B - Roles & Responsibilities

## NHS Participating Trusts

### Pre-Arrival – Trust set up

- Submit expression of interest to HEE, identifying the number of radiologists required and the subspecialty to enable a suitable match.
- Ensure Trust is a Home Office-licensed sponsor at the required skill level.
- Nominate Trust's medical lead whom the programme will liaise with on the recruitment process and also nominate a Trust HR lead to support.
- Identify a named pastoral care lead, who must be available as a point of contact for the global radiologists before they arrive in the UK.
- Sign an agreement with the Global Radiologists Programme on the 3-year scheme
- Support the promotional activities as directed by the programme.
- Work with identified programme representative to employ the doctors.

### Pre-Arrival – Recruitment and Onboarding

- Receive information from the programme on the matched doctor and formally confirm employment. Provide feedback on unsuccessful candidates via the programme.
- Allocate the global radiologists to a clinical area and identify a line manager, who will prepare their staff for the global radiologist's arrival / local induction checklist.
- Complete all pre-employment checks including ID and reference checks.
- Agree a start date with each successful candidate and issue an offer of employment.
- Agree start date with candidate and support the UK VISA application by assigning the Certificate of Sponsorship (CoS) and notifying the candidate and programme.
- Confirm accommodation arrangement with Global Radiologist.
- Allocate a mentor to support the new arrival from India.
- Introduce the new staff to manager/team and establish consistent communication as part of the onboarding process. The programme provides lots of support at this stage.
- Book flights and arrange accommodation as per Appendix B - estimated costs within this attached brochure.

### Arrival and beyond

- Meet and greet doctor on arrival where possible and subject to Covid -19 requirements. Make alternative arrangements such as taxi pick up where meet and greet is not possible.
- Deliver a programme of pastoral care, support, and integration into the workplace in consideration of [pastoral care best practice](#).
- Support the on-going development of each doctor through the facilitation of a Professional Development Plan (PDP) and appropriate job plan. In principle, the programme requires each doctor to have one day per week secured for their subspecialisation with supervision as required.
- Send periodic updates on the progress of each doctor on the global radiologist programme to HEE.
- Confirm exit plan for Global Radiologist in the last year of their placement.

## Applying doctors

### Pre-arrival - Recruitment

- Apply, sit, and pass all parts of the FRCR exam.
- Complete the application form to join the programme.
- Undergo an interview with a centralised panel via a visual web link and/or in-country.
- Receive, sign, and return the employment offer and provide any feedback to the programme.
- Achieve Level 7 in all four domains of IELTS or equivalent for GMC registration and visa application.

### Pre-arrival – Onboarding

- Undertake hands-on radiology training at ARI.
- Apply for police clearance.
- Make a formal application to the GMC and pay the application fee.
- Agree a start date with the matched NHS trust.
- Apply for UK visa using the Certificate of Sponsorship reference number from trust with other required documentation.

### Arrival and beyond

- Travel to England and take up agreed NHS post.
- Undergo formal Trust induction and orientation.
- Participate in a periodic online satisfaction survey conducted by the programme.
- Agree an exit plan in the last year of placement.

## Health Education England

### Pre-Arrival – set up

- Establish project team to ensure clear roles and responsibilities and collective decision making.
- Ensure the programme is aligned to appropriate governance; scheduling of regular meetings and servicing the committee, audit path including documentation, report, risk register and escalations.
- Agree the financial model. Develop and manage a programme plan and coordinate the activities of all partners through stakeholder management.
- Develop a joint communication plan and sign off process.
- Manage programme reporting within HEE and the wider NHS stakeholder community.
- Working with partners to establish a process for placements that ensures a HEE quality assurance of Trusts in line with HEE Quality Framework; to ensure good quality of clinical radiology education and training.

### Pre-Arrival – programme delivery

- Confirm the workforce demand across England through the regions to inform about the scheme and invite expressions of interest including an indication of the number of posts needed and subspecialty area of interest.



## Global Radiologists Programme

- Work with in-country partners to establish a supply chain that is ethical and compatible with NHS standard requirements through centralised recruitment.
- Create and manage the matching process by aligning Trust preferences to the successful candidates.
- Support employing Trusts with securing posts and employing the Global Radiologists into posts.
- Manage the communication of all recruitment feedback to interviewed radiologists.
- Undertake bi-annual survey of doctors that join the fellowship through HEE National Education and Training Survey (NETS).
- Create and update programme webpage and manage all press releases.
- Evaluate the programme

### Arrival and beyond

- Create and maintain the global network of the cancer workforce that are in post.
- Create and maintain a Trust Implementation Group (TIG) for the placement.
- Manage the placement through agreed periodic reports and escalations.
- Develop exit plans and closing events in the last year of placement.

# Appendix C - Key Stakeholders

## Health Education England

[Health Education England](#) (HEE) supports the delivery of excellent healthcare and health improvement to the patients and public of England by ensuring that the workplace of today and tomorrow has the right numbers, skills, values, and behaviours at the right time and in the right place.

HEE is an Executive Non-Departmental Public Body (NDPB) and an arm's-length body (ALB) of the Department of Health and Social Care. Its role is to provide system-wide leadership and oversight for workforce planning, education, and training across England.

Making sure that patients receive the best quality care across the NHS, the independent sector and public health is at the heart of everything HEE does. It funds the highest quality education and training at both undergraduate and postgraduate levels - resulting in world class health professionals working together for the benefit of patients.

As well as planning for and training our future workforce, we are committed alongside employers and other stakeholders to the development of our current workforce.

This programme is being devolved to the [seven HEE regions](#) and below is an example of how one of the regions, the [South East](#), is working to utilise the concept in its workforce planning efforts.

## Health Education England South East Region Regions

Health Education England – South East Region (HEE SE) is one of seven HEE regional teams in England, covering the counties of Kent, Surrey, Sussex, Oxfordshire, Berkshire, Buckinghamshire, Hampshire, and the Isle of Wight. It supports the delivery of excellent healthcare and health improvement for patients and the communities it serves by ensuring the workforce of today and tomorrow has the right numbers, skills, values, and behaviours at the right time and in the right place.

The SE has a population of around 9.2 million people, and at any one time has over 38,000 learners studying and working within its health and care systems. There are six Integrated Care Systems (ICS) in the region, as well as eleven clinical commissioning groups, four social enterprises, two ambulance trusts and eighteen upper-tier and unitary authorities. To deliver SE regional people and workforce priorities, it works closely with the Local People Boards and ICS partners.

## NHS England and NHS Improvement

NHS England and NHS Improvement (NHSE/I) have worked together as a single organisation since 1 April 2019, to help improve care for patients and provide leadership and support to the wider NHS. NHSE/I has seven regions who support local systems to provide more joined up and sustainable care for patients.

HEE regions are working in partnership with NHSE/I to increase the diagnostic workforce capacity and capability by:

- Establishing imaging and endoscopy training academies
- Embedding the SE Ultrasound Training Academy
- Supporting the workforce elements of community diagnostic hubs
- Continuing to provide endoscopy and reporting radiography upskilling opportunities.

### The Royal College of Radiologists

[The Royal College of Radiologists](#) (RCR) is a charity that works with its members to improve the standard of medical practice across the fields of radiology and oncology. With faculties in two disciplines, the College and its members benefit from a fuller understanding of medical practice, across the spectrum of diagnosis and treatment.

They collaborate impartially with their members and external parties from across the medical industry, refining the latest research and guidelines into relevant applications for radiologists and oncologists. This work can be carried out efficiently because resources and processes are shared across their two faculties.

This enables them to educate and support doctors effectively throughout their career, providing practical guidance, training, and assessment. In turn, input from their members, through academic contributions, professional consultation, and mentorship, drives the College forward. Together, they have been contributing to the advancement of each new generation of doctors for over 40 years.

### Apollo Radiology International (ARI)

[Apollo Radiology International](#) is a specialist division within the Apollo Hospitals group which was founded to provide comprehensive and integrated services in radiology across the globe focussing on building partnerships and exchange programs in subspecialised reporting, radiology education and research.

Apollo Hospitals was established in 1983 by Dr. Prathap C Reddy. It was India's first corporate hospital and is acclaimed for pioneering the private healthcare revolution in the country. Since then, Apollo has risen to a position of leadership and has emerged as Asia's foremost integrated healthcare services provider. It has a robust presence across the healthcare ecosystem, including Hospitals, Pharmacies, Primary Care & Diagnostic Clinics. The Group also has Telemedicine units across 10 countries, Health Insurance Services, Global Projects Consultancy, Medical Colleges, Medvarsity for E-Learning, Colleges of Nursing and Hospital Management and a Research Foundation. In addition, 'ASK Apollo' - an online consultation portal and Apollo Home Health provide the care continuum.

The cornerstones of Apollo's legacy are its unstinting focus on clinical excellence, affordable costs, technology and forward-looking research and academics. Apollo Hospitals was among the first few hospitals in the world to leverage technology to facilitate seamless healthcare delivery through electronic medical records, hospital information systems and telemedicine-based outreach initiatives. The organization embraced rapid advancement in medical equipment worldwide and pioneered the introduction of several cutting-edge innovations in India. Soon the country's first-ever Proton Treatment Cancer Centre will be launched by Apollo, and it will serve over 3 billion people.

## Appendix D – Programme Process

