

Pwyllgor Iechyd, Gofal Cymdeithasol a Chwaraeon

Health, Social Care and Sport Committee

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The existence of separate Medical Performers Lists for England and Wales.

**Ease of access to Medical Performers List registration for Doctors
returning to Wales**

**How the Medical Performers List registration process assesses the
equivalence of medical training undertaken outside the UK.**

Thank you for the opportunity to submit information to the committee. The existence of separate Medical Performers Lists for England and Wales in this day modern technology and secure central databases is a nonsense, fortunately at ground level this detail presents a just a bureaucratic irritation and suitably motivated individuals can place themselves on both lists. The subdivision of the Wales list managed by healthboards within Wales can present further of instances of headache amongst GPs already working in Wales.

In 2016, GP Hub Wales was a service that was developed by Dr Paul Williams providing phone consultations remotely for any practices in Wales. In practical terms this involves GPs and Clinical Pharmacists based in Cardiff to Swansea region providing consulting patients as far west as Fishguard. The Hub is a vital tool in helping to maintain a service where GP shortages are particularly acute. It also provides a flexible work pattern for GPs who unable work in a traditional surgery environment. There has been a rise in its popularity and as such we have been contacted by several doctors working outside of Wales who want to provide telephone consultations from their homes in England and other countries. As British qualified GP's, who are currently registered with the General Medical Council it seems a wasted effort to have to place themselves on the Welsh performers list just for this purpose.

It is without doubt a common sense approach to amalgamate the English performers lists with the Welsh performers list, Scottish performers list and Northern Ireland. This in theory will enable free flow of GP's to work in the UK. However given this fact, if it's the committee's expectation there to be an influx of GPs to Wales by innovating the medical performers list in this way I believe they will be disappointed. GP supply is at a critical low across the UK and this is particularly acute in certain pockets in Wales, evidence provided later on in the statement related to the ease of access to Medical Performers List registration for Doctors returning to Wales tattoos on the most significant reasons as to why general practice is losing GPs to other countries and two different careers.

**Ease of access to Medical Performers List registration for Doctors returning to
Wales**

There is lack of clear information available to a doctor who has qualified in the UK that is subsequently working in a foreign country but who wants to return to the Wales to practice in primary care.

I would would challenge anyone get some clear guidance from organisations in Wales who have been touted as the place to contact for returning UK doctors. There are multiple websites and links that are unfortunately dead ends in the system or information that refers you to NHS England despite information in the Welsh websites that applications and processes are significantly different in Wales.

An example of a user's journey, go to

<http://www.gpone.wales.nhs.uk/gp-returners>

A dedicated Welsh website for primary care Leads to

<https://gprecruitment.hee.nhs.uk/Induction-Refresher/How-To-Apply>

An English information resource.

Return to

<http://www.gpone.wales.nhs.uk/gp-returners>

Also leads to the Welsh Deanery website

<https://gpst.walesdeanery.org/induction-and-refresher>

Unfortunately again this led to

<https://gprecruitment.hee.nhs.uk/Induction-Refresher/How-To-Apply>

However it also did offer links for information as to the lead in coordination

“NHS Wales Shared Service Partnership (NWSSP) will coordinate the placement of each doctor including funding and other administrative support. For further information please go to the NWSSP website”

<http://www.nwssp.wales.nhs.uk/gp-specialty-registrar>

This link provides information as to the management of lists as well as some phone numbers to get further information.



If you were a GP currently working outside the UK and contacted this number wanting more information about the process involved in returning to Wales to work you would be or wanting to speak to someone about the process you would be referred to

<http://www.trainworklive.wales/>

The front page of this website provides the **same numbers as above on the nwssp website.**

Further information is sort and not found by clicking through “Refresher training (Wales Deanery)” link.

As it lands the user back to

<https://gpst.walesdeanery.org/induction-and-refresher>

Already the process to get some clear concise information has become a mind numbing frustrating process.

But if pressed on the phone, the user might be lucky enough to obtain a number which is usually not available or in the public domain to the Welsh Deanery.

Once answered and a situation explained, the enquirer will be sent an email with some links to resources (Email in Appendix) unfortunately these links lead the user to where they started in the first place.

<https://gprecruitment.hee.nhs.uk/Induction-Refresher>

<https://www.walesdeanery.org/induction-and-refresher>

This experience asks a number of fundamental questions.

1. Are the organisations responsible for processing tentative enquiries about GPs who want to repatriate back Wales effective in pursuing these leads?
2. With all enquiries being referred to England for processing applications, is Wales series grabbing potential GPs and placing them in Wales?

Several Doctors who qualified as a GP in the UK but are now subsequently working outside of the UK were canvassed for opinion.

A summary of response are collated below.

“Whilst I haven’t considered returning, I have certainly been put off from remaining on a performers list due to the hoop jumping and requirements for me to do some practice in the UK. It just made no sense to me to do two weeks work in the UK each year when my life is now in Canada, just to remain on a performers list, so I applied for voluntary erasure.”

Have you considered returning but have been put off by the logistics and further assessments of competencies?

See above. I can also practice Emergency Medicine here as a GP which I couldn’t do in the UK

Do you feel that the pay to workload ratio is just not enough to justify returning?

“Unless life circumstances change, I wouldn’t return to a career in GP in the UK being as I see around half the patients a day for twice the pay. There is so much hoop jumping in the UK just to stay on a performers list. “

What about the political situation? Does this play a part?

“As a physician in Canada I feel respected by patients, and the government. We aren’t painted as the bad guys in the media and by the health secretary. “

“As GP in Australia, we are accepted by the government and public as an essential part of the healthcare system. I feel sorry for my friends back in the UK, they seem to have to justify their existence on a weekly basis on the back of a shrinking take home pay.”

What country are you currently practicing in? Canada, Australia

What is your typical day like?

“Approx 20 patient contacts, 15 min appointments, no home visits. Fee-for-service work, compensated for time spent with a patient and medical complexity.”

How many patients do you typically consult in a day?

“20-25 a day.”

How many days do you work?

“4-4.5”

What is your remuneration for this work load?

*“\$400,000-\$450,000 (Canadian) per annum.
\$480,000 (Australian) per Annum.”*

Appendix

From : [REDACTED]

Hello [REDACTED],

Following on from our conversation a moment ago, please find links below which will give you lots of information on the Induction & Returner (I&R) Scheme in Wales. If you do have any further questions please don't hesitate to drop me an email.

<https://gprecruitment.hee.nhs.uk/Induction-Refresher>

<https://www.walesdeanery.org/induction-and-refresher>

Many thanks

Sophie