



# **Introduction to living in Scotland**

**June 2023**

# 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).
- 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.
- All enquiries regarding your visa application should be directed to the email address below or follow the flowcharts in the website linked below.

Website: [www.scotmt.scot.nhs.uk/recruitment/skilled-worker-sponsorship.aspx](http://www.scotmt.scot.nhs.uk/recruitment/skilled-worker-sponsorship.aspx)

Email: [tier2sponsorship@nes.scot.nhs.uk](mailto:tier2sponsorship@nes.scot.nhs.uk)

# The essentials



## Visas – Biometric Residence Permit (BRP)

- If you made your visa application *inside* the UK, your BRP will be sent to the address you gave in your application.
- If you made your visa application *outside* the UK, your BRP will be sent to a Post Office branch outlined on your visa decision letter.
- If you have not received your BRP within 10 days of your decision, you must notify UK Visas and Immigration (UKVI).
- You still have the Right to Work if you have not yet received your BRP.

Website: [www.gov.uk/biometric-residence-permits](http://www.gov.uk/biometric-residence-permits)

Website: [www.gov.uk/government/organisations/uk-visas-and-immigration](http://www.gov.uk/government/organisations/uk-visas-and-immigration)

# The essentials - FAQs

- The Turas Hub includes a number of frequently asked question (FAQs) including details on
  - Protecting Vulnerable Groups (PVG) <https://www.mygov.scot/pvg-scheme>
  - Occupational Health Checks <https://hub.nes.digital/lead-employer-arrangements/pre-employment-information/occupational-health/>
  - Turas People FAQs include information about how to get references for rental accommodation and/or mortgages <https://hub.nes.digital/lead-employer-arrangements/help-me-with/turas-people/trainee-faqs/>

Use the search function in the Turas Hub to find the answer to your query <https://hub.nes.digital/lead-employer-arrangements/>

Remember to select the correct employer – <https://hub.nes.digital/>

# The essentials



## National Insurance Number (NINO / NI Number)

- NI contributions count towards benefits and pensions in the UK.
- All employees within the UK must pay NI if they earn at least £184 per week.
- Your NI contribution is *automatically* deducted from your salary.
- UK nationals are provided a NINO just before their 16<sup>th</sup> birthday.
- Overseas nationals are usually provided a NINO once their visa has been granted (check the back of your BRP).
- If you have not yet got a NINO, you must apply for one online as soon as possible.

Website: [www.gov.uk/apply-national-insurance-number](https://www.gov.uk/apply-national-insurance-number)

# The essentials



## Driving in the UK

To drive in the UK you must:

- hold a valid drivers licence
- hold the correct level of motor insurance for the vehicle you wish to drive - ([www.gov.uk/vehicle-insurance](http://www.gov.uk/vehicle-insurance))
- ensure the vehicle is 'taxed' - ([www.gov.uk/vehicle-tax](http://www.gov.uk/vehicle-tax))
- ensure the vehicle is roadworthy - ([www.gov.uk/getting-an-mot](http://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](http://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



NatWest



BARCLAYS



LLOYDS BANK

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

# The essentials



## Opening a Bank Account in the UK

- You will need to prove your identity and your 'UK address'.
- If you cannot satisfy these requirements, request an employment letter from your Human Resources (HR) department or lead employer
  - Your full name
  - Your date of birth
  - Your current address
  - 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.

Website: <https://hub.nes.digital/lead-employer-arrangements/>

# The essentials



## Medical defence

- All NHS Scotland staff (and trainees) are covered by the state indemnity scheme – Clinical Negligence & 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 and recommended to register with a General Practitioner (GP) and a Dentist when commence employment. 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/](http://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.

Website: <https://pensions.gov.scot/>

# The essentials



## NHS Scotland Pension

The amount *you* contribute to your NHS Scotland pension depends on your salary:

Up to £20,605	5.2%
£20,606 to £24,972	5.8%
£24,973 to £31,648	7.3%
£31,649 to £64,094	9.5%
£64,095 to £89,731	12.7%
£89,732 to £119,560	13.7%
£119,561 and above	14.7%

*NHS Scotland* also contributes **20.9%** into the scheme on your behalf!

Website: <https://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.....

# Getting help during your training



## Getting help

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

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

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



## International Medical Graduates (IMGs)

[Home](#) / [International Medical Graduates](#)

The Scotland Deanery welcomes doctors who have qualified outside the United Kingdom (UK) who wish to come to Scotland for postgraduate training. Each year doctors from all over the world come to the UK to train and work in NHS Scotland. The NHS is Scotland's largest employer; information on the structure of NHS Scotland can be found [here](#) <sup>↗</sup>.



[Preparing for life in Scotland »](#)



[Scottish IMG Pre-induction Webinars »](#)



[Scottish IMG Orientation Day »](#)



[Scottish IMG Doctors Support Network »](#)

## Trainee information

<https://www.scotlanddeanery.nhs.scot/trainee-information/welcome-to-the-scotland-deanery/>

[Home](#) / [Trainee information](#) / [Welcome to the Scotland Deanery](#)

### Trainee information

[Welcome to the Scotland Deanery](#)

[Additional work](#)

[Advancing equity in medical](#)

## Welcome to the Scotland Deanery

We have created two short induction films to tell you about our deanery, how it works and what you can expect as you begin your training. We hope you find these useful and informative!

### Welcome to the Deanery

Access this page to find out details about your training in Scotland, links useful contacts including your Programme Directors, admin teams, Study Leave, ARCPs and training requirements, as well as information on softer landing safer care, acronyms etc.....

# Facebook Group – Private/Closed Group Scottish IMG Doctors Support Network



Edit

Access the IMG support group in on Facebook

Group by NHS Education for Scotland (NES)

Scottish IMG Doctors Support Network