



Guide for Refugee Doctors



Sixth Edition, May 2009

Published by The Jewish Council for Racial Equality

This booklet is dedicated to the
determination and tenacity of refugees,
past and present.

The Jewish Council for Racial Equality (JCORE)

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www.jcore.org.uk

JCORE was established in 1976 to combat discrimination and promote racial justice in Britain. We work with the Jewish and wider communities to promote a positive multi-ethnic UK free from all forms of racism.

We work in three main areas:

- Race equality education
- Asian-Black-Jewish dialogue
- Asylum and refugee issues

This booklet is a guide for international medical graduates who have refugee or asylum seeker status in the UK and wish to resume their medical careers here. It outlines some of the procedures to gain registration as a doctor and some of the sources of help and support that are available.

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We would like to acknowledge the help and assistance of the many individuals and organisations which have enabled us to produce this guide. We are especially grateful to the BMA for granting permission to reproduce sections of its **Guide for doctors new to the UK**.

We gratefully thank the Kessler Foundation and the Humanitarian Trust for their support in producing this publication.

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1 Introduction

For over sixty years, refugee doctors arriving in Britain have encountered enormous difficulties in resuming their professional careers by requalifying in this country. Many obstacles have stood in their way, from a lack of information and practical support, to indifference and even xenophobia from the medical establishment..

In 1938 an editorial in the Sunday Express warned, "now there is a big influx of foreign Jews into Britain. They are over-running the country. They are trying to enter the medical profession in great numbers. They wish to practise as dentists. Worst of all, many of them are holding themselves out to the public as psychoanalysts." The medical establishment at the time lobbied to ensure that Jewish refugee doctors would not be allowed into Britain before the war as they would "dilute our industry". Lord Dawson, the then President of the Royal College of Physicians in 1933 infamously commented, "The number of refugee doctors who could usefully be absorbed or teach us anything could be counted on the fingers of one hand".

Today, thankfully, the medical establishment's attitudes towards refugee doctors has undergone a positive transformation, although the difficulties faced by refugee doctors have not decreased in the intervening years. As in the 1930s, refugee doctors have had to undertake menial tasks simply to keep in touch with the practice of medicine.

I first became interested in the situation facing refugee doctors when I met a Sudanese and a Bosnian doctor at a centre for homeless families in London. I asked them what they were doing about re-qualifying in Britain. Both simply shrugged their shoulders, a gesture of resignation that took me aback. I learned subsequently that although they were vaguely aware of professional organisations such as the British Medical Association (BMA) and the General Medical Council (GMC), they simply did not know how to go about the process of re-qualification.

Mindful of the similarities between past and present experience, the Jewish Council for Racial Equality (JCORE) initiated a Refugee Doctors Group in 1996 in partnership with other individuals and organisations. The group instigated several practical projects, including a number of information days, which were attended by over 100 refugee doctors. This publication is part of that initiative.

The first edition of this booklet was published in February 1998. Since then, JCORE's contribution has now become part of a much wider partnership of organisations called the Refugee Doctors Liaison Group, co-ordinated by the International Department of the BMA. Refugee doctors have moved dramatically up the political agenda in the last few years and there are now significantly more initiatives, support systems and funds available to help them re-qualify.

This improved situation for refugee doctors has come at a time when the overall plight of asylum seekers and refugees continues to cause great concern. Many asylum seekers, individuals as well as families, are experiencing destitution. The vilification of asylum seekers and refugees by certain sections of the press has

added to this hardship. New and positive initiatives need to be taken so that asylum seekers and refugees will be in a position to make a positive contribution to the life and wellbeing of this country, as refugees in the past have so often done.

We are most grateful to the Kessler Foundation and the Humanitarian Trust for providing us with a grant to print this sixth edition of the Guide. We also thank Jo Waterfield and Jo Attwooll, who carried out the research for this edition, John Schlackman for helping to edit this publication and Natalie Weinberg for her cover design.

Edie Friedman
Director, Jewish Council for Racial Equality
January 2009.

2. The National Health Service (NHS)



The NHS was founded in 1948 to provide healthcare free at the point of use to the entire UK population. Although there have since been significant changes in the structure and funding of NHS healthcare, especially in the 1990s, it still covers the whole of the UK population and is still mostly free at the point of delivery. Exceptions include outpatient dental treatment, some health appliances and hearing and sight testing, for which patients are expected to pay in part, or fully, themselves. Patients also pay a fixed amount for drugs prescribed in primary care, although there are exemptions or reductions for certain groups, such as children, the elderly, the unemployed, those on low incomes and some patients with chronic conditions. There are no charges for seeing a doctor or for treatment in hospital.

The private medical sector is small. Around 11 per cent of the population has some private healthcare insurance, but the cover provided can be limited and the private sector relies heavily on the support provided by the NHS. Most doctors in the UK practice in the NHS, even if they do some private work as well.

2.1 Healthcare structure in the UK

The NHS is funded mainly through general taxation and national insurance contributions, which all employed people and employers are required to pay. Health service provision has been devolved, resulting in slightly different systems within the four nations comprising the UK – England, Northern Ireland, Scotland and Wales.

England

The Department of Health for England is the government department responsible for the management of health and social care services to the people of England and sets the overall policy on health issues. The responsibility for developing strategies for local health services and ensuring high quality performance rests with the 7 strategic health authorities (SHAs). SHAs also manage the NHS at the local level with each one being split into different types of Trusts that run different NHS services in particular areas: Acute Trusts, Ambulance Trusts, Care Trusts, Mental Health Trusts and Primary Care Trusts.

Responsibility for the planning and securing of health services and improving the health of the local population in England lies with primary care trusts (PCTs). These trusts are at the centre of the NHS and receive 75 per cent of the total NHS budget. They are entrusted with planning and commissioning health services for their local communities. For example, they must make sure there are enough general practitioners (GPs) for their population and ensure the provision of other health services such as hospitals and opticians. Hospitals are managed by acute trusts which ensure high quality healthcare. Foundation trusts are a new type of NHS hospital and have more financial and operational freedom than other NHS trusts.

Scotland

With the exception of the regulation of the professions and legislation on abortion, decisions on health legislation are taken by the Scottish Parliament in Edinburgh. The Scottish Executive Health Department is responsible for the leadership of the NHS and implementing health and community care policies.

There are 14 area NHS boards in Scotland responsible for planning and delivery of health services. Hospital divisions are responsible for the delivery of secondary care and Community Health Partnerships, which encourage closer working between primary care and social services, are responsible for providing services in the community.

More information is available at: www.show.scot.nhs.uk

Northern Ireland

The administration of the Northern Ireland NHS lies with the Department of Health, Social Services and Public Safety (DHSSPS). Health and personal services are provided as an integrated service by four health and social services boards (Eastern, Northern, Southern and Western). The boards commission and purchase services for their areas. NHS trusts provide health and social services within commissioning arrangements agreed with the health and social services boards. Local health and social care groups based around GP practices enable primary care professionals to become involved in planning, commissioning and delivering the services for the communities they serve. For further information see www.n-i.nhs.uk

Wales

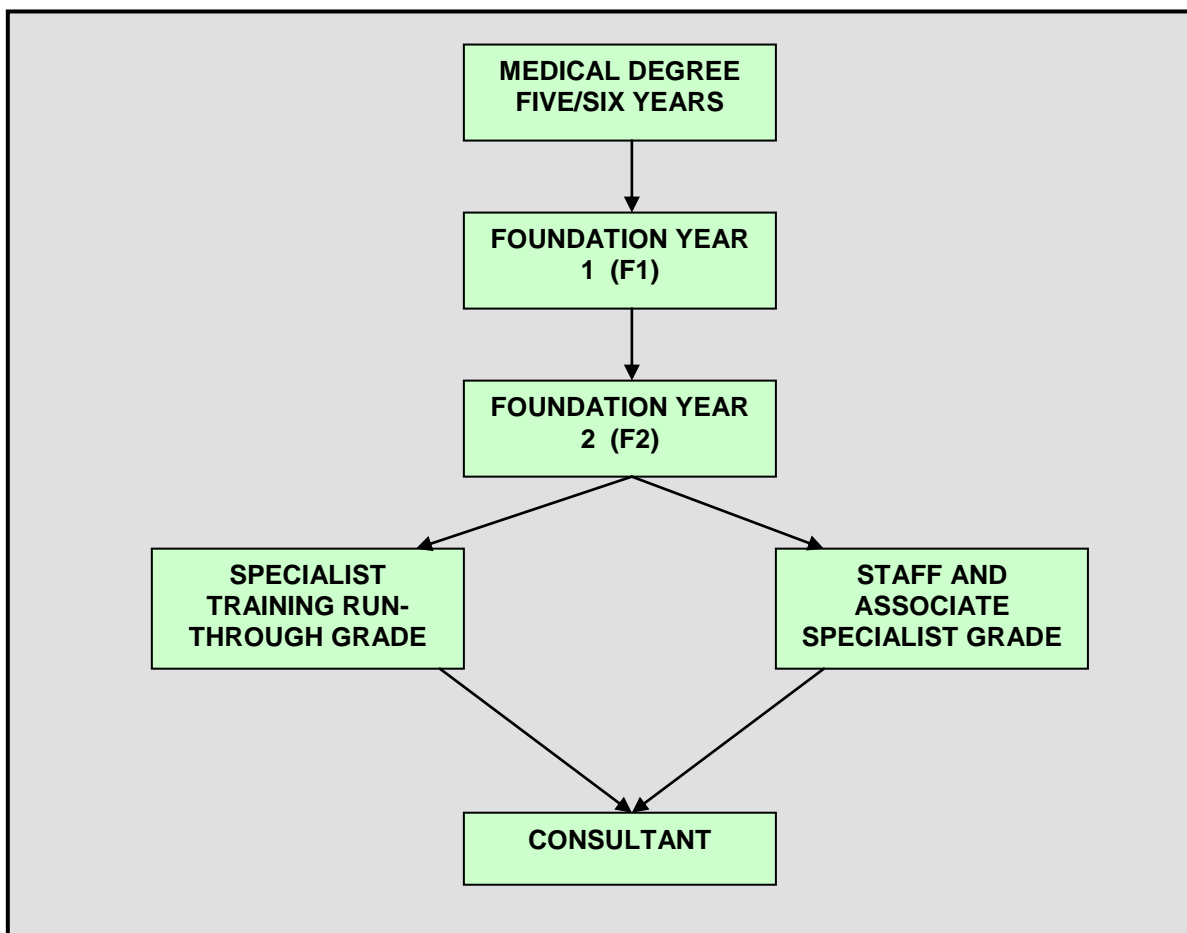
The National Assembly for Wales has strategic responsibility for the NHS in Wales. Local health boards are statutory bodies responsible for commissioning, securing and delivering local healthcare. Specialist services are provided by Health Commission Wales. Each local health board reports to one of three regional offices – Mid, North and South-East Wales – which monitor the development of local health, social care and well-being strategies. NHS trusts are accountable to these regional offices for patient care, efficiency and finance. The Health of Wales information service can be accessed at www.wales.nhs.uk

2.2 Accessing healthcare

In the UK, the first point of access to healthcare is the GP, except when there is an emergency, in which case the patient can be admitted directly to hospital. Most citizens are on the list of one GP, who holds their medical records. Around 95 per cent of health consultations through the NHS are dealt with by a GP. When specialist consultation is appropriate, the GP refers the patient to a consultant, usually based in a hospital.

Since 1990, hospitals, community health and ambulance services have become NHS trusts with their own boards of directors. They are independent and directly accountable to their respective health departments. A new type of hospital trust was introduced in 2004 – Foundation Trusts. These are run by local managers, staff and members of the public and are tailored to the needs of the local population. They also have more financial and operational freedom than other NHS Trusts. As at August 2008 there were 105 Foundation Trusts.

3. Career pathways in medicine



3.1 Undergraduate training

In the UK, undergraduate medical training usually lasts for five to six years. The more traditional course involves the first two or three years being university based, providing knowledge in basic medical sciences. The remaining three years are spent in hospital, gaining clinical skills in the different specialties. More recently, courses have begun to integrate the pre-clinical with the clinical training. At the end of this time, the final MBBS examinations are taken. Having passed these, the newly qualified doctors begin the foundation programme.

The UK medical training system has undergone major changes in recent years. Proposals for change were published by the UK Chief Medical Officers in 2003 in *Modernising Medical Careers (MMC)*. The pre-registration house officer and first year senior house officer posts have been replaced by the foundation programme and a new specialist training system was introduced in August 2007. The introduction of MMC sees a move towards competency based training instead of the previous time-based training. Doctors can keep up to date with the changes at www.mmc.nhs.uk

3.1.2 Foundation programme

Introduced nationwide in August 2005, the two year foundation programme has replaced the pre-registration house officer (PRHO) year and first year of senior house officer (SHO) training. It enables doctors to gain a wide range of competencies encompassing both clinical and professional skills before they can proceed to the next stage of postgraduate medical training in the UK.

3.1.2.1 Foundation Year 1 (F1)

The first post undertaken is F1. This is done under provisional registration with the GMC and is similar to the 'internship' year undertaken in other countries and must include at least three months of general surgery and three months of general medicine. On successful completion of the F1 post doctors gain full registration with the GMC. F1 places are generally restricted to doctors who are not eligible for full registration with the GMC. However, the UK Foundation Programme Office (UKFPO) has been working towards developing a system that will enable some refugee doctors with full registration to access unfilled F1 posts. Details can be found on the UKFPO's website –

<http://www.foundationprogramme.nhs.uk/pages/home>

3.1.2.2 Foundation Year 2 (F2)

F2 develops post-registration skills and enables trainees to undertake placements in three specialties. It typically consists of three, four month placements and includes opportunities to work in primary care. It will build on competencies learnt during F1 as well as generic competencies such as time management, IT skills and team working.

Further information about the foundation programme is available from:
www.mmc.nhs.uk/pages/foundation

3.1.3 Specialty registrar grades

3.1.4 Specialist training

The medical royal colleges and their faculties (royal colleges) draw up the criteria for specialist training curricula and assessments which are submitted to the PMETB which is the sole competent authority responsible for the approval of training posts and programmes. It sets the standards within which selection for specialist training operates and certifies doctors for application to the specialist and GP registers. A network of regional postgraduate deans, with specialist input from the royal colleges, is responsible for ensuring that standards are met at a local level as part of their remit for quality management of postgraduate medical education and training.

When an individual successfully completes the foundation programme, they will move into a specialty training programme which, upon successful completion, will lead to the award of a certificate of completion of training (CCT) either for specialist or general practice training. The previous two-tier basic and higher specialist training system and the GP training system ceased to exist in August 2007 when the new specialty training programmes, established under *MMC*, were implemented.

Trainees who are not eligible to receive a CCT because they have not completed all their training in the UK may still be eligible to enter the specialist or GP register by virtue of their non-UK training or a combination of their UK and overseas training. They will not, however, be granted a CCT. GPs who qualified outside the UK will need to apply to the PMETB for a Certificate confirming Eligibility for GP Registration (CEGPR). Doctors wishing to enter the specialist register on the basis of overseas training need to apply to the PMETB for a Certificate confirming Eligibility for Specialist Registration (CESR).

For entry into specialist training in 2007 doctors applied through the Medical Training Application Service (MTAS), a central application process. Unfortunately, the MTAS was not without its problems, and led to an independent inquiry being launched into *MMC*, led by Professor Sir John Tooke. The inquiry's final report, *Aspiring to Excellence*, published in January 2008, will inform the medical training system for entry in August 2009. The report is available at :

http://www.mmcinquiry.org.uk/MMC_FINAL_REPORT_REVD_4jan.pdf

For up-to-date information please visit the specialty training section of the *MMC* website at: <http://www.mmc.nhs.uk/default.aspx?page=281>

3.1.5 General practice training

There is a well-established postgraduate training programme for general practice, the vocational training scheme (VTS), which lasts for a minimum of

three years and is compulsory for all doctors wishing to work in general practice. For information about applying for GP training, please visit the National Recruitment Office for General Practice Training website at www.gprecruitment.org.uk. The PMETB is the authority responsible for GPs and doctors receive a certificate of prescribed experience when they have completed their general practice training. The PMETB will sometimes issue a certificate of equivalent experience to doctors who do not meet the criteria for this certificate, but whose experience is considered to be equivalent. The PMETB charges for the award of certificates of prescribed and equivalent experience. Please contact the PMETB for up-to-date fees.

Training programmes are organised by universities with the guidance of regional advisers in general practice, who are based at the regional postgraduate deaneries, or sometimes doctors can arrange their own training. Posts must, however, have been approved for the purpose of general practice training; there is no central register of approved posts, but regional advisers in general practice will have the information. Trainees normally spend two years in posts in hospitals. These posts must cover at least two specialties relevant to general practice such as paediatrics, general medicine, geriatrics, obstetrics, psychiatry or accident and emergency. One year is spent working as a GP registrar in the practice of a GP, who must be recognised as a GP trainer.

Since August 2007 those UK-trained doctors looking to obtain a CCT in General Practice, have been required to complete a single training and assessment system through the Royal College of General Practitioners (RCGP). Satisfactory completion of the MRCP has become an essential requirement for entry to the GMC's GP register as well as providing membership to the RCGP.

3.2 Non-training grade posts (career grades)

3.2.1 Consultants

The most senior grade in a hospital is a consultant. They have ultimate clinical responsibility for their patients and are responsible for training and supervising the junior doctors in their teams. It is a legal requirement for doctors to be on the GMC specialist register before they can take up substantive consultant appointments.

3.2.2 General practitioners

As previously mentioned, GPs are the first point of contact for patients in the UK. All doctors working in UK general practice must be on the GP Register, a requirement introduced by the GMC on 31 March 2006. The GP Register lists all doctors who are eligible to work in general practice in the UK. Further information is available from: www.gmc-uk.org/doctors/gp_register/index.asp

3.2.3 Staff and associate specialist group

This group comprises associate specialists, staff grade doctors, clinical assistants, hospital practitioners, and a number of other non-standard, non-

training 'trust' grades. Some doctors work in these posts whilst waiting for an approved training post/NTN. Others opt to work in these posts long term, aware that they do not automatically lead to the consultant grade. With the recent introduction of the Postgraduate Medical Education and Training Board (PMETB) opportunities for career progression for doctors who have not completed specialist training programmes have increased. These doctors can apply to enter the specialist register on the basis of previous clinical experience. Further information is available from the PMETB website: <http://www.pmetb.org.uk/index.php?id=317>

3.2.3.1 Associate specialists

These are senior hospital doctors, who have chosen not to complete higher specialist training, or having completed it, have not taken up a consultant appointment. They are technically responsible to a named consultant.

3.2.3.2 Staff grades

These posts were introduced to meet service requirements where necessary. It is a permanent career grade in hospital medicine, which doctors can enter from the SHO grade, i.e. instead of moving to higher specialist training.

3.2.3.3 Trust grades

These posts are created by trusts to fill service gaps and have non-standard terms and conditions of service. Doctors employed in such posts are not protected by national terms and conditions of service. Trust grade posts should be clearly labelled in advertisements.

4. How to practice medicine in the UK

In order to practise medicine in the UK you must be registered with the General Medical Council (GMC). While this will permit you to work it is important to note that there might be other barriers ahead. For example, opportunities for progression in specialties may be limited.

International medical graduates (IMGs) normally have to pass two exams in order to gain registration with the GMC. These are the International English Language Testing System (IELTS), which is administered by the British Council and the Professional and Linguistic Assessment Board (PLAB) test, which has two parts and is administered by the GMC. There are a few ways in which doctors can apply for registration without taking the PLAB test. See section 4.3 for more information.

4.1 The IELTS exam

IMGs must complete the academic module of the IELTS exam before being able to take the PLAB test. Detailed information is available from www.ielts.org IELTS tests an individual's ability to communicate in English by assessing their competence in listening, reading, writing and speaking. The length of each test is as follows: listening – 40 minutes, academic reading – 60 minutes, academic writing – 60 minutes and speaking – 11 to 14 minutes. Although the test time is approximately two hours and 45 minutes, you can expect to be at the test centre for the whole day, taking part of the test in the morning and the rest in the afternoon.

Each paper is scored on a nine band scale with 1 being the lowest score (non-user of English) and 9 the highest (expert user of English). The band scores for each of the four papers are added together and averaged out to give an overall score. Results are available within two weeks of taking the test. The GMC requires doctors to obtain a minimum overall IELTS score of 7.0 and you must score at least 7.0 in the speaking section and at least 6.0 in the listening, academic reading and academic writing sections. The UK Foundation Programme Office is currently recommending an IELTS score of 7.5 for applicants.

You can sit the IELTS test at many different venues throughout the UK. The IELTS website provides an up-to-date list of costs and venues www.ielts.org There is no restriction on how frequently an individual can re-sit IELTS.

IELTS certificates are only valid for two years and most doctors applying for registration using the paths outlined in 4.3 below or applying to sit Part 1 or Part 2 of the PLAB test will need to re-sit the IELTS if their most recent IELTS result is more than two years old. However, doctors who can prove to the GMC that they have actively maintained their language skills since passing IELTS will not have to re-sit the test. There are a number of ways to demonstrate this:

- your original IELTS certificate showing that you have attained the required scores; and
- sending the GMC proof that you have passed a postgraduate course of study within the past two years, where the language of instruction and examination was English; or
- a reference from a UK employer or tutor/lecturer on a postgraduate course of study within the last two years.

The list is not exhaustive and the GMC will consider each request on a case by case basis. If they are not satisfied that you have maintained your language skills they will ask you to sit IELTS again. For further information: www.gmc-uk.org/doctors/how_to_register/language_proficiency.asp#2

4.2 The PLAB test

The PLAB test is run by the GMC. Whilst we have included a lot of information in this section you are advised to look at the GMC website for more detailed information about the PLAB test – www.gmc-uk.org/doctors/plab/index.asp

The PLAB test exists to demonstrate to the GMC that IMGs have the knowledge of English and the professional knowledge and skills which are necessary to practise safely at the level of the end of Foundation Year 1 (F1) (formerly known as SHO level) and is therefore set at the end of F1. As such, doctors sitting the PLAB test will normally be expected to have completed an internship outside the UK. However, a doctor who has not done so may still take the test, but will need to make up the experience once they have obtained registration by completing an F1 post.

Passing the PLAB test will enable you to apply for GMC registration. However, it does not guarantee you a job.

Before taking the PLAB test you will need to have a primary medical qualification (PMQ) that is accepted by the GMC. The GMC specifies the criteria for an acceptable PMQ. For further information:

http://www.gmc-uk.org/doctors/registration_applications/join_the_register/acceptable_primary_medical_qualification.asp

4.2.1 Part 1 of the PLAB test

Part 1 is a three hour written paper consisting of extended matching questions (EMQ) and single best answer (SBA) questions. The emphasis of the test is on clinical management and includes science as applied to clinical problems. It tests your ability to apply knowledge to the care of patients. The test is confined to core knowledge, skills and attitudes relating to conditions commonly seen by trainees entering F2 posts, the management of life-threatening situations and rarer, but important, medical problems. There are no limits to the number of times that candidates can take Part 1.

Candidates are expected to answer 200 questions. The proportion will vary between EMQ and SBA, but no more than 30% will be SBA questions. The EMQ are grouped into themes and a heading will tell candidates what the questions are about.

More details, including information about test dates and locations and some sample questions, can be found on the GMC website: www.gmc-uk.org/doctors/plab/advice_part1.asp

4.2.2 Part 2 of the PLAB test

When you pass Part 1 you are eligible to apply for PLAB Part 2 which is an Objective Structured Clinical Examination (OSCE). This tests your skills in communicating in English in various medical situations and your ability to examine patients and perform certain medical procedures.

There will be 14 clinical scenarios or 'stations' as well as a rest station and one or more pilot stations which candidates move around. You will only be marked on the 14 clinical stations. At each station you will be given a description of a particular situation and a medical task that needs to be undertaken relevant to that situation. Each station lasts for five minutes. The main skills tested in the OSCE are: communication skills, history taking, clinical examination, practical skills and emergency management. For example, you might need to perform a physical examination, explain a procedure to a patient or counsel a patient, while being watched and marked by an examiner.

You may have up to four attempts at Part 2, all within two years of passing Part 1. If you do not pass Part 2 at your fourth attempt, you will need to re-take IELTS and Part 1 before sitting for Part 2 again.

PLAB Part 2 is valid for a period of three years. If you are not granted registration within this period you will have to re-sit PLAB Part and Part2.

Further information, including information about test dates and location and some sample scenarios, is available at: www.gmc-uk.org/doctors/plab/advice_part2.asp

4.2.3 Fees for the PLAB test

The GMC has introduced fee concessions for doctors with refugee status in the UK or who have been granted the relevant leave to remain in the UK. These doctors are entitled to:

- Receive their first two attempts at Part 1 of the PLAB test free of charge
- Receive their first two attempts at Part 2 of the PLAB test for £215 per attempt, half the standard fee of £430

These concessions are only available to doctors with:

- refugee status (having been recognized as a refugee under the 1951 UN Convention)

- indefinite leave to remain (with refugee status)
- indefinite leave to enter (with refugee status)
- exceptional leave to remain (granted prior to 1 April 2003)
- humanitarian leave to remain (also known as humanitarian protection) (granted on or after 1 April 2003)
- discretionary leave to remain (with no restrictions on working) (granted on or after 1 April 2003).

In order to obtain these exemptions, you will need a letter from the Home Office or Immigration Status Document confirming that you have been granted refugee status/leave to remain in the UK with refugee status. Please note that if you have not been granted asylum you are not eligible for these fee concessions. However, the BMA Charities may be able to help asylum seekers with PLAB fees through its Board of Trustees. See page 23 for further information. Some organisations offer bursaries to cover part of these fees see pages 22-24 for more information.

Further information, including current test fees, is available on 020 7189 5299; refugeehelp@gmc-uk.org or at www.gmc-uk.org/doctors/fees/guidance_on_fees_refugees.asp

4.3 Alternatives to the PLAB Test

Objective evidence of capability for practice in the UK –

There are several ways in which doctors can provide objective evidence of their capability to practice other than by passing the PLAB test.

4.3.1 Doctors eligible for specialist registration

Doctors who have been recommended by the Postgraduate and Medical Education Training Board (PMETB) for entry to the GP or specialist register on the basis of overseas training or who have been awarded a certificate of equivalent experience by the PMETB are eligible to apply for full registration. You should approach the appropriate Royal College in the first instance.

More information at:

http://www.gmc-uk.org/doctors/registration_applications/join_the_register/s21a_p1.asp

4.3.2 Doctors holding an acceptable postgraduate qualification

Doctors who hold a UK or international postgraduate qualification recognised by the GMC or have a letter from a UK medical Royal College confirming that an international qualification is equivalent to its own qualification may be exempt from taking PLAB. Further details can be found on:

http://www.gmc-uk.org/doctors/registration_applications/join_the_register/img_pgq_p1.asp

A list of postgraduate qualifications from the UK and overseas which are recognised by the GMC can be found on:

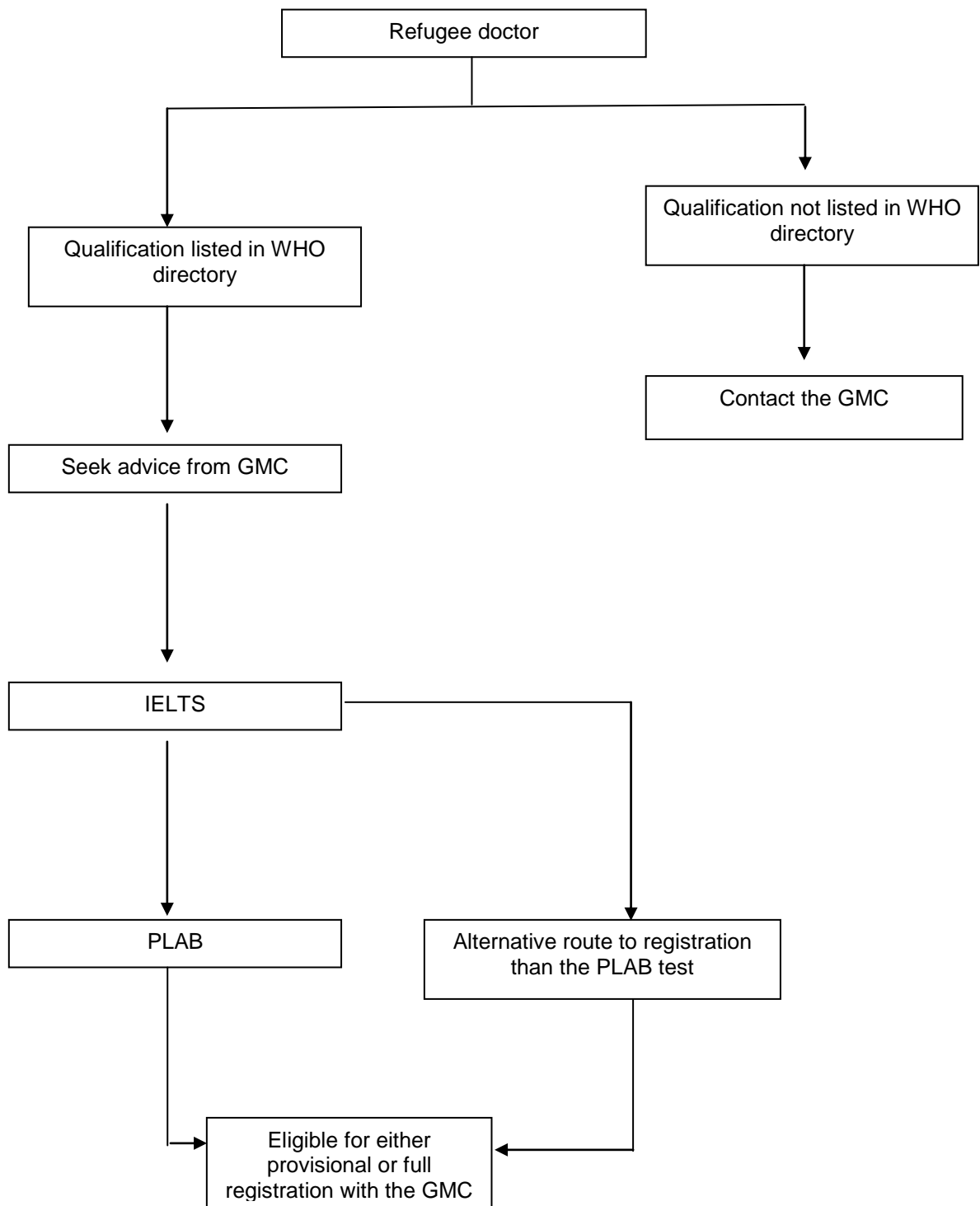
http://www.gmc-uk.org/doctors/registration_applications/join_the_register/img_pgq_list.asp

4.3.3 Sponsorship by a GMC approved sponsor

The GMC have a list of individuals and organisations who are able to sponsor doctors for full registration. They have been approved by the GMC. A list of approved sponsors is available on the GMC website via the following link:

http://www.gmc-uk.org/other_links.asp#1

Diagram: Route to registration for refugee doctors



5. Clinical attachments

Detailed information about clinical attachments is available from *Guidelines for clinical attachments for international medical graduates* which is published by the BMA and available from its website at

<http://www.bma.org.uk/ap.nsf/Content/clinicalattachmentguidelines>

The following is taken from the guidelines.

What is a clinical attachment?

A clinical attachment is defined as a period of time when a doctor is attached to a named supervisor in a clinical unit, with the broad aims of observing clinical practice in the UK and the role of doctors and other health care professionals in the National Health Service (NHS). Most attachments last between two and four months.

What are the benefits of a clinical attachment?

- Gaining first hand experience of how the NHS functions;
- Experience of social, ethical and medico-legal cultures of British medical practice;
- A way for IMGs to gain a UK reference;
- Opportunity to improve communication skills

When should a clinical attachment be undertaken and for how long?

Clinical attachments are useful for different purposes which may affect when doctors apply for them. There is a wide consensus that they should be undertaken after a doctor has attained the level in IELTS required by the GMC. A number of doctors undertake attachments after passing part 1 of the PLAB test as preparation for part 2. Recent practice is showing that doctors gain the most benefit from attachments undertaken after passing PLAB part 2.

How do you get a clinical attachment?

Unfortunately there is no centralised national or regional application process for clinical attachments. Doctors are advised to contact their local postgraduate deanery, some of which have contact details of the appropriate individuals within the various hospitals within their area that deal with clinical attachments. The deaneries may also be able to tell you if there are any projects in your local area that arrange clinical attachments. A list of local deaneries can be found on: <http://www.copmed.org.uk/contacts/>

If, however, you find yourself having to arrange your own clinical attachment it is advisable to contact the medical staffing departments of local hospitals to identify whether they accept individuals for clinical attachments. Unfortunately, some do not. The medical staffing department will then advise

about their application process. It can be easier to obtain clinical attachments in district general hospitals rather than the more popular large city based teaching hospitals. For attachments in primary care you will need to apply to individual practices.

When submitting an application for a clinical attachment you will probably be asked for a copy of your curriculum vitae (CV), including your IELTS score and PLAB examination results.

To search for a local hospital please access the following link:
<http://www.nhs.uk/servicedirectories/Pages/ServiceSearch.aspx>

Will I have to pay for a clinical attachment?

The NHS Executive, the NHS's governing body, encourages Trusts/GPs to provide clinical attachments free of charge to refugees and, in the case of NHS Trusts, if possible, to provide assistance with accommodation as well. Unfortunately, doctors are increasingly being asked to cover various costs involved in taking clinical attachments such as the occupational health check, CRB check and other administrative charges. Further, some Trusts/PCTs are charging for the programmes in general, although they are on some occasions including training and IMGs are then more able to have input into the content.

How to get the most out of your attachment

The BMA has produced some useful guidelines about clinical attachments, which you should look at. These guidelines will guide both you and your consultant on how to make the attachment a helpful and relevant learning experience. They are available from the BMA website at:
<http://www.bma.org.uk/ap.nsf/Content/clinicalattachmentguidelines>

6. Complementary medicine

Complementary medicine is very popular in the UK and some parts of the NHS now employ various complementary health practitioners.

Refugee doctors who are trained and qualified in an aspect of complementary medicine such as acupuncture, acupressure, Chinese Traditional Medicine or reflexology may be able to practise these skills in the UK. You will need to contact the association for your particular skill to find out how to register with them and gain the appropriate insurance to practise.

The following organisations should be able to provide help:

The British Complementary Medicine Association, PO Box 5122,
Bournemouth, BH8 0WG
Tel: 0845 345 5977 Email: info@bcma.co.uk www.bcma.co.uk

The Institute for Complementary Medicine, PO Box 194, London, SE16 7QZ
Tel: 020 7237 5165 Fax: 020 7237 5175 Email: info@i-c-m.org.uk
www.i-c-m.org.uk

7. Useful resources

7.1 Publications

There are a number of publications designed to prepare students to take the IELTS exam. They should be available in bookshops that specialize in English language teaching materials and some libraries. It is also worth talking to fellow refugee doctors to see what resources they might have used. Refugee doctor programmes will also be a good source for resources. The following are just some examples and there are others available:

Cambridge IELTS

Cambridge University, Cambridge University Press

A Book for IELTS

McCarter, Easton and Ash, Intelligene

IELTS Reading Tests

McCarter and Ash, Intelligene (2001)

Tips for IELTS

McCarter, Macmillan ELT (2006)

7.2 British Medical Association

BMA House, Tavistock Square, London, WC1H 9JP
Tel: 020 7383 6133 Fax: 020 7383 6644 Email: internationalinfo@bma.org.uk
www.bma.org.uk
Contact: Jo Attwooll

The BMA is the leading trade union and professional association for doctors in the UK. It represents doctors from all branches of medicine all over the UK. It is a voluntary association, but nearly 70 per cent of practising doctors are members.

The BMA International Committee coordinates the BMA's work with refugee doctors. The BMA convenes an informal communication and action group which brings together representatives of a wide variety of organisations and individuals currently working with refugee doctors.

The BMA offers a free package of benefits for refugee and asylum-seeking doctors to help them as they prepare for registration. This package includes the BMJ, BMA news, access to the BMA library, BMA Counselling Service and some local office services. The BMA has also agreed to waive

membership fees for eligible refugee doctors who are suffering financial hardship. The BMA maintains the voluntary Refugee Doctors' Database, an invaluable resource, which has enabled help for refugee doctors to be more accurately targeted. A joint application for these should have been included with this guide. If not, or if you require additional copies please contact the BMA International Department or download a copy from the website at: <http://www.bma.org.uk/ap.nsf/Content/refugeedinitiative2006>

7.3 Websites

ROSE: www.rose.nhs.uk

An excellent resource for refugee and overseas qualified health professionals seeking to re-establish their careers in the UK

African Refugee Women's Access to Education and Training:

www.refugeewomen.africaeducationaltrust.org

Information about free education and vocational training advice for unemployed African women refugees and asylum seekers

British Medical Association: www.bma.org.uk

The trade union and professional association for doctors in the UK. The website includes a lot of useful information including:

www.bma.org.uk/international

Includes information about the BMA Refugee Doctor Initiative, a special package of benefits available to refugee doctors

www.bma.org.uk/ap.nsf/Content/Hubcareersandeducation

Contains advice and guidance covering all stages of medical education, including undergraduate, postgraduate and continuing medical education.

BMJ Careers: www.bmjcareers.com

The internet's principal source of UK medical jobs and careers advice

NHS Careers: www.nhscareers.nhs.uk

This site contains information about careers in the NHS and the benefits of working for such an organisation. It also lists the details of NHS vacancies throughout England

NHS Scotland: www.show.scot.nhs.uk/

For information about working for NHS Scotland and a list of all vacancies

Health and Personal Social Services in Northern Ireland: www.n-i.nhs.uk/

www.n-i.nhs.uk/index.php?link=jobs for specific information about working for the Northern Ireland Health Service with full job listings.

Health of Wales Information Service: www.wales.nhs.uk/

The official source for NHS jobs in Wales as well as other useful information

North Central London College: www.plabisgood4u.com

This website has online IELTS and PLAB preparation materials and an email forum for refugee doctors.

Refugee and Overseas Qualified Doctors' Programme:

www.ichs.qmul.ac.uk/nhs/refugeedoctors/

This website contains lots of useful information and links

General Medical Council: www.gmc-uk.org

Essential reading for any doctor wishing to resume their medical career in the UK. The GMC is the regulator of the medical profession. The registration section of this web site contains comprehensive information on how to gain registration and practice medicine in the UK.

LORECA: www.loreca.org.uk

London Refugee Economic Action is a pan-London project supporting refugees to enter employment, training and enterprise.

Refugee Council: www.refugeecouncil.org.uk

The largest organisation in the UK working with asylum seekers and refugees giving help and support, and working with refugees and asylum seekers to ensure their needs and concerns are addressed.

7.4 Financial Help

The following are foundations or grant giving charities who can provide some support to refugees/asylum seekers towards the costs of the PLAB examination or help with travel expenses to attend college. Before applying to any of the organisations below to provide support, first find out how much their usual grant is, and what their criteria are. Competition for grants is always high.

Africa Educational Trust, 38 King Street, London, WC2E 8JR

Tel: 020 7836 5075 Fax: 020 7379 0090

Email: info@africaeducationaltrust.org

www.africaeducationaltrust.org/

The Trust offers support for students and refugees of African descent. More information about particular grants available is at

www.africaeducationaltrust.org.uk

Airey Neave Trust, PO Box 36800, 5th Floor, 40 Bernard Street, London, WC1N 1WJ Tel: 020 7833 4440

Email: info@aireyneavetrust.org.uk

www.aireyneavetrust.org.uk

Contact: Hannah Scott

The Airey Neave Trust provides grants to some refugee doctors to cover the cost of the PLAB exam fee. References are required and normally it is expected that candidates have done at least two clinical attachments.

Interviews take place over the telephone. Those applying to the Trust need to submit applications by 1 May and must have full refugee status. The Trust makes decisions by the end of July and grants are made in August. The Trust can provide grants up to £1,500 for refugees taking some MSc courses.

An application form can be downloaded at www.aireyneavetrust.org.uk/refugee.htm

BMA Charities, BMA House, Tavistock Square, London, WC1H 9JP
Tel: 020 7383 6142 Email: jfrostick@bma.org.uk
Contact: Jean Frostick

BMA Charities provides grants to refugee doctors for PLAB exam fees, small grants for other PLAB related expenses and interest free loans for GMC registration fees through its Board of Trustees.

CARA, London South Bank University, Technopark, 90 London Road, SE1 6LN
Tel: 020 7021 0880 Fax: 020 7021 0881 Email: cara@academic-refugees.org
www.academic-refugees.org/

CARA (Council for Assisting Refugee Academics) makes small grants to refugee academics.

Education Action International, 14 Dufferin Street, London, EC1Y 8PD
Tel: 020 7426 5800 www.education-action.org

Education Action International operates a small grants scheme for health professionals.

Educational Grants Advisory Service, 501 - 505 Kingsland Road, London, E8 4AU
Tel: 020 7249 6636 Email: egas.enquiry@fwa.org.uk
www.egas-online.org

The Educational Grants Advisory Service (EGAS) does not award grants but offers comprehensive advice and information on sources of funding available for education and training. EGAS operates a telephone advice line on Tuesday, Wednesday and Thursday from 14.00 – 16.00. Funding enquiries should be made initially through completing the EGAS Trust Fund Search. This can be done through the website or by sending a stamped, addressed envelope requesting a Student Questionnaire to EGAS.

The Joy Parkinson Trust for Overseas Doctors, c/o Southwark College, The Cut, Waterloo, London, SE1 8LE
Tel: 020 7815 1551
Contact: Norman Whitby
Email: normanw@southwark.ac.uk

The Trust provides help with travel expenses to refugees, asylum seekers or those with exceptional leave to remain to attend medical English courses at Southwark College. Those applying must be on income support, be suffering financial hardship and a registered student at the college.

Muslim Aid, UK Fund Distribution Department, P O BOX 3, London, E1 1WP
Tel: 0207 377 4200 Fax: 0207 377 4201 Email: mail@muslimaid.org
www.muslimaid.org

Muslim Aid will consider applications from Muslim refugees who are unable to pay for the PLAB exam fee.

Prisoners of Conscience Appeal Fund, PO Box 36789, London, SW9 9XF
Tel: 020 7738 7511 Email: info@prisonersofconscience.org
www.prisonersofconscience.org

Offers grants and financial support to prisoners of conscience who fall within their remit. Grants are made to individuals who are referred by a third party who is a registered referrer.

There are also foundations and trusts that provide financial help for specific nationalities. It is worth contacting community associations of your particular nationality, as they may know of some of these foundations.

7.5 Postgraduate medical deaneries

The regional postgraduate medical deaneries are responsible for postgraduate medical training and education in their areas. The services offered by deaneries to refugee doctors will differ from area to area, but there is a designated individual within each deanery to help refugee doctors. Usually, this is the associate dean with responsibility for international medical graduates.

England

East of England Deanery, Victoria House, Capital Park, Fulbourn, Cambridge, CB21 5BX.

Tel: 01223 884848 Fax: 01223 884849 Email: vijay.nayar@eoe.nhs.uk

www.eoedeanery.nhs.uk

Contact: Dr Vijay Nayar

The Deanery has a Refugee Doctors Group which meets twice a year and is a mutual support group where refugee doctors are able to obtain information and guidance on IELTS, PLAB, clinical attachments and careers advice. Refugee doctors are also able to share their experiences and establish learning sets to assist with preparing for their exams.

Postgraduate Deanery for Kent, Surrey and Sussex, 7 Bermondsey Street, London, SE1 2DD.

Tel: 020 7868 5128 Fax: 020 7415 0044 Email:

jemma.thompson@kssdeanery.ac.uk

www.kssdeanery.ac.uk

Contact: Jemma Thompson

Leicestershire, Northamptonshire and Rutland Healthcare Workforce
Deanery, Rutland House, 11 Meruf Court, Meridian Business Park, Leicester,
LE19 1RJ.

Tel: 0116 295 2240

www.lnrhwd.nhs.uk

Contact: Stuart Carney, Associate postgraduate dean

London Deanery, International Medical Graduates Office,
Stewart House, 32 Russell Square, London, WC1B 5DN

Tel: 020 7862 8603 Fax: 020 7692 3396

www.londondeanery.ac.uk/var/international-medical-graduates/refugee-doctors

Contact: Stephen Mitchell

Email: Stephen.mitchell@londondeanery.ac.uk

The London Deanery is currently running a National Clinical Apprenticeship Scheme (CAPS) endorsed by the UK Foundation Programme Office and delivered in partnership with REACHE Northwest. The aim of CAPS is to prepare refugee doctors for Foundation Training and improve their chances of getting a job.

The International Medical Graduates Office (IMGO) provides advice and guidance to refugee and overseas doctors. Job ready refugee doctors should contact the London Deanery to register on their Refugee Doctors Database and should read the London Deanery website on a regular basis for up-to-date information about training schemes.

Mersey Deanery, 1 Regatta Place, Brunswick Business Park
Summers Road, Liverpool, L3 4BL.

Tel: 0151 285 4700 Fax: 0151 285 4703

www.merseydeanery.ac.uk

Contact: Mr Graham Lamont

North Western Deanery, 4th Floor, Barlow House, Minshull Street,
Manchester, M1 3DZ.

Tel: 0161 237 3690 Fax: 0161 234 9427

www.nwpgmd.nhs.uk

Contact: Dr Pramod Luthra

Northern Deanery, Postgraduate Institute for Medicine and Dentistry,
University of Newcastle upon Tyne, 10-12 Framlington Place, Newcastle upon
Tyne, NE2 4AB.

Tel: 0191 222 6772 Fax: 0191 221 1049

www.pimd.co.uk

Contact: Mr Alan Rich

Oxford Deanery, The Department of Postgraduate Medical and Dental Education, The Triangle, Roosevelt Drive, Headington, Oxford, OX3 7XP.
Tel: 01865 740605 Fax: 01865 740699

www.oxford-pgmde.co.uk

Contact: Mr John Lourie

Severn and Wessex Deanery (Severn Institute), Academic Centre, Frenchay Hospital, Bristol, BS16 1LE.

Tel: 0117 970 1212 x3560 Fax: 0117 975 7060

<http://www.sev wes deanery.nhs.uk/Default.aspx?page=16>

Contact: Dr Geoff Wright

Severn and Wessex Deanery (Wessex Institute), Highcroft, Romsey Road, Winchester, S022 5DH.

Tel: 01962 863511 Email: tanzeem.raza@wessexdeanery.ac.uk

<http://www.sev wes deanery.nhs.uk/Default.aspx?page=17>

Contact: Dr Tanzeem Raza

The Wessex Institute provides a programme for English teaching and PLAB preparation at the Royal Bournemouth Hospital. Clinical attachments can be arranged for doctors who pass PLAB part 1 to help them prepare for PLAB part 2.

South West Peninsula Deanery, The John Bull Building, Tamar Science Park, 16 Research Way, Plymouth, PL6 8BU

Tel: 01752 437424 Fax 01752 517858

www.peninsuladeanery.nhs.uk/

Contact: Alison Carr, Deputy Dean

South Yorkshire and South Humber Postgraduate Deans Office, Ground Floor, Don Valley House, Saville Street East, Sheffield, S4 7UQ.

Tel: 0114 226 4401 Fax: 0114 226 4442 Email: diane.woffinden@dbn.nhs.uk

www.syshdeanery.com

Contact: Mr Ray Cuschieri

Trent Multiprofessional Deanery, University of Nottingham, Kings Meadow Campus, Lenton Lane, Nottingham, NG7 2NA

Tel: 0115 8467165 Fax: 0115 8467111

www.nottingham.ac.uk/mid-trent-deanery

Contact: Dr Jas Bilkhu

West Midlands Deanery, Birmingham Research Park, 97 Vincent Drive, Edgbaston, Birmingham, B15 2SQ.

Tel: 0121 414 6892 Fax: 0121 414 3155 Email:

Mohamed.arafa@wmdeanery.org

www.wmdeanery.org

Contact: Mohamed Arafa

Yorkshire Deanery, The Department for NHS Postgraduate Medical and Dental Education (Yorkshire), 2 Willow Terrace Road, University of Leeds, Leeds, LS2 9JT.

Tel: 0113 343 1548 Fax: 0113 343 1530 Email: p.neligan@yorkshiredeanery.com or s.hollington@yorkshiredeanery.com
www.yorkshiredeanery.com

Contact: Dr Paddy Neligan or Sue Hollington

The Yorkshire Deanery runs a PLAB study group and has produced a Handbook for Overseas Doctors which is available on its website.

Scotland

NHS Education for Scotland, 22 Queen Street, Edinburgh, EH2 1JX
Tel: 0131 226 7371 Fax: 0131 225 9970 Email: enquiries@nes.scot.nhs.uk
www.nes.scot.nhs.uk

Northern Ireland

Northern Ireland Medical and Dental Training Agency, Beechill House, 42 Beechill Road, Belfast, BT8 7RL.
Tel: 02890 400000 Fax: 02890 798312
www.nimdtg.gov.uk

Wales

School of Postgraduate Medical and Dental Education, Cardiff University, Heath Park, Cardiff, CF14 4XN.
Tel: 029 2074 2555/029 2068 8389 Fax: 029 2075 2555 Email: evansla4@cf.ac.uk
www.postgrad-wales.org.uk
Contact: Leona Walsh

7.6 Medical Royal Colleges

Medical royal colleges and their faculties are the bodies responsible for specialist training in the UK. They draw up criteria for training programmes and approve training posts. Some of the Royal Colleges provide specific assistance to refugee doctors. Even if no specific assistance is listed below it is always worth contacting the Royal College.

Faculty of Forensic and Legal Medicine, c/o Royal College of Physicians, 11 St Andrew's Place, Regent's Park, London, NW1 4LE
Tel: 020 7935 1174 x396 Fax: 020 7935 8943
www.rcplondon.ac.uk/faculty/ForensicAndLegalMedicine/index.htm

Faculty of Occupational Medicine of the Royal College of Physicians, 6 St Andrew's Place, Regents Park, London, NW1 4LB.
Tel: 020 7317 5890 Fax: 020 7317 5899
www.facocmed.ac.uk

Faculty of Pharmaceutical Medicine, 1 St Andrew's Place, Regents Park, London, NW1 4LB.

Tel: 020 7224 0343 Fax: 020 7224 5381 Email: fpm@fpm.org.uk

www.fpm.org.uk

Faculty of Public Health Medicine of the Royal College of Physicians of the UK, 4 St Andrew's Place, Regents Park, London, NW1 4LB.

Tel: 020 7935 0243 Fax: 020 7224 6973 Email: enquiries@fph.org.uk

www.fph.org.uk

Royal College of Anaesthetists, Churchill House, 35 Red Lion Square, London, WC1R 4SG.

Tel: 020 7092 1500 Fax: 020 7092 1730 Email: info@rcoa.ac.uk

www.rcoa.ac.uk

Royal College of General Practitioners, 14 Princes Gate, Hyde Park, London, SW7 1PU.

Tel: 020 7581 3232 Fax: 020 7225 3047 Email: international@rcgp.org.uk

www.rcgp.org.uk

Contact: Claire Burden, International Manager

Royal College of Obstetricians and Gynaecologists, 27 Sussex Place, Regents Park, London, NW1 4RG.

Tel: 020 7772 6200 Fax: 020 7723 0575 Email: jhayman@rcog.org.uk

www.rcog.org.uk

Contact: Joan Hayman, International Office

The RCOG offers a number of services to refugee obstetricians and gynaecologists including: waiver of the annual subscription fee for Associate of the College, support from Library staff and access to associated resources and up to two attempts at Part 1 of the MRCOG with a discretionary fee of £50.

Royal College of Ophthalmologists, 17 Cornwall Terrace, London, NW1 4QW.

Tel: 020 7935 0702 Fax: 020 7935 9838 Email: Beth.barnes@rcophth.ac.uk

www.rcophth.ac.uk

Contact: Beth Barnes

Refugee doctors who have passed a postgraduate examination in ophthalmology can be awarded 'College registered refugee Ophthalmologist' status for one year. This allows them to have College membership, including copies of the College's Scientific Journal 'EYE'. For further information please contact Beth Barnes at beth.barnes@rcophth.ac.uk

Royal College of Paediatrics and Child Health, 5-11 Theobalds Road, London EC1X 8SX

Tel: 020 7092 6000 Email: Audrey.Fernandes@rcpch.ac.uk

www.rcpch.ac.uk

Contact: Audrey Fernandes, International Co-ordinator

Royal College of Pathologists, 2 Carlton House Terrace, London, SW1Y 5AF.

Tel: 020 7451 6700 Fax: 020 7451 6701 Email: info@rcpath.org

www.rcpath.org

Contact: Elspeth Evans, Deputy Chief Executive

Royal College of Physicians, 11 St Andrew's Place, Regents Park, London, NW1 4LE.

Tel: 020 7935 1174 Fax: 020 7487 5218 Email:

international@rcplondon.ac.uk

<http://www.rcplondon.ac.uk/international/IMG/Pages/Refugee.aspx>

Contact: Matthew Foster

The RCP offers a number of services to refugee physicians. These include E-ssociate access to the RCP website, access to RCP *live* – online meetings covering major therapeutic areas in medicine, the opportunity to attend RCP lectures and teach-ins, access to Library and information services and the Jerwood Medical Education Resource Centre.

Royal College of Physicians and Surgeons of Glasgow, 234-242 St Vincent Street, Glasgow, G2 5RJ.

Tel: 0141 221 6072 Fax: 0141 221 1804 Email: international@rcpsg.ac.uk

www.rcpsg.ac.uk

Contact: Dr Asad Zoma

Royal College of Physicians of Edinburgh, 9 Queen Street, Edinburgh, EH2 1JQ.

Tel: 0131 225 7324 Fax: 0131 220 3939

www.rcpe.ac.uk

Contact: Christina Gray, International Medicine Co-ordinator, Education and Standards Department

Royal College of Psychiatrists, 17 Belgrave Square, London, SW1X 8PG.

Tel: 020 7235 2351 Fax: 020 7245 1231 Email: rcpsych@rcpsych.ac.uk

www.rcpsych.ac.uk

Royal College of Radiologists, 38 Portland Place, London, W1N 1JQ.

Tel: 020 7636 4432 Fax: 020 7323 3100 Email: enquiries@rcr.ac.uk

www.rcr.ac.uk

Royal College of Surgeons of Edinburgh, Nicolson Street, Edinburgh, EH8 9DW.

Tel: 0131 660 9222 Fax: 0131 557 6406 Email: information@rcsed.ac.uk

www.rcsed.ac.uk

Contact: Information Centre

The Council of the Royal College of Surgeons of Edinburgh has offered free use of library facilities for refugee surgeons in Scotland and the North of England who are in training, wish to train or who previously trained and are on the BMA Refugee Doctors' Database. These services are only available to those who have received a positive decision on their asylum claim.

Refugee surgeons may also contact the Information Centre of the Royal College of Surgeons of Edinburgh for advice on careers and what requirements they need to fulfil in order to sit the MRCS examination. Asylum seeking doctors who have had

a previous interest in surgery are welcome to ask advice whilst awaiting their status to be sorted out by the Home Office.

Royal College of Surgeons of England, 35-43 Lincoln's Inn Fields, London, WC2A 3PE.

Tel: 020 7405 3474 Email: ois@rcseng.ac.uk

www.rcseng.ac.uk/career/refugee.html

Contact: Opportunities in Surgery

The RCS (England) offers 'Affiliate' membership status to those who are registered with the BMA refugee database indicating a surgical specialty and who may not yet have GMC registration. The benefits available to Affiliates include:
Online access to the College Annals and Bulletin and e-journals
An Affiliates' newsletter every couple of months – with updates for breaking news.
A College diary
Access to College facilities such as the library and multimedia learning resources in the Lumley Study Centre
10% discount for Nuffield accommodation.
Online Training Summary

Membership of the Royal College of Surgeons examinations

The Intercollegiate Committee for Basic Surgical Training has agreed that refugee doctors taking the MRCS Part 1 or MRCS Part 2 can receive the first two attempts at each exam free of charge, with any further attempts costing £50. The concessions are available from each of the four surgical colleges, and candidates can sit the examination at the College of their choice:

The Royal College of Surgeons of Edinburgh: www.rcsed.ac.uk

The Royal College of Surgeons of England: www.rcseng.ac.uk

The Royal College of Physicians and Surgeons of Glasgow: www.rcpsg.ac.uk

The Royal College of Surgeons of Ireland: www.rcsi.ie

7.7 Refugee doctor initiatives throughout the UK

Eastern Region

KLARS, 14 Tuesday Market Place, King's Lynn, Norfolk, PE30 1JN

Tel: 07916 201729 Email: postmaster@klarskl.org.uk

www.klarskl.org.uk

King's Lynn Asylum and Refugee Support (KLARS) offers a weekly drop-in providing a range of services including information about local English classes, assisting in completing forms and advice on asylum and immigration matters.

MENTER, Partnership Development Project, 7 Rigby's Court, St Giles Street, Norwich, NR2 1NT

Tel: 01603 617 076 Email: beatrice@mentor.org.uk

www.menter.org.uk
Contact: Beatrice Humarau

MENTER has a limited capacity to cover part of the costs that refugee doctors find difficult to fund otherwise (PLAB 2 and travel costs)

Suffolk Community Refugee Team, 70-74 St Helens Street, Ipswich, Suffolk, IP4 2LA
Tel: 01473 341750 Fax: 01473 286525
Email: refugee.office@suffolkpct.nhs.uk

Contact: Susan Stallabrass

Provides advice and guidance to refugees and asylum seekers and has a number of outreach services.

London

Barnet College

Grahame Park Way, Colindale, London, NW9 5RA
Tel: 020 8266 4133 Email: info@barnet.ac.uk
www.barnet.ac.uk
Contact: Sarah Emsden-Bonfanti

Barnet College runs an English for Health Professionals Course as well as providing advice and guidance.

Family Action (formerly the Family Welfare Association)

Grants Service, 501-505 Kingsland Road, London, E8 4AU
Tel: 020 7254 6251 (2pm to 4pm Tuesday, Wednesday and Thursday only)
Email: grants.enquiry@family-action.co.uk

Family Action offers a General Grants Programme (to re-open in January 2009) and the Horizons Education Fund)

London Refugee Economic Action (LORECA)

www.loreca.org.uk
Email: info@loreca.org.uk

LORECA aims to reduce the high levels of economic exclusion faced by London's refugees, by influencing decision-makers to develop policies and practices that enable refugee Londoners to realise their potential in the areas of employment, skills, and enterprise. LORECA operates within the Equality and Diversity team of the London Development Agency (LDA). The LORECA Employment, Training, and Business Support Directory, is an online and paper guide to nearly 800 organisation across London that support refugees. LORECA also operates a network and produces a free newsletter on developments related to refugee employment.

Migrant & Refugee Communities Forum (MRCF),

2 Thorpe Close, London, W10 5XL

Tel: 020 8964 4815 Fax: 020 8968 1692 Email: info@mrcf.org.uk

www.mrcf.org.uk

Contact: Dobrila Roganovic (maternity cover) Natasha David

MRCF runs an Overseas Healthcare Professionals Project providing support for migrant and refugee doctors and dentists. It provides weekly journal clubs and clinical skills training led by experienced professionals to help members prepare for the UK registration exams; access to Basic Life Support and Medical Emergencies equipment for practice; advice on CV writing, completing application forms, writing cover letters and practising interview technique; career advice, guidance and referrals; and strategic advocacy and individual support.

MRCF also runs a Face 2 Face Mentoring and Befriending Project which enables refugee doctors to act as mentors providing emotional, social, practical and language support to mental health service users. The scheme is also intended to provide refugee doctors with valuable first-hand experience of supporting people with mental health issues.

MRCF also has a small medical and dental library which is available to members.

NHS London, Southside, 105 Victoria Street, London, SW1E 6QT

Tel: 020 7932 3700

www.london.nhs.uk

The five former Strategic Health Authorities in London are now part of NHS London. For information about advice services, courses and support for refugee doctors please see the ROSE website:

www.rose.nhs.uk/Local_resources/Greater_London/index.html

North Central London College (NCLC), 67 Elliot Road, Hendon, London, NW4 3EB

Tel: 020 8202 6649 Fax: 020 8203 1682 Email: info@nclcollege.org

24 hour helpline available on 07795 432872

www.nclcollege.org

Contact: Jonathan Barnwell

NCLC specialises in training for refugee doctors preparing for PLAB with a view to a career in the NHS. NCLC runs Part 1 and Part 2 PLAB courses which have an excellent pass rate. Students joining the in-house courses will receive structured in-house weekly tuition, online training and intensive courses. Priority for places is given to doctors resident in the London Boroughs of Camden, Islington, Haringey, Barnet and Enfield, although all are welcome to apply.

Praxis Community Projects Ltd, Pott Street, London, E2 0EF

Tel: 020 7729 7985

www.praxis.org.uk

Contacts: Fabricio Catroppa or Amina Mireh

Praxis is a membership organisation advancing human rights and social justice for people displaced by wars, conflicts, economic impoverishment and environmental degradation. It provides basic advice and guidance to refugee doctors about registration with the GMC and where to find study clubs for PLAB and IELTS courses. Praxis has tailored short courses for doctors and other healthcare professionals to help reduce their barriers to registration.

Refugee Assessment and Guidance Unit (RAGU)

London Metropolitan University, Learning Centre, 236-250 Holloway Rd, London, N7 6PP

Tel: 020 7133 2215

Email: l.salmon@londonmet.ac.uk

Contact: Louise Salmon

RAGU provides guidance and support in finding clinical attachments as well as advice for those seeking re-qualification in their profession or an alternative career and employment support.

Refugee and Overseas Qualified Doctors' Programme

Institute of Health Sciences Education, Centre for Health Sciences, Barts and The London, Queen Mary's School of Medicine and Dentistry, University of London, 2 Newark Street, London E1 2AT

Tel: 020 7882 2524 Email: refdoc-admin@qmul.ac.uk

<http://www.ichs.qmul.ac.uk/nhs/refugeedoctors/>

Contact: Programme Administrator

This programme is hosted by the Centre for Health Sciences at Barts and the London, Queen Mary's School of Medicine and Dentistry, Queen Mary, University of London. All courses and activities are free. It offers PLAB 1 and PLAB 2 courses to doctors who have refugee or other permanent resident status and who live within the M25. Its Study Club welcomes any doctor who wishes to attend, regardless of immigration status, on Thursdays and provides seminars generally for PLAB preparation.

Refugee Women's Association (RWA), Print House, Ashwin Street, London, E8 3DL

Tel: 020 7923 2412 Fax: 020 7923 3929 Email: info@refugeewomen.org.uk

www.refugeewomen.org.uk

Contact: Jasmina Dimitrijevic

RWA offers support and advice to refugee women doctors in London. RWA also runs specialist job search skills courses for refugee women doctors covering a range of topics from CV writing and completing application forms to confidence building and interview skills – travel expenses are paid and childcare contributions made.

Refugees in Effective and Active Partnership (REAP), Key House, 106 High Street, Yiewsley, Middlesex, UB7 7BQ
Tel: 01895 441 530 Fax: 01895 441570 Email: enquiries@reap.org.uk
www.reap.org.uk
Contact: Poornima Karunacadacharan

REAP works with refugee community organisations and support structures to empower refugee and asylum seekers in the London Boroughs of Hillingdon, Ealing, Hounslow, Harrow, Brent and Hammersmith and Fulham.

Refugees into Jobs (RIJ), Refugees Into Jobs, 3-7 Lincoln Parade, Preston Road, Wembley, Middx, HA9 8UA
Tel: 0208 908 4433 Email: rij@brent.gov.uk
<http://www.brent.gov.uk/regen2.nsf/0/56268a32c377062380256e9a00596d11?opendocument>

RIJ provides advice and support to refugee doctors in Brent, Ealing, Hammersmith & Fulham, Harrow, Hillingdon and Hounslow. RIJ runs a Medical Journal Club and a Skills Lab and also gives career guidance. RIJ can offer grants to refugees living in these West London boroughs to help with course and exam fees and books, travel and childcare costs.

Westminster Adult Education Service, Amberley Road Centre, Amberley Road, London, W9 2JJ Tel: 020 7297 7297 Email: info@waes.ac.uk
www.waes.ac.uk Contact: Gareth Davies

IELTS provision and some financial support available to students enrolled at WAES

Southwark College

The Cut, Waterloo, London, SE1 8LE
Tel: 020 7815 1551 Email: normanw@southwark.ac.uk
Contact: Norman Whitby

Southwark College provides advice and guidance, IELTS courses, grants and financial support, library and IT facilities.

Midlands

Faculty of Health, Birmingham City University, Personal Development Centre, Seacole 261, Westbourne Road, Edgbaston, Birmingham, B15 3TN
Tel: 0121 331 7009 Email: jenny.peacock@bcu.ac.uk
<http://www.hcc.bcu.ac.uk/PDC>

The pre-adaptation programme for refugee and migrant healthcare professionals is aimed at preparing healthcare professionals for further training or for employment.

National

British Arab Medical Association

PO Box 77, Stamford, PE9 2WQ

Email: admin@arabmedical.org.uk

www.arabmedical.org.uk

British Council

10 Spring Gardens, London, SW1A 2BN

Tel: 0161 957 7755 Fax: 0161 957 7762 Email:

general.enquiries@britishcouncil.org

www.britishcouncil.org

Education UK

www.educationuk.org

Website produced by the British Council which helps identify courses in the UK

British International Doctors' Association

ODA House, 316A Buxton Road, Great Moor, Stockport, SK2 7DD

Tel: 0161 456 7828 Fax: 0161 482 4535 info@bidaonline.org.uk

<http://bidaonline.org.uk>

BIDA protects and promotes the interests of ethnic minority doctors and dentists working in the UK.

General Medical Council

Regent's Place, 350 Euston Road, London, NW1 3JN

Tel: 0161 923 6602 Email: registrationhelp@gmc-uk.org

www.gmc-uk.org

The GMC licenses doctors to practise medicine in the UK. Its purpose is to protect, promote and maintain the health and safety of the public by ensuring proper standards in the practice of medicine. The PLAB Test section of the GMC gives advice on dates and venues for the PLAB exam and current procedures for the exam. The GMC can also provide general information about registering as a doctor in the UK.

As detailed in section 4.2.3 the GMC offers fee concessions/reduced fees for refugee doctors.

Institute of Psychiatry

King's College London, De Crespigny Park, London, SE5 8AF

Tel: 020 7836 5454

www.iop.kcl.ac.uk

The Jewish Council for Racial Equality

PO Box 47864, London, NW11 1AB

Tel: 020 8455 0896 Email: admin@jcore.org.uk

www.jcore.org.uk

Contact: Edie Friedman

JCORE is an anti-racist organisation that aims to help refugees irrespective of nationality or religion. It has been involved in campaigning to improve the situation of refugee doctors, by setting up projects, running information days and producing this Guide for Refugee Doctors.

Medical Women's Federation (MWF)

Tavistock House North, Tavistock Square, London, WC1H 9HX

Tel: 020 7387 7765 Fax: 020 7388 9216 Email: admin.mwf@btconnect.com

www.womensmedicalfederation.org.uk

Contact: Frances Lefford

The MWF is a national organisation of women doctors. It promotes the personal and professional development of women in medicine and women's health issues. It has a central office in London that connects with a network of local associations throughout the UK. MWF has a Befriending Scheme for Women Refugee Doctors to help these doctors and their families integrate into their local community socially and professionally, and to support and guide them in their return to professional practice. The scheme is informal and personalised, providing assistance and responding to needs on an individual basis.

National Advice Centre for Postgraduate Medical Education

PO Box 2516, St James House, Bristol, BS2 2AA,

Tel: 0117 915 7069 Fax: 0117 9156721 Email:

nacpme@nhscareers.nhs.uk

www.nhscareers.nhs.uk/nacpme/

National Institute of Adult Continuing Education (NIACE)

Renaissance House, 20 Princess Road West, Leicester, LE1 6TP

Tel: 0116 204 4200 Fax: 0116 204 4201 Email: enquiries@niace.org.uk

www.niace.org.uk

NIACE is an organisation working for adults who wish to continue in education.

National Recognition Information Centre for the UK (UK NARIC)

Qualification and Skills Division, Oriel House, Oriel Road, Cheltenham, Gloucestershire, GL50 1XP

Tel: 0870 990 4088 Fax: 0870 990 1560 Email: info@naric.org.uk

www.naric.org.uk

UK NARIC provides information on the comparability of international qualifications from over 180 countries worldwide with UK qualifications.

PasTest Ltd

Egerton Court, Parkgate Estate, Knutsford, Cheshire, WA16 8DX
Tel: 01565 752000 Fax: 01565 650264 Email: enquiries@pastest.co.uk
www.pastest.co.uk

PasTest Ltd lists medical revision books and courses, including for the PLAB test.

Refugee Council

240-250 Ferndale Road, London, SW9 8BB
Tel: 020 7346 6700 Fax: 020 7346 6701 Email: info@refugeecouncil.org.uk
www.refugeecouncil.org.uk

The Refugee Council is the largest organisation in the UK working with asylum seekers and refugees. It provides support and help, and ensures that the needs and concerns of refugees and asylum seekers are addressed. It also offers a number of training courses for refugees to acquire new skills and training including courses related to medicine or health care. The courses are free of charge.

Refugee Council Learning and Integration Unit

3-9 Bondway, London, SW8 1SJ
Tel: 020 7840 4488 Fax: 020 7840 4403 Email :
training@refugeecouncil.org.uk

The Learning and Integration Unit provides learning, development and employment opportunities for refugees and asylum seekers.

Time Together, TimeBank, 2nd Floor, Downstream Building, 1 London Bridge, London, SE1 9BG
Tel: 020 7785 6363 Fax: 020 7785 6361 Email: mentor@timebank.org.uk
www.timetogether.org.uk
Contact: Sarah Arnold

A national mentoring scheme for refugees established by TimeBank

North Eastern Region

Refugee Health Professionals North East, NHS North East Workforce Team, Trust Headquarters, University Hospital of North Durham, North Road, Durham, DH1 5TW
Tel: 0191 333 2849 Email: wendy.pearson@cddft.nhs.uk
Contact: Wendy Pearson

Refugee Health Professionals North East supports refugee and asylum seeking health professionals to integrate into the NHS.

Northumbria Churches Training Consortium, St Joseph's Business Centre, West Lane, Killingworth Village, Newcastle Upon Tyne, NE12 7BH

Tel: 0191 216 0866 Fax: 0191 216 5209
Contacts: Harry Rang and Sandra Spence

Organises RISE (Refugees into Sustained Employment), a project based around a six month work placement. The aim of the project is to get people into full time employment.

North Western Region

The Ethnic Minorities Employability Project, Job Bank, 4 Tunnel Road, Kensington, Liverpool, L7 6QD
Tel: 0151 233 1868 Email: Zahra.sabbagh@liverpool.gov.uk
http://www.liverpool.gov.uk/Education_and_learning/Adult_and_community_education
Contact: Zahra Sabbagh

Liverpool School of Tropical Medicine, Pembroke Place, Liverpool, L3 5QA
Tel: 0151 708 9393 Fax: 0151 705 3370
www.liv.ac.uk/lstm/lstm.html
Contact: Dr Ian McKenzie, Course Tutor

The LSTM runs a Diploma in Medicine for the UK which is a one year part-time course which prepares refugee doctors for work in the NHS.

Reache North West, Hope Hospital, Stott Lane, Salford, M6 8HD
Tel: 0161 206 4201 Fax: 0161 206 0902 Email: reache@manchester.ac.uk
www.reachenw.org
Contact: Dr Maeve Keaney

Reache North West (Refugee and Asylum Seekers Centre for Healthcare Professionals Education) aims to assist Refugee Healthcare Professionals in the North West to register appropriate qualifications so they can get professional employment in the UK National Health Service. It is based in a purpose-built centre with training and drop-in computer and social facilities. The centre has a two day weekly IELTS course for its members.

Reache North West works together with NHS organisations and local refugee support groups to provide training and other support. Clinical attachments in hospitals and general practices are organised and a one day a week course provides HCPs with generic skills to prepare them for the NHS.

Reache North West is currently running a National Clinical Apprenticeship Scheme (CAPS) endorsed by the UK Foundation Programme Office and delivered in partnership with the London Deanery. The aim of CAPS is to prepare refugee doctors for Foundation Training and improve their chances of getting a job.

Northern Ireland

EGSA, 4th Floor, 40 Linehall Street, Belfast, BT32 3AG

Tel: 028 9024 4274 Fax: 028 9027 1507
www.egsa.org.uk

The Educational Guidance Service for Adults has a network of offices throughout Northern Ireland and aims to connect adults with learning.

Scotland

Anniesland College ESOL Department, Hatfield Drive, Glasgow, G20 0YE
Tel: 0141 357 6007 Email: Jeremy.idle@anniesland.ac.uk
www.anniesland.ac.uk
Contact: Jeremy Idle
The college works with NHS Education for Scotland to provide IELTS and general English classes for refugee doctors.

NHS Education for Scotland, 2 Central Quay, 89 Hyde Park Street, Glasgow, G3 8BW
Tel: 0141 223 1442 Email: frances.dorrian@nes.scot.nhs.uk
www.nes.scot.nhs.uk/medicine/refugee_doctors/Default.asp
Contact: Frances Dorrian

NHS Education for Scotland has established a comprehensive support package for asylum seeking and refugee doctors living in the Glasgow area. The programme helps doctors to achieve registration with the GMC and each doctor is interviewed to assess their individual training and educational needs to help them achieve registration. The programme also helps with PLAB fees and exam travel costs.

Scottish Refugee Council, 5 Cadogan Square (170 Blythswood Court), Glasgow, G2 7PH
Tel: 0141 248 9799 Fax: 0141 243 2499
www.scottishrefugeecouncil.org.uk

Provides information, advice and assistance to asylum seekers and refugees living in Scotland.

Southern/South Eastern Region

CLEAR, PO Box 237, Southampton, SO14 3XA
Tel: 023 8022 2271 Email: admin@clearproject.org.uk
www.clearproject.org.uk
Contact: Allegra Carlton

Organisation offering advice and guidance to refugees including English language classes and mentoring.

Dorset Primary Care NHS Trust, Forston Clinic, Herriston Road, Nr Charminster, Dorchester, Dorset, DT2 9TB
Tel: 01305 361 270 Email: jackie.stamp@dorset-pct.nhs.uk
Contact: Jackie Stamp

Oxford Refugee Health Professionals Support Project, The Old Music Hall, 106-108 Cowley Road, Oxford, OX4 1JE
Tel: 01865 403 280 Email: info@refugeeresource.org
www.refugeeresource.org/?/Employment/Refugee-Health-Professionals

Refugee Resource, Hooper House, 3 Collins Street, Oxford, OX4 1XS
Tel: 01865 798280 Email: rachelwiggans@refugeeresource.org
Contact: Rachel Wiggans

Slough Refugee Support, 28 Bath Road, Slough, SL1 3SR
Tel: 01753 537142 Email: jobclub@sloughrefugeesupport.org.uk
www.sloughrefugeesupport.org.uk
Contact: Andrea Sparrow, Job Club Co-ordinator

Trent Region

Leicestershire, Northamptonshire and Rutland
The Leicestershire, Northamptonshire and Rutland (LNR) Healthcare Workforce Deanery offers support and advice for Refugee Doctors in LNR.

Trent multi Professional Deanery (covering Derbyshire, Lincolnshire and Nottinghamshire)
The Deanery is developing support processes for asylum seeker, refugee and international doctors.

Whilst development of the support process is in the early stages, the Deanery is hoping to develop a variety of support around individual programmes. It is hoped that people will have access to support and guidance in writing CVs, interview practice and self support groups. The Deanery is exploring access for these people to Postgraduate Centres and the range of activities they provide, mentoring schemes and maybe clinical placements or other types of observation where contacts can be established.

The Deanery would like to contact all asylum seeking, refugee and international doctors residing in the Trent area.

Wales

Wales Asylum Seeking and Refugee Doctors' Group, The School of Postgraduate Medical & Dental Education, Wales College of Medicine, Biology, Life and Health Sciences, Cardiff University, Heath Park, Cardiff, CF14 4XN.
Tel 02920 415706/02920 742555/ 07900 191933 Email: evansla4@cf.ac.uk
Contact: Leona Evans, Business Manager (International Medical Graduates),

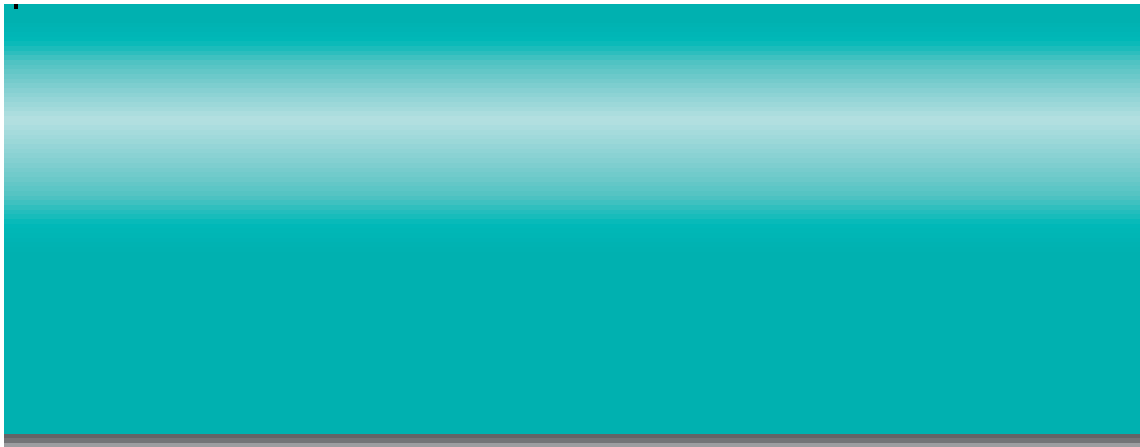
The Wales Asylum Seeking and Refugee Doctors' Group (WARD) offers a broad range of assistance to refugee doctors. This includes IELTS classes, PLAB 1 and 2 Lectures delivered by NHS doctors, a Journal Club,

Communication Skills Workshops, CV Writing and Interview Skills Sessions and financial assistance with Limited GMC registration fees and travel costs.

The WARD Drop-in Centre is located in Cardiff. The facilities include IELTS course books, past exams and tapes, PLAB 1 and 2 text books and past exam questions, PLAB 2 videos, medical dictionaries, other medical textbooks and medical journals, diagnostic mannequins and teaching aids, photocopier and free internet access.

Further IELTS assistance is offered by Bridgend College, South Wales. IELTS courses are aimed specifically at refugee medical professionals and are free of charge. Displaced People in Action (DPIA) is an organisation working with asylum seekers and refugees and works together with the Deanery to provide pastoral care and support to the asylum seeking and refugee doctors.

The Welsh Deanery is committed to the WARD group and the programme is within the overall policy framework of the Deanery. The WARD group is fully supported and funded by The National Assembly for Wales.



"I have used the excellent JCORE guide in the module on asylum and refugees at Southampton Medical School since 2004. It allows students to appreciate the problems faced by refugee doctors and what can be done to help them."

*Dr. Larry Day, Diversity Co-ordinator,
School of Medicine, University of Southampton.*

"The JCORE Guide provides essential information to assist refugee doctors in re-establishing their medical careers.

Refugee doctors want to give something back to the country that has given them sanctuary. Helping them to re-establish their medical careers is a win for the doctors who can practise medicine again; a win for NHS patients who will be cared for by more doctors; and a win for British society as it becomes more aware of what refugees can provide, when given the right support."

*Dr. Edwin Freeman, Chairman of the Refugee Doctors Liaison Group
and former Chairman of the BMA's International Committee.*



JCORE
PO Box 47844 London, W4H 1AJ
Tel: 020 8458 9894 Fax: 020 8458 4790
admin@jcore.org.uk www.jcore.org.uk