Advice and guidance flowchart for international doctors coming to work in the UK
Things to discuss with an employer

Before you start working

• Clarify your contract (especially if new to NHS). Guidance available from www.bma.org.uk.
• Complete formal paperwork and other HR formalities like DBS check.
• Being clear on your roles and responsibilities in your job description.
• Clarify your start date.
• Get your rota/shift arrangements from HR/department rota co-ordinator.
• Arrange appropriate medical indemnity cover.

Period when you start work (first few weeks)

• Complete hospital and departmental inductions and find out 'who's who' in the department.
• If new to NHS - arrange a shadowing period where no clinical activities are expected.
• Undertake mandatory and other essential training incl. resuscitation, child safeguarding/protection, relevant computer systems; electronic patient records, unique patient reporting systems e.g. BADGER system in neonates.
• Be aware of clinical incident logging process; patient care escalation pathways, clinical governance and patient safety structures.

Period when you continue working (after first few weeks)

• Membership of RCPCH including access to training eportfolio / CPD diary.
• First meeting with educational and clinical supervisor and ongoing discussion about aspirations and career pathways.
• Know how to access to study leave and funding.
• Register with your hospital library facilities.
• Link in with annual appraisal and personal development plan processes as per hospital guidance.

Familiarisation/ opportunities during your employment

• Your professional development opportunities should be similar to the trainees at your level.
• Make contact with the College Tutor of your department to seek further professional development advice.
• Know who your Clinical Lead/Clinical Director is.
• Know who your "Guardian of safe working" and "Freedom to speak up Guardian" is.
• Make contact with locally employed doctor (LED) Tutor or SAS Tutor for networking with similar professionals at your level.