

# MTI Induction Booklet

# Contents

- 3 Introduction
- 4 RCPsych and You
- 10 Your Arrival in the UK
- 16 Your New Role in the NHS
- 22 Adjusting to Life in the UK

# Introduction

Dear MTI

A very warm welcome to the RCPsych MTI scheme, we are really privileged to have you. You bring so much expertise and experience with you and our patients and organisations are so lucky to have your contribution.

We hope your experience in the scheme will be rewarding and will further enhance your knowledge and skills as a Psychiatrist.

Moving to, and settling, in a new country is a major life event which brings with it excitement and challenges, and the MTI team are here to help and support you throughout this process. We are happy to be contacted about any matters you need help with and please feel free to do so.

We would hugely value your feedback throughout your time in the UK and please do stay in touch once you have completed your time in the MTI scheme.

We hope you will continue to be part of the RCPsych family for many years to come.

Dr Fabida Aria

MTI Specialist Adviser

## RCPsych International Team



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## RCPsych and You

The Royal College of Psychiatrists is the professional and educational body for psychiatrists in the United Kingdom. The College works to secure the best outcomes for people with mental illness, learning difficulties and developmental disorders by promoting excellent mental health services, supporting the prevention of mental illness, training outstanding psychiatrists, promoting quality and research, setting standards and being the voice of psychiatry.

### Our Values

Our [values](#) underpin everything we do. Below are each of the values we expect from our staff and members involved in College work.

#### Courage

- Champion the specialty of psychiatry and its benefits to patients
- Take every opportunity to promote and influence the mental health agenda
- Take pride in our organisation and demonstrate self-belief
- Promote parity of esteem
- Uphold the dignity of those affected by mental illness, intellectual disabilities and developmental disorders

#### Innovation

- Embrace innovation and improve ways to deliver services
- Challenge ourselves and be open to new ideas
- Seek out and lead on new and, where possible, evidence-based, ways of working
- Have the confidence to take considered risks
- Embrace the methodology of Quality Improvement to improve mental health services and the work of the College

#### Respect

- Promote diversity and challenge inequalities
- Behave respectfully – and with courtesy - towards everyone
- Challenge bullying and inappropriate behaviour
- Value everyone's input and ideas equally
- Consider how own behaviour might affect others
- Respect the environment and promote sustainability

#### Collaboration

- Work together as One College – incorporating all members, employees, patients and carers
- Work professionally and constructively with partner organisations
- Consult all relevant audiences to achieve effective outcomes for the College
- Work together with patients and carers as equal partners
- Be transparent, wherever possible and appropriate

#### Learning

- Learn from all experiences
- Share our learning and empower others to do the same
- Value and encourage personal feedback
- Use feedback to make continuous improvements
- Create an enabling environment where everyone is listened to, regardless of seniority
- Positively embrace new ways of working

#### Excellence

- Deliver outstanding service to members, patients, carers and other stakeholders
- Promote excellent membership and employee experience
- Always seek to improve on own performance
- Promote professionalism by acting with integrity and behaving responsibly
- Demonstrate accountability in all that we do
- Uphold the College's Core Values for Psychiatrists

## Resources Available to You

Your MTI administration fee includes Pre-Membership Psychiatric Trainee (PMPT) registration with RCPsych. As a PMPT, you will have access to a range of resources.

### Portfolio

As a PMPT, you will have access to [Portfolio Online](#), a web-based tool that allows you to build an electronic repository of your professional activities, development and achievements, including workplace-based assessments (WPBAs). It is designed to promote the use of the postgraduate psychiatric curricula in educational planning and enhance learning based on reflection.

### Trainees Online

As a PMPT member, you will have access to [Trainees Online \(TrOn\)](#), an online learning platform which offers learning resources to aid revision for the MRCPsych exams, eLearning to fit around your timetable and key reading lists for each module. TrOn also provides an interesting learning experience with dynamic diagrams and illustrations with interactive activities and tests to measure your understanding.

### Library and Archives

Our [Library](#) aims to support members in their practice by providing easy access to the best resources. The vast majority of these are available online but there is also a library space at 21 Prescott Street which you are welcome to visit. Library services include: access to [databases and journals](#), [book borrowing](#), [free literature searches and document supply](#).

The [Archives](#) collection consists mainly of records created by the College and its predecessor bodies, a small collection of deposited archives and manuscripts, and an antiquarian book collection on the history of psychiatry.

### College Publications and Books

RCPsych produce high-quality mental health publications and information through a wide range of books and journals published on their behalf by [Cambridge University Press](#). RCPsych journals include:

<p><b>BJPsych – The British Journal of Psychiatry</b></p> <p>Published monthly, <i>BJPsych</i> is a leading psychiatric journal. As a PMPT, you will get free online access and print copies.</p>	<p><b>BJPsych Open</b></p> <p><i>BJPsych Open</i> is an online journal for methodologically sound research in psychiatry and disciplines related to mental health.</p>	<p><b>BJPsych Advances</b></p> <p>This innovative bimonthly journal promotes continuing professional development in psychiatry.</p>
<p><b>BJPsych Bulletin</b></p> <p>Published bimonthly online, the Bulletin is for developments in psychiatric practice and service provision.</p>	<p><b>BJPsych International</b></p> <p>With four issues a year, this open access journal provides useful information and links in global mental health.</p>	<p><b>Evidence-Based Mental Health</b></p> <p>Digest of the most important clinical research of relevance to clinicians in mental health.</p>

As a PMPT, you can upgrade your free online subscriptions to print at a substantial discount, for *BJPsych Advances*, *British Journal of Psychiatry*+, *BJPsych Bulletin* and *Evidence-Based Mental Health* (prices for mailing addresses in the UK; rates elsewhere may vary).

## Events and Conferences

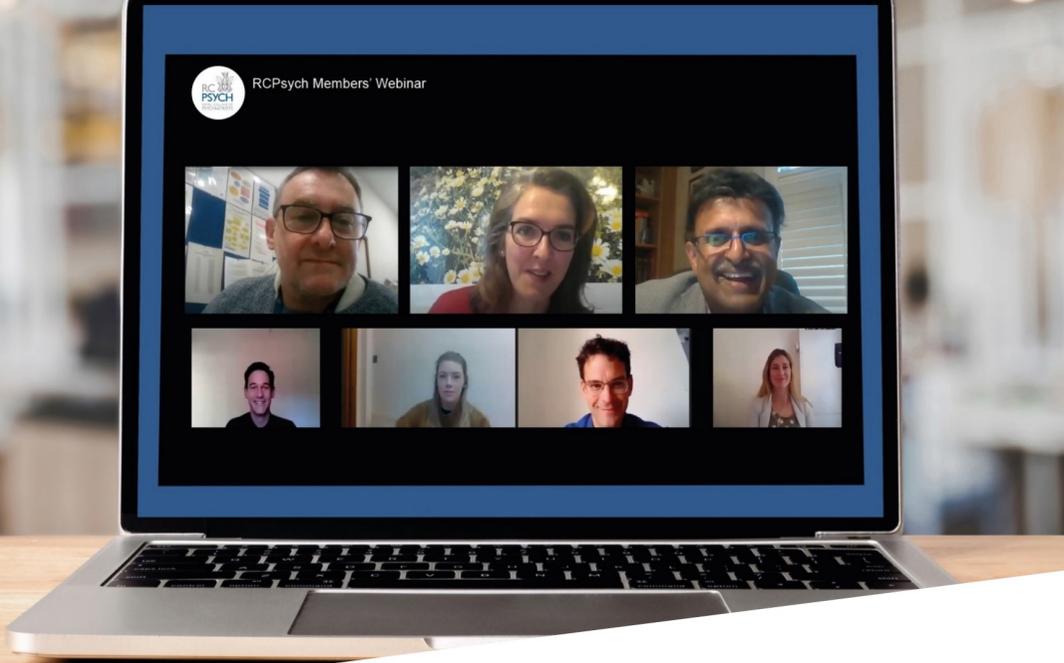
RCPsych holds numerous free and paid-for events, conferences, training sessions and workshops throughout the year covering topics of general, specialist and clinical interest. These events are an excellent opportunity for you to update your knowledge, as well as network with other delegates and as a PMPT, you will benefit from reduced rates to selected events. You can browse upcoming events and register on our [website](#).

## Awards and Prizes

As a psychiatric trainee, you may be interested in applying for RCPsych [prizes and bursaries for trainees](#). There are also a range of other awards and competitions run by RCPsych, information is kept up to date on our [website](#).

[The RCPsych Awards](#) is an annual award ceremony recognising talented individuals and teams across a spectrum of mental health services.





## Support Available to You

We provide a wide range of support from the moment members join the College to after they retire. The [RCPsych website](#) contains links to information and services to support you as a psychiatrist.

### Psychiatrists' Support Service (PSS)

The [Psychiatrists' Support Service](#) is a free, confidential support and advice service for psychiatrists who find themselves in difficulty or in need of support. You can contact the support service during office hours, Monday to Friday, by calling the dedicated telephone helpline on 020 8618 4020 or by emailing in confidence at [pss@rcpsych.ac.uk](mailto:pss@rcpsych.ac.uk).

### The Psychiatric Trainees' Committee (PTC)

The [Psychiatric Trainees' Committee](#) is a national community representing psychiatric trainees in the UK at RCPsych, the Academy of Medical Royal Colleges and British Medical Association. PTC supports psychiatric trainees throughout their training and drive improvements in the quality of training. [The Registrar](#) is the magazine of the PTC and you are invited to submit an article for them. The PTC can only be the voice of trainees with your input, they want to hear from you and receive your feedback. Please email them at [PTCsupport@rcpsych.ac.uk](mailto:PTCsupport@rcpsych.ac.uk).

### MTI Mentors

The RCPsych MTI team can link you with an MTI mentor in a different employing body who can offer you guidance and support. You can meet as frequently or infrequently as you are both comfortable with and are free to discuss whatever you feel is appropriate. Your mentor may support you with your short- and long-term career goals, skills to develop and building professional networks. Previous MTI doctors have highlighted how important and valuable their relationship with an MTI mentor was during their training so it's an opportunity we strongly recommend you take up.

## Get Involved

### Faculties

[College faculties](#) represent the main specialties in psychiatry. You can stay up to date, learn about networking opportunities and access key resources relating to each psychiatric specialty in the faculty sections of the website:

- Academic
- Addictions
- Child and adolescent
- Eating disorders
- Forensic
- General adult
- Intellectual disability
- Liaison
- Medical psychotherapy
- Neuropsychiatry
- Old age
- Perinatal
- Rehabilitation and social

### Special Interest Groups (SIGs)

The College has 15 [Special Interest Groups](#) (SIGs) which provide a forum for members to come together in a particular area of psychiatry. SIGs lead on key issues within psychiatry and mental health, such as diversity, marginalised groups and sustainability. Each Special Interest Group has a Chair and an Executive Committee.

- Adolescent forensic
- Arts psychiatry
- Digital psychiatry
- Evolutionary psychiatry
- History of psychiatry
- Neurodevelopmental psychiatry
- Occupational psychiatry
- Philosophy
- Private and independent practice
- Rainbow SIG (LGBT)
- Spirituality
- Sport and exercise psychiatry
- Transcultural psychiatry
- Women and mental health
- Volunteering and international

### Devolved Nations

[Devolved Councils](#) in Scotland, Wales and Northern Ireland provide support by taking forward the aims and objectives in each devolved nation of the UK, reflecting and addressing the differences in devolved law and services. Each Devolved Council has a Chair and an Executive Committee.

### English Divisions

[Divisions](#) represent the College locally and provide professional advice where required. College members may opt to be members of the Division in which they either live or work but they can only belong to one Division.

Each Division has an elected Executive Committee, Chair, Vice-Chair and Financial Officer. The Chair of each Division is an ex-officio member of Council.

- Eastern Division
- London Division
- Northern and Yorkshire Division
- North West Division
- South Eastern Division
- South West Division
- Trent Division
- West Midlands Division

### International Divisions

RCPsych international members are represented by six [international divisions](#) who engage with psychiatrists locally.

- African Division
- European Division
- Middle Eastern Division
- Pan-American Division
- South Asian Division
- Western Pacific Division



# Your Arrival in the UK

## Preparing for Your Arrival

### What To Bring With You

The below is not a comprehensive list but may be helpful for you to consider when preparing to move. We recommend reading government information about [moving personal belongings to the UK](#).

<b>Important Documents</b>	<b>Clothing</b>
<p>We recommend emailing yourself photos or scans of your important documents so you can access them from any electronic device. We also recommend travelling with the hard copies in your hand luggage to minimise the possibility of losing them.</p> <ul style="list-style-type: none"> <li>• Passport</li> <li>• Birth certificate</li> <li>• Marriage certificate (if applicable)</li> <li>• Visa vignette</li> <li>• Medical and vaccine history</li> <li>• Evidence of where you will be staying in the UK</li> <li>• Letter from Employing Body confirming offer of employment</li> <li>• Medical qualification certificates</li> <li>• Driving license (if you have one)</li> </ul>	<p>You should come prepared for the unpredictable weather in the UK. It is best to pack different layers of clothing, so you can easily adapt to changes in the weather.</p> <p>You may wish to purchase a thick winter coat whilst in the UK to ensure it is warm enough, this will also save you valuable packing space.</p> <p>You should check the dress code with your specific employing body, but you will likely be required to dress smartly whilst at work.</p>
	<b>Other Essentials</b>
	<ul style="list-style-type: none"> <li>• Travel adapters and voltage converters: UK power sockets deliver an average voltage of 230v and plugs are Type C.</li> <li>• Electronics: check voltages before you decide which to bring with you as UK sockets may deliver more power than your electronics can handle.</li> <li>• Currency (GBP): check <a href="#">government advice</a> on how much you can bring.</li> <li>• Medication: you may wish to bring a small supply of medication to last while you wait to register with a GP, check <a href="#">government advice</a> on what you can bring.</li> </ul>

## Arranging Your GMC Identity Check

You will need to attend a [GMC identity check](#) within three months of the GMC granting you registration with them. You can attend this identity check in either London or Manchester and we recommend that you book this at least 24 hours after you arrive in the UK. Space for appointments are filled very quickly, so we recommend booking a slot as soon as you are able to.

## Accommodation Arrangements

It is important that you arrange a form of accommodation before you arrive in the UK, this may be temporary or more permanent.

<b>Employing Body/Hospital Accommodation</b>	<b>Private Renting</b>
<p>Your employing body may have temporary hospital accommodation available which is likely to be based on hospital grounds, or very close by. You should check with your employing body to see if this is an option before looking into alternatives.</p>	<p>There are several ways to rent privately in the UK, including through an estate/letting agent or directly from a private landlord. The <a href="#">UK government has provided information</a> about your rights and responsibilities as a private renter. Your employing body may be able to recommend local estate/letting agents and local areas to search in.</p> <p>While searching for somewhere to rent, you should consider price, location, length of contract, break clause, deposit and if the property is furnished or unfurnished. You should also consider public transport services in the area.</p> <p>There are a number of websites you can use to search for rental properties, these include <a href="#">Zoopla</a>, <a href="#">Rightmove</a>, <a href="#">OnTheMarket</a>, <a href="#">PrimeLocation</a> and <a href="#">SpareRoom</a>.</p>
<b>Temporary Accommodation</b>	
<p><b>Hotels/B&amp;B:</b> Hotels can usually offer single, double or family rooms depending on your needs. There are a number of websites you can use to compare options and prices including <a href="#">Booking.com</a>, <a href="#">Hotels.com</a>, <a href="#">trivago</a> and <a href="#">Expedia</a>.</p> <p><b>Airbnb/Homestay:</b> <a href="#">Airbnb</a> allows hosts to accommodate guests in several property styles, including entire properties, private rooms, hotel rooms or shared rooms. You can rent a spare room through <a href="#">Homestay</a>.</p> <p><b>Family and friends:</b> If you have any friends or family in the local area, they may be able to offer you a spare bed or sofa for a few nights.</p>	

There are numerous types of accommodation you may come across; some are detailed below:

- Bedsit/Studio Flat** A one room unit consisting of combined bedroom, lounge and kitchen.
- Bungalow** A house on one level without stairs.
- Cottage** A small house, typically found in the countryside.
- Detached House** A house that is not joined to any other house or building.
- End of Terrace** The house at the end of a row of attached houses.
- Flat /Apartment** A self-contained property, within a larger building of other flats.
- House Share** Sharing a house or flat with others, usually with a private bedroom and communal lounge and kitchen.
- Maisonette** A flat split over two levels, with a private entrance.
- Semi-detached House** A house that is attached on one side to another house.
- Terraced House** A house that is attached on both sides to other houses.

## Once you Arrive

### Biometric Residence Permit and Collection

Once you arrive in the UK, you will need to collect your [Biometric Residence Permit](#) (BRP). This is a card that will hold your name, date and place of birth, facial image, fingerprints, immigration status and the entitlements that you are eligible for whilst in the UK. You must usually collect your BRP before the vignette sticker in your travel document expires or within 10 days of arriving in the UK, whichever is later. Check your UKVI decision letter as this will tell you where to collect your BRP and explain what you will need to take with you to collect this.

### Getting A National Insurance Number

As an employee in the UK, you are required to pay National Insurance (NI). Your National Insurance contributions build up your entitlement to certain state benefits such as NHS healthcare and the State Pension. The exact amount you pay depends on your earnings.

You should check your BRP to see if it has a National Insurance number printed on the back, if not you should apply for a NI number [online](#). You should let your employer know your National Insurance number as soon as possible.

### Opening A Bank Account

Having a UK bank account is essential for living and working in the UK. There are several banks and building societies in the UK for you to choose from. We recommend considering if there is a branch local to you, if they offer telephone, mobile or internet banking and if they have a free to use cashpoint near you. There are different kinds of bank accounts, the main types are listed below and you can refer to the [Money Advice Service](#) for further information and guidance.

**Current Account** The most popular account for day-to-day management of money. You can pay bills, receive payments and salary, access an overdraft (if agreed with your bank), pay for items and withdraw cash.

**Packaged Account** These are similar to current accounts but offer additional features for a fee, these might include special offers or insurance.

**Savings Account** Used to save money in and earn interest.

To open a bank account, you may need to make an appointment. You will need to take your Biometric Residence Permit, passport, National Insurance number and a letter of employment from your employing body. You should pass your bank account details to your employing body as soon as possible so they can pay your salary into this.

### Paying Tax

You will need to pay income tax on money you earn from your employment. You will most likely pay income tax through the PAYE system which your employing body will use to take income tax and national insurance contributions from your pay.

**Joint Account** An account that you share with another individual (or individuals), all parties can make payments and withdrawals.

**Fee-free basic bank accounts** Typically used when an individual is unable to open a current account due to having a poor/no credit rating. You can pay bills, make payments and receive payments but will not have access to an overdraft.

## Accessing Healthcare

### Registering with a General Practitioner

It is important to [register with a General Practitioner](#) (GP) in your local area to ensure you can easily access medical care if and when you need it. It is free to register and attend appointments with a GP, however there is a small prescription charge should you require one (£9.35 per item, as of June 2021).

Find local GP services on the [NHS website](#).

### Opticians

You will be examined by an ophthalmic practitioner or optometrist at an [opticians](#), who is able to prescribe and fit glasses and contact lenses. They can also refer you to a GP or hospital eye clinic if needed.

Find an optician on the [NHS website](#).

### Walk in Centres and Minor Injury Units

You can go to a [walk in centre or minor injury unit](#), without an appointment, if you need urgent medical attention, but it's not a life-threatening situation.

Conditions that can be treated include sprains and strains, minor head injuries, cuts and grazes, bites and stings, coughs and colds and stomach pain.

Find walk in centres on the [NHS website](#).

### Calling 111 and 999

**111:** [NHS 111](#) can help if you have an urgent medical problem and you're not sure what to do. You can call 111 or visit [111.nhs.uk](#), 24 hours a day, seven days a week.

**999:** Call [999](#) in a medical emergency. This is when someone is seriously ill or injured and their life is at risk. Medical emergencies can include (but are not limited to): heart attack, stroke, loss of consciousness, an acute confused state, chest pain, breathing difficulties, severe bleeding that cannot be stopped, severe allergic reactions, burns or scalds and major trauma such as a road traffic accident, stabbing or fall from a height.

### Registering with a Dentist

You can visit [dental practices](#) as either a private or NHS patient. As a private patient, you will pay the full cost of treatment, as an NHS patient, the cost will be subsidised for eligible treatments. Not all dental surgeries will have capacity to take on new NHS patients and you may need to join a waiting list.

Find a suitable dentist on the [NHS website](#).

### Pharmacies

[Pharmacies](#) can be found on most UK highstreets. They are staffed by pharmacists who are experts in medicines and can offer clinical advice and over-the-counter medicines for minor health concerns such as coughs, colds, sore throats, tummy trouble, aches and pains. Pharmacies can also dispense NHS prescriptions.

Find local pharmacies on the [NHS website](#).

### Accident and Emergency (A&E)

An [A&E department](#) (also known as emergency department or casualty) deals with genuine life-threatening emergencies, such as loss of consciousness, acute confused state and fits that are not stopping, chest pain, breathing difficulties, severe bleeding that cannot be stopped, severe allergic reactions, severe burns or scalds, stroke and major trauma such as road traffic accidents.

Not all hospitals have an A&E department. Find your nearest A&E on the [NHS website](#).

### Immigration Health Surcharge

As part of your Tier 5 Visa application, you were charged the Immigration Health Surcharge (IHS) and you are entitled to a refund of this surcharge. For details on how to claim your refund, please email [IHSrefund@aomrc.org.uk](mailto:IHSrefund@aomrc.org.uk)

## Using a Mobile Phone in the UK

Before you arrive in the UK, consider if you will need a mobile phone contract or prepaid sim card for your arrival. Most UK airports will provide free Wi-Fi and access to payphones which may be enough for you to arrange a taxi, check public transport routes and contact anyone who may need to know that you have arrived.

If you bring a mobile phone with you, make sure it is unlocked so you can use it with one of the numerous network providers available in the UK. You will need either a phone contract or a pay-as-you-go sim:

**Contract** You will pay a monthly fee and receive a set allowance of texts, calls and mobile data. You can search for the best deal based on your needs and will usually be tied into a contract for 12 or 24 months. To set up a contract you will need to provide proof of address, proof of identification and details of a bank account.

**Pay-as-you-go sim** You can top up the sim with credit at any time and will be charged each time you make a call, send a message or use mobile data. You are not tied into a contract and can load as much or little credit as you need. Pay-as-you-go sims are usually free and you won't need to provide any evidence to get one.

## Setting up Utilities, TV Licence and Council Tax

<b>Water</b>	<b>Internet</b>
All properties in the UK will need to pay water rates, based on property size or water usage. Your water supplier will be determined by where you live, visit <a href="#">Water UK</a> to find your local water supplier. By law, water companies must provide wholesome water that is suitable for all domestic purposes, including drinking, cooking and washing. Tap water in the UK is therefore safe to drink.	There are a range of Internet Service Providers in the UK who can provide internet services to your home. You can use comparison sites to find the best deal and compare internet speeds in your area.
<b>Gas and Electricity</b>	<b>Council Tax</b>
There are numerous gas and electricity suppliers in the UK and you can use a price comparison website to find the best deal.  On the day you move in, you should check the gas and electricity meters and make a note of their readings, you will need this information to create an account with your new gas and electricity providers.	Council tax is payable monthly to your local authority for services they provide such as rubbish collection and police and fire services. How much you pay will depend on your house value, how much your council charges and if you are eligible for a <a href="#">discount or exemption</a> .  You can find your local council <a href="#">online</a> .  In Northern Ireland, you must pay <a href="#">domestic rates</a> , instead of Council Tax.
<b>Contents Insurance</b>	<b>TV Licence</b>
You may want to get contents insurance to cover your possessions in the event of theft, loss or damage caused by accidents or events such as flooding or fire. You can use price comparison websites to find the best deal based on your specific needs.	You will need a TV Licence to watch or record programmes as they're being shown on TV, watch or stream programmes on an online TV service and download or watch any BBC programmes on BBC iPlayer. You only need one TV license per household and can pay <a href="#">online</a> .

## Childcare and Education

If you are relocating with children under 18, you will need to consider education arrangements and may need to organise other forms of childcare.

There are many options available when deciding what kind of school is best for your children (aged five and over), including faith schools, free schools, academies, technology colleges, boarding school, private (or paid for) schools and grammar schools. Further information can be found on the [government website](#) and we recommend contacting your [local council](#) about school choices before you arrive in the UK.

**Pre-School** For children aged 2 to 4, with some local government funding.

**Nursery** Can offer care from birth to 4 or 5 years old, these can be private, community, local authority or workplace nurseries.

**Primary School** For children aged 4 to 11. Split into infants/key stage 1 and juniors/key stage 2 in England, Wales and Northern Ireland.

**Secondary School** For children aged 12 to 15/16. Some secondary schools will also have a sixth form for children aged 16 to 18.

**Sixth Form** For children aged 16 to 18 where students prepare for, and sit, A-levels or other equivalent qualifications.

**University** Optional for higher education of over 18 year olds.

You may be entitled to help paying for childcare, visit [Childcare Choices](#) to explore your options.

In the UK, the law does not state an age when you can leave a child on their own, but it is an offence to leave a child alone if it places them at risk. You should use your judgment on how mature your child is before you decide to leave them alone, for example at home or in a car.

The [National Society for the Prevention of Cruelty to Children \(NSPCC\)](#) says children under 12 are rarely mature enough to be left alone for a long period of time, children under 16 should not be left alone overnight and babies, toddlers and very young children should never be left alone.





# Your New Role in the NHS

## Your Role

You will be starting your MTI post at CT3 level. The purpose of Core Training is to prepare the psychiatry trainee for entering Advanced Training so provides an essential range of competencies including knowledge of common psychiatric disorders and their treatment as well as skills in a range of assessment and therapeutic approaches. The competencies are gained through working in a range of service settings, across the development range, and include direct experience of delivering psychological therapy. The [Competency Based Curriculum for Specialist Core Training in Psychiatry](#) provides details of the Core Psychiatry curriculum, methods of learning and teaching as well as the Assessment System for Core training.

## The NHS

The National Health Service (NHS) describes the publicly funded healthcare systems of the UK, these are [NHS England](#), [NHS Scotland](#), [NHS Wales](#) and [Health and Social Care \(Northern Ireland\)](#). The NHS was established in 1948 with the founding principles that services should be comprehensive, universal and free at the point of delivery. The NHS is primarily funded through general taxation and national insurance contributions and employs around 1.6million people across the UK.

Each of the UK health service systems operates independently and is politically accountable to the relevant government: the Scottish Government, Welsh Government, Northern Ireland Executive, and the UK Government.

## GMC Good Medical Practice

The GMC protects patients by ensuring all doctors are registered with a licence to practise before they work in the UK. The GMC sets standards for professional values, knowledge, skills and behaviours of all doctors working in the UK.

[Good medical practice](#) describes what is expected of all doctors registered with the GMC. It is your responsibility to be familiar with Good medical practice and the explanatory guidance which supports it, and to follow the guidance they contain.

## The Mental Health Act

In the UK, the majority of patients being treated in hospital, or other mental health facilities, have agreed or volunteered to be there. However, there may be some cases where a patient is detained, also known as sectioned, under the [Mental Health Act \(1983\)](#). The act is legislation covering the assessment, treatment and rights of people with a mental health disorder. Patients detained under the act need urgent treatment for a mental health disorder and are at risk of harm to themselves or others.

If a patient has been treated in hospital under the Mental Health Act and is discharged, or allowed out of the hospital for a short period of time, they may be put under a Community Treatment Order (CTO). A CTO will provide conditions the patient must meet and if they don't, they may be recalled to hospital.

## Supervision

There will be three core aspects to supervision while in your MTI post: Clinical Supervision, Educational Supervision and Psychiatric Supervision. Your supervision is designed to ensure safe and effective patient care, establish an environment for learning and educational progression and provide reflective space to process dynamic aspects of therapeutic relationships, maintain professional boundaries and support development of resilience, well-being and leadership. Clarity, consistency, collaboration, challenge and compassion will underpin your supervision.

Clinical Supervisors/Trainers	Educational Supervisors/Tutors
<p>An appropriately qualified senior psychiatrist will supervise your clinical work at a level appropriate to your needs. You should never be expected to work at a level beyond your competence and experience.</p> <p>Your Clinical Supervisor will be involved with teaching and training you in the workplace and will support you in various ways including direct supervision, close but not direct supervision, regular discussions, review of cases and feedback. Your clinical supervisor may delegate to other colleagues.</p> <p>Time for clinical supervision must be incorporated into your job plan.</p>	<p>An Educational Supervisor or Tutor will usually be a Consultant, Senior Lecturer or Professor who has been appointed to a substantive consultant post. They will be responsible for your educational supervision.</p> <p>Your Educational Supervisor will help you develop and facilitate a learning plan to address your educational needs and can act as a resource for specialty information and guidance. They will oversee your workplace-based assessments and education and will act as a mentor to ensure you make progress.</p>
	Psychiatric Supervision
	<p>A nominated substantive consultant who is on the specialist register will provide an opportunity to complete regular reflective one-to-ones. These will play a critical role in helping you to develop strategies for resilience, well-being, maintain appropriate professional boundaries and understand the dynamic issues of therapeutic relationships.</p>

## Assessment

Workplace Based Assessments (WPBAs) assess a doctor's performance in areas of professional practice which are best tested in the workplace. WPBAs should be completed at regular intervals throughout training to ensure you benefit fully from the formative feedback they provide.

Some of the WPBAs you may come across are detailed below.

<b>Assessment of Clinical Expertise (ACE)</b>	An entire clinical encounter is observed and rated to provide an assessment of a doctor's ability to assess a complete case.
<b>Mini-Assessed Clinical Encounter (mini-ACE)</b>	Part of a clinical encounter, such as history-taking, is observed and rated.
<b>Case Based Discussion (CBD)</b>	An assessment is made on the basis of a structured discussion of a patient whom the Trainee has recently been involved with and has written about in their notes.
<b>Direct Observation of Procedural Skills (DOPS)</b>	Similar to mini-ACE except that the focus is on technical and procedural skills.
<b>Multi-Source Feedback (MSF)</b>	Obtained using the Mini Peer Assessment Tool (mini-PAT), an assessment across the domains of Good Medical Practice made by a range of 10-12 colleagues. Ideally this should include no more than two assessors in any one position. A valid mini-PAT requires at least six responses.
<b>Case Based Discussion Group Assessment (CBDGA)</b>	Developed by the College to provide structured feedback on a trainee's attendance and contribution to case discussion groups (also known as Balint- type groups) in Core Psychiatry Training.
<b>Structured Assessment of Psychotherapy Expertise (SAPE)</b>	Developed by the College to provide evidence of satisfactory completion of a psychotherapy case.
<b>Psychotherapy Assessment of Clinical Expertise (PACE)</b>	Developed by the College to provide evidence of satisfactory completion of a psychotherapy case.
<b>Case Presentation (CP)</b>	Developed at the College to assess a major case presentation, such as a Grand Round, by the Trainee.
<b>Journal Club Presentation (JCP)</b>	Similar to CP, and also developed at the College, this enables an assessment to be made of a Journal Club presented by the Trainee.
<b>Assessment of Teaching (AoT)</b>	Developed at the College to enable an assessment to be made of planned teaching carried out by the Trainee.
<b>Direct Observation of non-Clinical Skills (DONCS)</b>	Developed by the College from the Direct Observation of Procedural Skills (DOPS). The DONCS is designed to provide feedback on a doctor's performance of non-clinical skills by observing them chairing a meeting, teaching, supervising others or engaging in another non-clinical procedure.

## Appraisal and Annual Review of Competence Progression

You will not have a national training number and therefore don't have to participate in the Annual Review of Competence Progression (ARCP) or appraisal process. However, the RCPsych and GMC have agreed the ARCP is a good mechanism for tracking your WPBAs. Your ARCP will be used to confirm your training and development to complete your RCPsych end of post certificate.

You may also complete an annual appraisal with your employing body. Appraisal provides a platform for reflection and the sharing of concerns, challenges and achievements in a constructive and supportive environment. The RCPsych has created [guidance for psychiatrists completing appraisal](#) which may be useful for you to review. Using the [RCPsych Portfolio Online](#) throughout training will also assist you when performing an appraisal, as all your assessments will be grouped together online and can be easily accessed.

## Working In a Multidisciplinary Team

Multidisciplinary teams are used to bring health and care workers together to provide specific services to the patient. There are several different health and care workers you may encounter while working in the UK, including:

**Approved Mental Health Professional** An individual with further training to use the Mental Health Act (cannot decide to admit a patient on their own).

**Clinical Psychologist** Have a degree in psychology and a further three years training in clinical psychology. They can provide psychological treatments.

**Community Mental Health Nurse** Work outside hospitals to visit patients in their own homes, out-patient departments or GP surgeries.

**Mental Health Nurse** Their role is to promote and support a patient's recovery, helping them live independent lives. They can prescribe and administer medication and provide case management support.

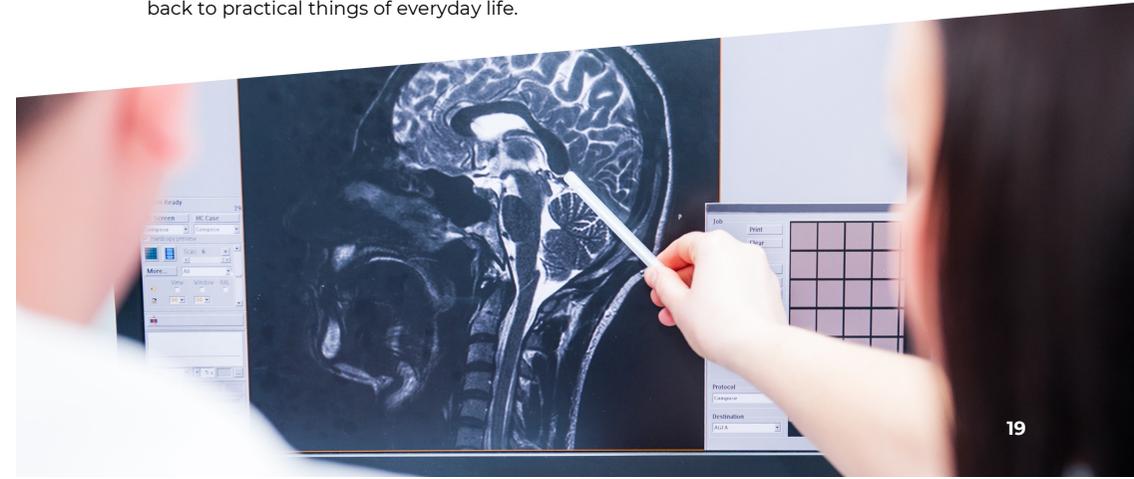
**Occupational Therapist** Helps patients to get back to practical things of everyday life.

**Pharmacist** Train for five years to become specialists in medicine. They can give expert advice to doctors, nurses and patients.

**Psychiatrist** A medical doctor with special training in mental illnesses and emotional problems. Can perform assessments (including physical investigations), prescribe medication, and provide talking therapies.

**Social Worker** Help people to talk through their problems and give practical advice about matters including money, housing and other entitlements.

**Team Manager** Likely to be a senior nurse or social worker, they will handle practical details of the team and how it works with other parts of the health service.





## E Learning Resources

### GMC Welcome to UK Practice Workshop

The GMC have created a free [workshop](#) to help doctors new to the UK, by offering practical guidance about ethical scenarios you may encounter along with learning more about key standards and guidance.

### GMC Good Medical Practice in action

You can test your knowledge of the GMC's ethical guidance using [Good medical practice in action](#). This resource contains 60 real-world scenarios which you can use to find out about GMC guidance and how it applies in practice. You can test your knowledge of medical ethics and can even use this as evidence for your appraisal.

### NHS E-Learning, Support and Self-Review Modules

There are a number of [NHS E-learning, Support and Self-Review Modules](#) you can use to explore a number of professional topics and NHS systems such as prescribing, record keeping, professionalism and managing bullying and undermining.

### NHS Induction Package for International Medical Graduates

The [Induction for International Doctors](#) is an educational resource developed by Central Manchester University Hospitals NHS Foundation Trust (CMFT) in partnership with Health Education England e-Learning for Healthcare. It introduces internationally qualified doctors to ethical, social, legal and professional aspects of UK clinical practice.

## Insurance and Indemnity

It is important for doctors to have adequate and appropriate insurance or indemnity in case one of their patients suffers harm as a result of the doctor's negligence. We recommend reading the GMC's guidance on [insurance, indemnity and medico-legal](#) support. The guide gives help to doctors, patients, employers and responsible officers in understanding what insurance and indemnity means for them.

## Advice From Past MTIs

You are likely to encounter challenges which are unique to MTI doctors. Previous MTIs have shared their advice about adapting to life and work in the UK:

- Ask questions. It is important to ask questions at every stage of your training regardless of how small or large your query seems. Getting an answer is always better than getting stuck in a difficult situation further down the line.
- You will have a lot of information to take in, take your time to digest it all, talk it through with colleagues and use all the resources available to you.
- If you are offered tea and coffee throughout the day, accept the offer as it is often a chance to learn about people in an informal setting.
- Take the time to learn about how your team works and the roles of each member. Also learn about the Employing Body hierarchy and who you should go to about different matters.
- Create a space for people to teach you, ask questions and tell people when you do not understand something; otherwise, they will not know you need help.
- The IT system may seem overwhelming at first but take your time and you will soon pick it up.
- Find a good support network at work, they can be a great source of help.
- Research the area you will be working in, so you have some conversation starters.
- Ask for an RCPsych mentor and have regular discussions with them.
- Get as involved with your Employing Body as you can.
- Read your Employing Body's policies.
- There is no shame in admitting you do not know something yet; it is a learning opportunity. Do not be afraid to express your limitations.
- Be patient with learning British sayings.
- Bring some non-perishable food from your home country as it might take you a while to get used to the food in the UK.
- Apply for a National Insurance number as soon as you can to avoid paying a higher tax rate.
- Once you have your NHS ID, apply for a [Blue Light Card](#) as this can help you save money.
- Don't be disheartened if it takes you a while to make friends, the culture can be very different to your home country. To start with, most of your friends will be colleagues and it will take a little while to make friends outside the working environment.
- If you are arriving in winter, wear thermals until you adjust to the colder climate.
- Don't carry too much cash, most places accept card payments.



# Adjusting to Life in the UK

## British Culture and Social Norms

British culture is likely to be very different from the culture in the country you are travelling from. The list below should give you an idea of what to expect when you travel to the UK.

Punctuality is very important, being late is considered rude and it is usually best to arrive five to ten minutes early.	Manners are important and people will say please and thank you a lot. People in the UK will also often apologise, sometimes for minor things such as asking a question or for things that were not their fault.	It is normal to keep at least an arm's length of distance between yourself and the person you are speaking to.
It is impolite to spit, burp or pass wind in public.	When on public transport, it is polite to offer your seat to older adults, pregnant people or disabled people – sometimes they may wear a badge saying, 'please offer me a seat' or 'baby on board'.	Queuing politely is important, do not jump the queue as it is likely to upset everyone in the queue and you may be asked to re-join it.
If you yawn, cough or sneeze, cover your mouth with your hand or arm. If someone sneezes, say "bless you".	Put your phone away when speaking to someone, or when eating at the dinner table.	British humour is typically very sarcastic and self-deprecating.
Shaking hands (with your right hand) is usually the expected greeting when meeting in a work setting or meeting new people.	When entering someone's home, it is polite to ask if they would like you to remove your shoes.	People love to talk about/complain about the weather.
Tea and coffee are popular, and you will likely be offered both at multiple points during the day, in most workplaces it is polite to offer to make tea and coffee for others, when making it for yourself. Having a cup of tea together is often used to start a conversation/social interaction.	Don't ask personal questions, such as about salary, age or political affiliations.	If you are invited to someone's home, it is polite to take a small gift such as wine, chocolate, or flowers.
		Indicate you have finished eating by placing your knife and fork together on the plate.
		If someone buys you a drink, offer to buy one in return.

## Common Phrases and Sayings

Some common phrases and sayings are listed below as a guide for you to refer to if needed

- Beat around the bush** Talking about anything but the point.
- Beat the drum** Support something strongly.
- Bee in my bonnet** Obsessed with a certain idea, often when you are worried about it.
- Bells and whistles** Special features which make something more attractive.
- Chalk and cheese** Two things that do not go together or go together very badly.
- Cold feet** Not going through with something due to fear, uncertainty or doubt.
- Crack on** To get on with something.
- Cut to the chase** Get to the point.
- Everything but the kitchen sink** An extremely large number of things.
- Go down a storm** Be popular or successful.
- Go the extra mile** Do more than is required.
- Have a lot on my plate** Have a lot to deal with.
- Her Majesty's Pleasure** Being in prison.
- In the doghouse** To be in trouble.
- Jolly good** Very good.
- Miss the boat** Fail to take advantage of an opportunity.
- Not born yesterday** Not stupid/gullible.
- Not enough room to swing a cat** Somewhere that is very small or crowded.
- Not rocket science** Not difficult.
- On the tip of my tongue** Almost, but not quite able to remember something.
- Piece of cake** Exceptionally easy.
- Proof is in the pudding** The best way to find out if something is good is to test it yourself.
- Pull the plug** To stop something from happening or continuing.
- Skeleton in the closet** Something bad or embarrassing that you want to keep secret.
- Smell a rat** Believe that something dishonest, illegal or wrong has happened.
- Straight from the horse's mouth** Hearing something directly from the person/source.
- Take a rain check** Can't accept an invitation now but would like to rearrange for a later date.
- Take it with a pinch of salt** Treat something with scepticism.
- Taking the mickey/Michael/Mick** Mocking someone or something.
- The boot/ shoe is on the other foot** The situation is the opposite of what it was, particularly when the power has shifted.
- The writing is on the wall** There are clear signs that something bad is coming.
- To brush over** To ignore something or not deal with it.
- Treading on eggshells** Being careful not to offend or upset someone.
- Under your belt** To make progress or to achieve something
- Until the cows come home** For a very long time.
- Up for it** Willing to do something

## Accents

The UK has the largest variation of accents of any country and you are likely to encounter a wide range of these during your two-year MTI placement. The [British Library](#) provides a free resource where you can listen to regional accents and dialects and listening to local radio stations will help you get used to the accents you might hear at work. Watching TV shows will also expose you to the range of accents across the UK, talent shows often contain individuals from all around the UK.

You may struggle to understand your colleague and patient's accents, and similarly they may struggle to understand yours. It is okay to politely ask one another to speak more slowly and clearly while you get used to each other's accents.



## Tipping

Tipping is not expected in the UK in the way it may be in other countries. All employers are required to pay a minimum salary, so employees should not be relying on tips to be paid a living wage. However, there are occasions where small tips may be expected/appreciated.

**Cafés** If you receive table service, a tip of around 10% would be suitable for good service. If you serve yourself at a counter, a tip would not usually be offered.

**Coffee shops** There may be a tip jar, although tips are very rarely given.

**Fast food shops** Tips are never offered here.

**Hairdressers/barbers** A tip is not expected but may be appreciated. In a hairdresser, around 10% would be customary. In a barber, rounding up to the closest pound, multiple of five/ten pounds or 10% would be appropriate, based on the price of the service.

**Hotels** If a porter helps you carry bags to the room, you may wish to offer them a couple of pounds.

**Public transport** Tipping would not be appropriate on public buses, trains, and coaches.

**Pubs and bars** Tips are usually not given, if you have built up a friendship/rapport with the server over a period of time, you may wish to offer to buy them a drink.

**Restaurants** When receiving table service, a tip between 10 and 15% is usually given. A service charge may be automatically added to your bill, this may be optional, and you can request to have it removed if you feel the service was not satisfactory. If a service charge has been added, there is no need to leave an additional tip.

**Takeaway** If your takeaway is delivered, a couple of pounds to the delivery driver may be appreciated but not expected.

**Taxis** It is appreciated to round up to the nearest pound, this is also more convenient as it reduces the need for change. If the taxi driver helps you with luggage, you might wish to give a couple of pounds as a tip.

## Travel

### Driving

You may be able to use your driving license for up to 12 months after you arrive in the UK, before needing to take a theory and practical driving test. You should check the [government website](#) to see what rules will apply to you.

There are some basic things to remember when driving in the UK:

- Drive on the left-hand side of the road.
- Check whether the car is a manual or automatic (most will be manual).
- Always give way to the right.
- Do not drink alcohol and drive.
- Carry your valid drivers license and proof of vehicle insurance whenever you drive.
- Follow speed limits and obey road signs.
- Watch out for bus and taxi lanes which you cannot drive in.
- Stop at red lights.
- Wear your seatbelt.
- Give way to emergency vehicles with sirens and/or lights flashing

### Public Transport

#### Trains

You can use [National Rail](#) to plan your journey, buy train tickets and stay updated with train delays. You can also buy train tickets over the phone, at a station ticket office or at self-service ticket machines available at most stations. Typically, the earlier you buy tickets, the cheaper they will be, although they may not offer much/any flexibility.

There are three main types of tickets:

- **Advance** Buy in advance, sold in limited numbers and subject to availability. These tickets are only valid on the date/train specified.
- **Off-Peak** Buy any time, travel off-peak.
- **Anytime** Buy any time, travel any time.

Some trains have dedicated 'quiet carriages' or 'quiet zones', you should take care not to take phone calls, listen to music or talk loudly in these carriages.

Trains in the UK tend to depart on time, with doors closing 30 to 60 seconds before departure. You should plan to arrive at the station early to give you time to print tickets (if needed), find your platform and board the train.

You may need to open train doors yourself, either with a button or handle.

#### Buses

Bus companies are usually operated locally with their own websites for timetables and bookings. Some buses will require you to buy a ticket from the driver, some have apps and others have a pay as you go system where you can top up a card or pay using your own bank card. Tickets are typically sold as a single or return journey.

You can catch the bus from a bus stop by sticking your arm out to indicate to the driver you intend to board. Once on board, you will need to use a stop button to indicate that you would like the driver to stop at the next bus stop.

#### London Underground/The Tube

The London Underground is operated by [Transport for London](#) (TfL). You can either buy a ticket, or use the pay as you go system, paying as you go usually works out as the cheaper option as the cost of travel is capped each day. When using escalators to and from the platforms, you should stand on the right-hand side, or walk on the left-hand side.

#### Coaches

You can use [national express](#) to plan, book and pay for long distance coach journeys around the UK. There are a number of other coach companies available and you can browse these to find the best deal for your journey.



## Weather

The weather is one of the UK's favourite conversation topics, and for good reason. The weather can be incredibly varied, so it is advisable to check the forecast regularly.

**Winter (early November to mid March)** is typically cold, wet and windy with temperatures averaging between -0.2 °C and 9.4°C. Snow is more common further north and often results in road, school and business closures.

**Spring (late March to late May)** is typically quite mild with temperatures averaging between 0.9°C and 15.6°C. April is typically quite a rainy month.

**Summer (early June to mid September)** is usually quite dry and warm, with temperatures averaging between 7.2°C and 20.4°C. It is not uncommon for a month's worth of rain to fall in just 24 hours.

**Autumn (late September to mid November)** is quite a changeable season, with temperatures averaging between 2°C and 17.5°C.

## Public Holidays

There are several public holidays in the UK when many employees are given the day off work, however your employer does not have to give you paid leave on bank or public holidays. You should check your employment contract to see what dates your employer has agreed you can take.

If a bank or public holiday falls on a weekend, a substitute weekday becomes a bank holiday instead (usually the Monday after the original date). Check the [UK Government website](https://www.gov.uk) for specific dates.

Date	Holiday Name	Countries
01 January	New Years Day	England, Wales, Scotland and Northern Ireland
02 January	2 <sup>nd</sup> January	Scotland
17 March	St Patrick's Day	Northern Ireland
March or April, date varies each year	Good Friday	England, Wales, Scotland and Northern Ireland
March or April, date varies each year	Easter Monday	England, Wales and Northern Ireland
First Monday in May	Early May Bank Holiday	England, Wales, Scotland and Northern Ireland
Last Monday in May	Spring Bank Holiday	England, Wales, Scotland and Northern Ireland
12 July	Battle of the Boyne (Orangemen's Day)	Northern Ireland
Last Monday in August	Summer Bank Holiday	England, Wales and Northern Ireland
First Monday in August	Summer Bank Holiday	Scotland
30 November	St Andrew's Day	Scotland
25 December	Christmas Day	England, Wales, Scotland and Northern Ireland
26 December	Boxing Day	England, Wales, Scotland and Northern Ireland





## Our values

- C**OURAGE
- I**NNOVATION
- R**ESPECT
- C**OLLABORATION
- L**EARNING
- E**XCELLENCE

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