

Global Learners Programme

Benefits Package

Pay, Holidays, Maternity, Sickness and Pension

When you start your employment in the NHS you will initially be paid as a band 3 Healthcare Assistant, which has a starting salary of £18,813 resulting in a take-home pay of approximately £1,300 per month after Tax and National Insurance deductions. A further deduction of approximately £110 per month will be made in Pension contributions if you do not opt out of the NHS Pension Scheme, which you have to do within the first 4 weeks of starting your employment should you wish to do so.

As soon as you pass the OSCE you will be paid as a Band 5 Registered Nurse, which has a starting salary of £24,214 resulting in a take-home pay of approximately £1,525 per month after Tax and National Insurance deductions. A further deduction of approximately £145 per month will be made in Pension contributions if you have not opted out of the NHS Pension Scheme.

All NHS employees receive 27 days annual leave per year, plus 8 days for general Public Holidays. After 5 years working in the NHS your annual leave rises to 29 days per year, and after 10 years this becomes 33 days per year. Usually employees would not take more than two weeks amount of time off at any one time, however if you would like to take a longer period of leave, this should be discussed with your line manager. The annual leave year runs from 1st April to 31st March.

As a Registered Nurse working in the NHS you also have the option to join the Nursing Staff Bank. This will allow you to work additional hours (overtime) at your Hospital or other local Hospitals. The pay for these "bank shifts" is currently £15.40 per hour for daytime shifts, £20.02 per hour for night time or Saturday shifts, and £24.64 per hour for Sunday shifts.

The UK has a 48 hour weekly working limit. Nurses may choose to agree to work more than the 48 hours average weekly limit if they agree this with their employer in writing in advance.

All pregnant employees, regardless of their length of service in the NHS or hours of work, are entitled to a period of 52 weeks maternity leave. Occupational Maternity Pay is available to NHS employees, providing you have 12 months' continuous service with the NHS by the eleventh week before the expected week of childbirth (EWC) and intend to return to work in the NHS for a minimum of 3 months.

Occupational maternity pay will be made up of:

- weeks full pay
- 18 weeks half pay
- 26 weeks unpaid leave

Employees absent from work owing to illness will be entitled, to receive sick pay in accordance with the scale below:

- during the first year of service – one month’s full pay and two months’ half pay
- during the second year of service – two months’ full pay and two months’ half pay
- during the third year of service – four months’ full pay and four months’ half pay
- during the fourth and fifth years of service – five months’ full pay and five months’ half pay
- after completing five years of service – six months’ full pay and six months’ half pay.

Healthcare and Education

Once you and any family members travelling with you and intending to stay in the UK for more than 6 months have paid the Immigrant Health Surcharge (IHS) as part of the UK Visa application you are entitled to free healthcare under the NHS. There is no limit to how much healthcare you can access and the NHS covers all healthcare including in patient, out patient and diagnostic treatment.

Any school age children who come to England with you will be able to attend free government schools. Infants aged 3 or 4 are entitled to 15 hours per week of free Nursery education (which can increase to 30 hours per week if both parents work over 16 hours per week in a job paying more than £8.21 per hour). If you wish to pay for your children to attend Nursery for more than the free hours you must pay the additional Nursery Fees yourself, though many NHS Hospital Trusts run Childcare Voucher schemes to reduce the cost.

Cost of Living

The cost of living in England varies between different areas. As a general rule, living in a big City – especially London - is more expensive than living in a smaller town or coastal area. Below are examples of some of the costs you would need to pay in selected areas of England where Nurses with the Global Learners Programme are currently working compared to selected Cities in India:

	Lancaster	Portsmouth	Wigan	York	Hyderabad	Kochi	Chennai	Delhi
Monthly transport pass	£43	£40	£50	£35	£10	£3	£11	£11
Monthly rent (1 bed furnished apartment)	£438	£618	£400	£595	£79	£81	£89	£104
Monthly Internet fee	£27	£31	£28	£30	£8	£10	£11	£9

Visa

The UK has a shortage of nurses and the nursing profession is on the UK shortage occupation list, therefore providing you meet the required criteria you are guaranteed a visa to work in the UK.

As a registered nurse on a tier 2 UK visa, you can:

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- bring your spouse/partner and dependents (children not parents) to the UK (subject to meeting the required criteria)
- your spouse/partner can work here in the UK also
- your spouse/partner do not have to show evidence that they have the required funds in their bank account
- you can travel in and out of the UK

At the end of the three years if you wish to remain in the UK you will be eligible to apply for extension visa for a period of two years. After five years in the UK you can apply for your leave to remain.

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A reminder of the Global Learners Programme Financial Package

You will pay for the following in your home country:

- Your IELTS/OET Exam if required
- Your NMC Application Fee (£140) and Computer Based Test (CBT) Fee (£83) if required

The cost of your UK Visa (£464) and Immigrant Health Surcharge (IHS) (£1,200) will initially be paid by HEE but will be recouped in small amounts from your salary each month once you have passed the OSCE. This will usually be recovered from your salary over a 12-month period (£139 per month).

You will pay for the following after completing and passing the OSCE exam:

- Your NMC Registration Fee (£153)

The NHS Trust will pay for:

- Your Certificate of Sponsorship
- Your flight to the UK
- Transfer from the Airport to your accommodation
- 3 months free accommodation on arrival in the UK and help you find rented accommodation to move in to after 3 months
- The first attempt at your OSCE Exam and travel to the OSCE test centre (if you require a 2nd or 3rd OSCE Exam the NHS Trust will initially pay these costs but recover them from your salary over a 12 month period).

Learning and Development

HEE's in country partners will provide free English language training to all GLP candidates, this will sometimes involve a small up front fee (no more than £10,000, but this will be repaid to you once you have received your UK visa). All English language training provided is quality inspected regularly by HEE's UK team.

Ahead of your interview with an NHS Hospital Trust, you will be provided with mock interview questions to help you prepare.

HEE has developed a free and exclusive on line package for candidates to access CBT training. After accepting your offer of employment you will receive access to the training to help and prepare you for your CBT exam. This includes mock tests which will tell you when you are ready to take the exam.

Upon arrival in the UK, you will commence OSCE training with the NHS Hospital Trust's dedicated clinical education teams. The GLP has a 100% pass rate on the OSCE examination.

As part of your employment with the NHS, you will have access to free learning and development courses including clinical and non-clinical training. This can be discussed further with your line manager and the NHS Hospitals learning and development team.

All nurses on the Global Learners Programme will receive a certificate in Global Learning at the end of the three years.

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Indian Community in the UK

There is a large community of Indian Nurses and Doctors here in the NHS, including those who have already arrive and working here as part of the Global Learners Programme. In total there are close to 20,000 Indian nationals working in the NHS. The hospital where you are working will help support you to settle into the local community and will be able to offer advice and support with local places of workshop and facilities within the area.

The Global Learners Programme is the only accredited UK government international recruitment programme to support nurses gain employment in the NHS. If at any time you have any questions, concerns or if you require any further details please don't hesitate to contact us at glp@hee.nhs.uk

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