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## Non-EU Rural GP Programme

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### Criteria for selection of GP practices

The project team for the ICGP Non-EU Rural GP Programme aims to identify, support and integrate a cohort of non-EU General Practitioners into the Irish GP workforce. The programme is designed to support rural GP practices.

The ICGP project team will:

- identify GP practices who are willing to employ a non-EU GP in their practice
- ascertain the eligibility of prospective non-EU GP candidates
- facilitate supported and supervised practice for the non-EU GP candidates
- assist the non-EU GP to undertake the ICGP (MICGP) exam, leading to Specialist Registration with the Irish Medical Council

The programme is open to all rural practices that meet the criteria set out below.

#### Specific criteria for GP practices

The criteria for GP practices to host, support and employ a non-EU GP in this programme are as follows:

1. At least one GP in the practice must hold a GMS contract.
2. All the GPs in the practice should be members of the ICGP, in good standing.
3. All GPs in the practice must be enrolled on and in compliance with ICGP PCS.
4. The practice must have a history of involvement in medical education.
5. The practice should have a designated consulting room for the candidate.
6. The practice must nominate a clinical supervisor for the candidate. The clinical supervisor must:
  - be based in the practice where the candidate is located, six sessions (of which four should coincide with the candidate)
  - be in active clinical practice for a minimum of five years post MICGP
  - be on the Specialist Register of the Irish Medical Council
  - have professional good standing
  - declare any prior or ongoing performance issues with the IMC or other regulatory bodies in other jurisdictions.



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7. It is a requirement of the programme that the candidate is allowed to attend a 2-day induction programme and a half day each week (ie, one session), remunerated by the practice, x 40 weeks per year, for self-directed learning.

By enrolling in the programme the practice will commit to:

1. employing the non-EU GP and be responsible for agreeing terms of employment, for example hours of work, remuneration, role and responsibilities with the candidate.
2. offering support to the candidate regarding social issues, eg, integration into the community and work-related issues.
3. facilitating the non-EU GP to join the local ICGP CME group
4. arranging for the candidate to gain appropriate supported and supervised experience in a GP out-of-hours service.

It is the practice's responsibility to undertake the Garda vetting and all other employment checks (visa, employment permits etc).

The clinical supervisor will commit to:

- holding regular meetings with the candidate, discussing clinical cases and identifying any gaps in knowledge and learning needs
- regularly liaising with the ICGP project team regarding the progress, strengths, and concerns regarding the competence of the candidate
- providing a final competency report at the programme's conclusion to the ICGP project team
- liaising with the ICGP project team if they have any concerns regarding the competence of the candidate at any stage during the programme's duration