



## FREQUENTLY ASKED QUESTIONS for International Recruits

- ▶ Will I be supported in my move to the UK?  
Absolutely! We have a dedicated pastoral team who will support your move to the UK and continue that support whilst you have arrived. Our pastoral team will organise your visas, flights, accommodation and settling in time when you arrive.
- ▶ Will somebody be meeting me at the airport?  
Our pastoral team will be waiting in the arrival hall for you once you have landed. They will have a sign with your name on so please look out for them.
- ▶ How does the visa process work?  
Prior to your arrival in the UK we will issue you with your certificate of sponsorship. Once you have confirmed that all the information is correct, we will send you a link to complete your visa application along with a step-by-step guide on how to complete it.  
Once you have completed your application online you will be prompted to book your biometrics appointment with UK Visas and Immigration. The majority of these appointments are done face to face, location options will be given when booking but this will be in your own country.  
During the appointment you will be asked to produce your identity documents (please do not take photocopies of these documents as the originals must be seen). You will also be expected to hand in your passport which will then be sent off to complete the visa process. Visa processing time is between four and eight weeks.
- ▶ What happens if my visa does not come back in time?  
Please keep us updated with any information regarding your visa. If required, we can (in exceptional circumstances) rearrange flights. We may ask you for regular updates to give us as much notice as possible for any changes.





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➤ How long is my sponsorship and visa valid for?

Your sponsorship and visa are arranged for an initial three-year period. If you decide at the end of these three years to stay and continue your career journey with SCAS, we will support you with renewing your visa and sponsorship.

➤ Can I bring my family and pets over with me?

Yes! We advise that you wait until after successful completion of your training to give yourself the best opportunity to settle into your new role first. Most of our new international colleagues spend the first six months settling in, adapting, and training. After this settling in period, they then feel more prepared to move family and pets over.

Unfortunately we are unable to provide financial support to move your family and pets to the UK, but we can provide advice.

➤ Do I need a UK mobile number?

You do not need a UK mobile number prior to coming to the UK, but once you arrive we can support you to get one. Having a UK phone will be much cheaper for you as you will not have to pay any international dialling charges. All accommodation provided comes with Wi-Fi so you will be able to access this as soon as you arrive at your accommodation.

➤ Why do I need a UK bank account?

You will need a UK bank account so you can receive your monthly wages and any expenses paid back to you at the earliest opportunity. Prior to your arrival we will send you some information on how to open a borderless bank account to start you off, then once you are settled we will support you in getting a high street bank account.

➤ Can I choose where I am based?

You can certainly let us know if there is somewhere specific you would like to be based. We will try our best to accommodate your request where possible. Placements are allocated based on clinical vacancies at each station.





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- Can I drive on my international licence?  
Yes, you will be able to drive on your international licence provided your licence falls within the reciprocal licence exchange agreement and our dedicated driving team will be able to assist you in converting this to a UK licence. The only element of driving that you cannot complete straight away is your C1 licence, as you must be in the country for 185 days before undertaking this additional driver training. Due to this ruling from the UK Government, you will start with the Trust as a non-driving paramedic until the mandatory 185 days have elapsed.
- What will SCAS pay for?  
SCAS will pay for your certificate of sponsorship, flights and 10 weeks of accommodation. You will need to pay for your visa and in-country health check. You will also need to pay for IELTS (International English Language Testing System) and a TB (tuberculosis) test if applicable. These costs will be reimbursed once you have started with us.
- When will I start shift work?  
Nurses will start shift work after you have completed your NHS pathways course and OSCE exam. Paramedics will start shift work after you have completed your clinical education course (around week seven). You will have a week of shift work in week two of training when you undertake your observation shifts.
- Why do I need to complete an occupational health appointment in my country?  
We ask you to attend an occupational health appointment in your own country so that we know you are fit for work before coming to the UK. Once in the UK you will also complete an additional occupational health appointment with our providers prior to starting your course.
- How do I book more luggage if I need it?  
If you require more luggage than allocated on your ticket, this will be your responsibility to add this yourself. You will be able to do this through the booking confirmation that SCAS sends to you.
- Who do I speak to if I have a problem or concern?  
Please speak with the recruitment or pastoral team via [international.recruitment@scas.nhs.uk](mailto:international.recruitment@scas.nhs.uk)





## FREQUENTLY ASKED QUESTIONS for International Recruits

### APPLICATION PROCESS

➤ How long does the recruitment process take?

From application to start date, the pre-employment checks and assessments can take between six weeks to three months; however this can vary for some candidates. An example of a delay could be your notice period, waiting for IELTS (The International English Language Testing System), us obtaining satisfactory references or your HCPC (Health Care Professions Council) application.

➤ I have spent criminal convictions, do I need to declare these?

Yes. You will have an opportunity to complete a mandatory declaration form during the recruitment process. This is not reviewed by the interview panel prior to your interview. Every declaration will be reviewed once you have been offered a role within the Trust and you may be asked to complete a risk assessment to explain your convictions. Please be aware that criminal convictions may affect visa acceptance.

➤ Are there any age restrictions to work at SCAS?

Yes, you must be over the age of 18 due to regulations around shift work and the age restriction for C1 driving.

### INTERVIEW

➤ What type of interview will I have?

Prior to interview you will take part in an online clinical assessment. Questions will be multiple choice and you will need to take this on a laptop or computer with a working camera. If you pass the assessment you will then be invited to an online interview. Our interviews are focused on our core values and include incident scenarios. It is recommended that you check our website for information about SCAS and find examples that are linked to our core values. If you would like to bring notes to the interview, this is acceptable. For hints and tips click [scasjobs.co.uk/moreinfo/application-process/](https://scasjobs.co.uk/moreinfo/application-process/)





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### TRAINING SCHEDULE

The requirements of the fitness assessment that you will complete in the first week are:

Fitness Declaration.
Walk up and down the stairs with a 10kg kettle bell in one hand, change hands and repeat the exercise
Static lift for 10 seconds with a 20kg kettle bell in both hands followed by 5 squats while holding the weight.
Lift a 25kg weighted power bag, hold for 6 seconds, walk sideways for 5 metres one way and 5 metres back the other way.
Lift a 25kg power bag, walk forwards up 10 steps, then backwards down 10 steps. Repeat the exercise, walking backwards up 10 steps then forwards down 10 steps.
999 only-2 minutes of CPR, walk 10 metres to retrieve a response bag, further 2 minutes of CPR

➤ How long is the training programme and what is involved?

Training will be full-time, Monday to Friday (08:30 - 16:30). Timings may vary depending on the Education Centre you attend.

Training will consist of:

- A one week induction
- One week of observation shifts
- Four weeks of clinical education
- Six weeks of third manning

As part of your induction you will complete lifting assessments, safeguarding training and an information governance course.





## FREQUENTLY ASKED QUESTIONS for International Recruits

➤ Do I need to pass all the assessments?

You must pass all the assessments during your training. If you do fail any of these, you may be given the chance to re-sit.

➤ Is there an option to submit a flexible working request?

Requests to work flexibly should be communicated to recruitment as soon as possible. We will discuss your request with the recruiting manager and if agreed, we will offer you a flexible working contract to start after your training period.

All training must be completed on a full-time basis.

➤ Can I take annual leave during my training?

No annual leave is permitted throughout the duration of your training. You will have one week of compulsory leave at the end of your training before going operational.

➤ What pre-employment checks do I need to complete?

The checks below will need to be completed and received before we can offer you a course start date:

- Completion of all forms in your conditional offer
- ID check – passport, driving licence, proof of address
- Paramedic qualification certificate
- HCPC application
- Driving licence report
- In-country police check
- In-country health check
- Proof of English language (if applicable)
- TB test (if applicable)

➤ Do I need to have proof of my English language?

This will depend on the country that you are from. Please use the link below to see if you are exempt.

[www.gov.uk/english-language/exemptions](https://www.gov.uk/english-language/exemptions)







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➤ Do I need to have a TB test?

This also depends on the country that you are from. You will find all the information that you need on the link below.

[www.gov.uk/tb-test-visa/countries-where-you-need-a-tb-test-to-enter-the-uk](http://www.gov.uk/tb-test-visa/countries-where-you-need-a-tb-test-to-enter-the-uk)

➤ What unsocial hours am I entitled to?

All time Saturday, Sunday and Bank Holidays (midnight to midnight) and Monday to Friday 20:00 to 06:00 are classed as “unsocial” hours. Unsocial hours will be paid in line with Section 2 as set out in table below.

Pay band	All time Saturday (midnight to midnight) and any week day after 8pm and before 6am.	All time on Sundays and Public Holidays (midnight to midnight)
1	Time plus 48%	Time plus 95%
2	Time plus 42%	Time plus 84%
3	Time plus 35%	Time plus 70%
4-9	Time plus 30%	Time plus 60%

➤ What does “conditional offer” mean?

Your offer is conditional until we have received all pre-employment checks and they meet a satisfactory standard. Should we find that any checks fall below our requirements, we reserve the right to withdraw your conditional offer of employment.



## FREQUENTLY ASKED QUESTIONS for International Recruits

- I need reasonable adjustments to fulfil the role, is this possible?  
We consider reasonable adjustments on a case-by-case basis to provide as much support to you as we can. Please ensure that you discuss any requirements with the recruitment team and our occupational health provider.
- When can I hand in my notice to my current employer?  
We do not recommend that you hand in your notice to your current employer until we have confirmed your start date.
- When will I receive my employment contract (terms and conditions?)  
Your main terms and conditions are included within your conditional offer letter, for clarification on the meaning of a conditional offer letter – please see the above point: What does “conditional offer” mean?.
- Will SCAS pay for my C1 training?  
If you are joining SCAS as a clinical driving member of staff then yes, we are able to offer paid support to you for obtaining your full C1.
- What is the progression route for someone joining the organisation as a newly qualification paramedic through the international route in becoming a paramedic?

It will take you around 2 years from the date of your HCPC registration to consolidate your learning/portfolio in order to progress into the band 6 Paramedic role.

This can sometimes be fast-tracked however this is discussed on an individual basis with your team leader and the education team once you have started with the organisation and the ultimate decision is then decided through a panel review.







## FREQUENTLY ASKED QUESTIONS for International Recruits

### QUALIFICATIONS

- ▶ I have recently completed my paramedic/ nurse qualification but have yet to receive my official degree certificate, what can I provide in place of this?

We can accept your university transcript in place of your degree certificate in the first instance, but we will need you to provide your official certificate as soon as you receive it and before you are offered a course start date.

- ▶ I have applied for my HCPC registration, but this hasn't been confirmed yet. Can I still start?

Yes, as long as you have submitted your HCPC registration application you are able to complete your training course. However, you will only be able to carry out minimal duties alongside another paramedics until you receive your HCPC registration pin number. We will need to see evidence of your HCPC application.

If you have any questions that we have not answered please email us:  
[international.recruitment@scas.nhs.uk](mailto:international.recruitment@scas.nhs.uk)

