



Humber and North Yorkshire AHP Faculty

INTERNATIONAL RECRUITMENT SUPPORT PACKAGE



Table of Contents

About us

[Who are we? 5](#)

[What is an Allied Health Professional? 5](#)

[The Allied Health Professions Strategy for England 6](#)

[The Aim of this Support Package 6](#)

[Geographical Area 7](#)

NHS information

[How does the NHS Work? 9](#)

[How is Care Provided in the NHS? 9](#)

[Primary Care 10](#)

[What is the CQC? 10](#)

[What is the HCPC? 11](#)

Support before entering the UK

[HCPC Registration 13](#)

[Visa Application 13](#)

[Visa Fees 14](#)

[TB \(Tuberculosis\) Testing 14](#)

[Immigration Health Surcharge 14](#)

[Bank Account 14](#)

[Biometric Residence Permit \(BRP\) 14](#)

[Relocation Package 15](#)

[Probation and Supernumerary Period 15](#)

Accommodation

[Harrogate and District NHS Foundation Trust 17](#)

[Northern Lincolnshire and Goole NHS Foundation Trust 17](#)

[Humber Teaching NHS Foundation Trust 17](#)

[Hull University Teaching Hospitals 18](#)

[York and Scarborough Teaching Hospital NHS Foundation Trust 18](#)

[Travelling with Family 19](#)

[Searching for Private Rental Accommodation 20-21](#)

[Government Guidance for Renting in England 21](#)

[Public Transport 22](#)

[What is Council Tax? 22](#)

[Reporting issues to your Landlord 22](#)

Living in the UK

[Registering with a GP 24](#)

[Pharmacies 24](#)

[Cost of Living 24](#)

[Transport 24](#)

Table of Contents

[Household Items 25](#)

[Weather 25](#)

[Places to Visit in Humber and North Yorkshire 26-27](#)

[World Foods 27](#)

[Networking 28](#)

[British Language 28](#)

[Religion 29](#)

[Mobile Phone 29](#)

[Driving License 29](#)

[UK Residency 30](#)

[Credit Score 30](#)

[Currency 30](#)

[Citizens Advice Bureau 30](#)

[Emergency Services 30](#)

Working in the UK

[UK Working Culture 32](#)

[Human Resources \(HR\) 32](#)

[Occupational Health \(OH\) 32](#)

[Freedom to Speak up Guardian 33](#)

[NHS England: Staff Networks 33](#)

[No Tolerance 34](#)

[Uniform Policy 34](#)

[Parking 35](#)

[Agenda for Change 35](#)

[Payslips 36](#)

[NHS Pension Scheme 36](#)

[State Pension 37](#)

[Annual Leave 37](#)

[Bank Holidays 37](#)

[Special Leave 38](#)

[Sickness Policy 38](#)

[Agency Working 38](#)

[NHS Internal Emergency Contact Numbers 38](#)

[Trade Union 39](#)

[Mandatory Training 39](#)

[E-learning for Healthcare 39](#)

[Fraud Awareness and Information Governance 39](#)

[Preceptorship 40](#)

[**HNY AHP Faculty Contact Details 41**](#)

ABOUT US

Who are we?

The AHP (Allied Health Professions) Faculty work with health and social care providers (including the private and voluntary sector) and education providers to deliver system-wide collaboration. The faculty supports and delivers a collective approach to increasing placement capacity, supporting Continuing Professional Development (CPD), developing Advanced Clinical Practice (ACP) roles, building partnerships with education providers and addressing other local training and education priorities to improve the workforce activity across the Integrated Care System (ICS).

View our website: [Allied Health Professionals Faculty - Humber and North Yorkshire Health and Care Partnership](#)

What is an Allied Health Professional?

The term Allied Health Professionals represents 15 different occupations:

[Art Therapist](#)

[Dietitians](#)

[Dramatherapist](#)

[Music Therapist](#)

[Occupational Therapist](#)

[Operating Department Practitioners](#)

[Orthoptists](#)

[Osteopaths](#)

[Paramedics](#)

[Physiotherapists](#)

[Podiatrists](#)

[Prosthetists and Orthotists](#)

[Diagnostic Radiographers](#)

[Therapeutic Radiographers](#)

[Speech and Language Therapists](#)



Find out more about the role by clicking on the profession or visit: [NHS England » The 14 Allied Health Professions](#)

The Allied Health Professions Strategy for England: AHPs Deliver

This strategy covers from 2022 to 2027. To view the strategy visit: [NHS England » The Allied Health Professions strategy for England: AHPs Deliver](#)

The Aim of this Support Package

- Provide information about the steps you need to take before entering the UK.
- Provide information about the NHS.
- What you need to do once you arrive in the UK before commencing work.
- Life in the UK.
- Preceptorship within your role.

This support package is generic to all AHP professions and can be utilised for all AHPs and AHP support workers internationally recruited to Humber and North Yorkshire. This support package will concentrate on NHS Hospital Trusts in Humber and North Yorkshire, however, it can be adaptable to other organisations including the private and voluntary sector.

Your organisation may provide you with a support or induction pack specific to them. This may include an induction and/or preceptorship programme. These programmes are usually offered to all new staff to the trust, regardless of how they were recruited and aim to help you integrate into the organisation and/or your role. These programmes may be mandatory.



Geographical Area

Humber and North Yorkshire AHP Faculty covers the following NHS Organisations:

- [York and Scarborough NHS Trust](#)
- [Harrogate and District NHS Foundation Trust](#)
- [Humber Teaching NHS Foundation Trust](#)
- [Hull University Teaching Hospitals NHS Trust](#)
- [Northern Lincolnshire and Goole NHS Foundation Trust](#)

Some NHS organisations may overlap with other regions, these include Rotherham Doncaster and South Humber NHS Foundation Trust and Tees, Esk and Wear Valleys NHS Foundation Trust. Private organisations in Humber and North Yorkshire include Care Plus, Taycare, Haxby Group, Navigo, City Health Care Partnership and Steeper Group. This is not an exclusive list and other private organisations are available in the region.

We also work with the voluntary, community and social enterprise (VCSE) sector.

The integrated care partnership for the region is the Humber and North Yorkshire Health and Care Partnership. To read more about the partnership visit: [**About Us - Humber and North Yorkshire Health and Care Partnership**](#)



NHS
INFORMATION

How does the NHS Work?

The NHS is free at the point of delivery. NHS England will receive funding from the Department of Health and Social care. NHS England provides leadership for the NHS, to view the NHS long term plan visit [NHS Long Term Plan](#).

In the NHS, England is divided into seven Regional areas. We are located in North East and Yorkshire. Within our Regional area, there are four local areas. We are in Humber and North Yorkshire. Each of these local areas has an Integrated Care System (ICS).

Find out more about the NHS by visiting [NHS England » About us](#)

View the animation video: [How does the NHS in England work and how is it changing? | The King's Fund \(kingsfund.org.uk\)](#)

Find out more about Integrated Care Systems: [NHS England » What are integrated care systems?](#)

How is Care Provided in the NHS?

Care provided by the NHS is split into four categories:

- Primary care
- Secondary care
- Tertiary care
- Community care

You can view an overview of the NHS healthcare ecosystem by visiting: [The healthcare ecosystem - NHS Digital](#).

There is a free 4 week course available to understand how to health system in England works: [The English NHS Explained - Online Course - FutureLearn](#).

Primary Care

Some primary care services do incur a charge to the patient. Patients may be expected to contribute to the cost of dental and eye care. For most people, prescription medication incurs a standard charge. Private care usually incurs a cost to the individual.

What is the CQC?

The CQC stands for Care Quality Commission and they are the independent regulator of health and social care in England. Find out more: [Our purpose and role - Care Quality Commission \(cqc.org.uk\)](#).

Each health and social care service is regulated by the CQC and is given a rating of outstanding, good, requires improvement, inadequate or not rated. The organisation you will be working in will be regulated by the CQC.

You may be working when your organisation is being inspected, you will usually be expected to carry on with your normal duties while the CQC observe or you may be asked to answer questions. The CQC will deliver their conclusion following the inspection. The rating will be reflective of the organisation and the services it provides rather than individual staff members.

Website: [Care Quality Commission \(cqc.org.uk\)](#)

Twitter for health and social care professionals: [CQCProf \(@CQCProf\) / Twitter](#)

Twitter for information for the public: [Care Quality Commission \(@CareQualityComm\) / Twitter](#)

What is the HCPC?

The department of Health and Social care states that all registered healthcare professionals working in the UK must be registered with a professional regulatory body. Registered AHP titles are legally protected therefore you cannot describe yourself as your AHP professional title in the UK unless you are registered with the HCPC. This is to protect the public. For more information [visit **Healthcare regulation: deciding when statutory regulation is appropriate - GOV.UK \(www.gov.uk\)**](#).

The HCPC stands for [**Health and Care Professions Council**](#) and is one of the regulatory bodies for healthcare professionals working in the UK. Others include the [**Nursing and Midwifery Council \(NMC\)**](#) and the [**General Medical Council \(GMC\)**](#).

To find out more about the HCPC and what they do, visit [**What is the HCPC? |\(hcpc-uk.org\)**](#).

The HCPC audit each profession every 2 years. They carry this out by auditing your continuing professional development (CPD) however only a selection of registrants will be audited. Find out more about undertaking CPD by visiting [**What is CPD? |\(hcpc-uk.org\)**](#).

You may be asked about your professional indemnity insurance when registering with the HCPC. Please discuss and confirm this with your line manager or recruitment team. For more information visit [**Professional indemnity |\(hcpc-uk.org\)**](#). A trade union may be able to help and advise you on this, see [**page 39**](#).

We recommend familiarising yourself with the HCPC before applying for a job in the UK.

Website: [**The Health and Care Professions Council \(HCPC\) |\(hcpc-uk.org\)**](#).

Twitter: [**HCPC \(@The HCPC\) / Twitter**](#)

Facebook: [**The Health and Care Professions Council | London | Facebook**](#)

The HCPC also offer a Professional Liaison Service. They regularly deliver a webinar in joining the UK workforce: [**Professional Liaison Service |\(hcpc-uk.org\)**](#).

**Support before
entering the
UK**

HCPC Registration

You need to be HCPC registered to practice in the UK. You can register with the HCPC by visiting their website: [International applications | \(hcpc-uk.org\)](https://www.hcpc-uk.org). Here you can check your eligibility, find out what documents you need to prepare and access advice on applying to be on the register.

You may need to prove your knowledge of English by passing a secure English language test (SELT). There are a variety of approved test providers. You will need to have passed this within 2 years of your application. For more information visit: [Statement on English language proficiency requirements for internationally trained health and care professionals | \(hcpc-uk.org\)](https://www.hcpc-uk.org).

To check for an approved course visit: [Prove your English language abilities with a secure English language test \(SELT\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Applying for a job in the NHS

To search for jobs in the UK visit: [NHS Jobs - Candidate Homepage](https://www.jobs.nhs.uk). You will be able to apply for the role on this website. For advice on applying from overseas visit: [NHS Jobs - Applying from Overseas](https://www.jobs.nhs.uk).

If you are shortlisted for an interview, you may find the below links useful:

- [Invited to interview.pdf \(jobs.nhs.uk\)](https://www.jobs.nhs.uk)
- [NHS Jobs - Managing the Interview](https://www.jobs.nhs.uk)
- [Step to Work - elearning for healthcare \(e-lfh.org.uk\)](https://www.e-lfh.org.uk)

Visa Application

You will need to apply for a Health and Care Worker visa once you are successful in a job application. You must have a confirmed job offer before you apply for your visa. Your employer will also need to provide a certificate of sponsorship . To apply visit: [Health and Care Worker visa: Overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk).

Be aware of fraud when applying for jobs in the UK and visa applications. Read more and learn how to identify fraud: [Fraud, tricks and scams: guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk).

Visa Fees

Visa fees will vary depending on how long you apply for, and will be applicable for applications and renewals. You must be able to show that you can support yourself in the UK, for more information visit [Health and Care Worker visa: How much it costs - GOV.UK \(www.gov.uk\)](https://www.gov.uk/health-care-worker-visa-costs). You will have 3 months to move to the UK once your visa has been approved.

TB (Tuberculosis) Testing

You may need to be tested for TB for your UK visa application. This must be an approved clinic. You should only need testing if your country of residence is listed here: [Tuberculosis tests for visa applicants: Countries where you need a TB test for your UK visa application - GOV.UK \(www.gov.uk\)](https://www.gov.uk/tb-tests-visa-applicants).

Immigration Health Surcharge

You should be exempt from paying this if you enter the UK with a Health and Care Visa.

Bank Account

You will need to set up a UK bank account. We recommend using an online bank account. [Monzo](https://www.monzo.com/) is commonly used, others are available. Once you are living in the UK, you can then open a UK bank account of your choosing.

Biometric Residence Permit (BRP)

You do not need to apply for your BRP separately to your visa application. You should receive your National Insurance (NI) number with your BRP. If this is not visible on your BRP, you may need to apply separately for your NI number. Visit: [Apply for a National Insurance number: Who can apply for a National Insurance number - GOV.UK \(www.gov.uk\)](https://www.gov.uk/apply-national-insurance-number).

You will need to collect your BRP from a specified post office in a certain timescale, you will be informed of this on receipt of your application. This may include travelling, please see [page 22](#) for more information on this. You may need to collect this during your normal working hours. Please liaise with your line manager if you require time away from work.

Relocation Packages

You may be offered a relocation package to support you with the costs involved in moving to the UK. This will vary between organisations. The package may cover costs such as visa fees, accommodation, flights, etc.

This is sometimes offered in the form of a loan and organisations may expect you to pay the monetary value back over a period of time or may expect you to repay some or all of the monetary value if you chose to leave the organisation within a set period of time. We advise you to contact the organisation directly to enquire about their relocation package.

Probation and Supernumerary Period

Some organisations will have a probation period for new members of staff. This period is used to support you in your new role. Your performance may also be reviewed, utilise this time to ask questions and learn how to adapt your role in the UK.

You may also be given a supernumerary period, during this time you will not normally be counted towards staffing levels to allow time for you to become familiar with your role. This period will differ between organisations but is usually shorter than a probation period.

Some protocols and practices may differ in the UK compared to your home country. Ask your colleagues, line manager and your professional body for help if there is anything you don't understand. Ensure that you work within your capabilities, knowledge and skills, and don't be afraid to speak up.

Accommodation

Harrogate and District NHS Foundation Trust

Accommodation is usually provided by the Hospital and furnished. Some basic household items and food also usually provided. The accommodation will likely be a single en-suite room with shared living facilities. Accommodation cannot be provided for families, please get in contact with the organisation for guidance and information. You should be provided with contact details if you are successful in the role you are applying for.

Website: [Harrogate and District NHS Foundation Trust \(hdft.nhs.uk\)](https://www.hdft.nhs.uk)

Northern Lincolnshire and Goole NHS Foundation Trust

The organisation will aim to get you in their accommodation facilities. The recruitment team advise you to not make travel arrangements until your accommodation has been arranged. Accommodation will be single occupancy.

Contact details:

Grimsby: nlg-tr.gytheroost@nhs.net

Scunthorpe: nlg-tr.scaccommodation@nhs.net

Website: [Northern Lincolnshire and Goole NHS Foundation Trust \(nlg.nhs.uk\)](https://www.nlg.nhs.uk)

Humber Teaching NHS Foundation Trust

You can view more about joining the organisation by visiting [Welcome Hub | Join Humber](#). The organisation will assist you in securing accommodation facilities. Please get in contact with the organisation for guidance and information.

Website: [Humber Teaching NHS Foundation Trust](https://www.humber.nhs.uk)



Hull University Teaching Hospitals

The Hospital will aim to get you in their accommodation facilities, most are single occupancy and furnished. Please enquire and arrange this before travelling to the UK. Should the accommodation be fully booked, they will help to arrange alternative accommodation.

Website: [Accommodation | Hull University Teaching Hospitals NHS Trust \(hey.nhs.uk\)](https://www.hey.nhs.uk)

Email: hyp-tr.residential.services@nhs.net

Accommodation Centre: 01482 328235

York and Scarborough Teaching Hospitals NHS Foundation Trust

The organisation have an International Recruitment team who will take care of organising your accommodation. You should be provided with contact details if you are successful in the role you are applying for.

York: The accommodation provided by the Trust is [Staycity](#). This will include at least a private bedroom with shared living and kitchen area. We recommend you contact the International Recruitment team directly as they can get you a cheaper rate.

Location: York Barbican Centre, Paragon Street, YO10 4AH.

Scarborough: The accommodation provided by the Hospital is Cayley Halls. This will be a single bedroom with en-suite facilities. The International Recruitment team will be able to arrange this for you. The direct email for Cayley Halls is accommodation@scarboroughTEC.ac.uk however we advise getting in contact with the International Recruitment team.

Location: Scarborough TEC, Filey Road, Scarborough, YO11 3AZ.

Website: [York and Scarborough Teaching Hospitals NHS Foundation Trust - About us \(yorkhospitals.nhs.uk\)](https://www.yorkhospitals.nhs.uk)



Travelling with Family

Unfortunately many Hospitals in the UK are unable to provide accommodation for families as accommodation is usually in shared facilities with single occupancy rooms. We therefore do not advise you to travel with family however, this could be something you reconsider once you are settled in the UK.

Should travelling with your family be necessary for you, please talk to the recruitment team at the organisation you have been employed to. Be honest so that they can help you, it will not impact your job offer however it may prevent you from obtaining secure accommodation. Many advise hotels in the first instance as private renting can be difficult however this can be very costly and not affordable long term.

Private renting is a National problem currently, affordable renting options are highly sort after. Private landlords may have multiple applications for one property and unfortunately we cannot influence the choice private landlords make in their selection of applicants. Many will favour UK Citizens as they have history of work in the UK and can provide a family member who is also a UK citizen as a guarantor. In some instances, the organisation you are employed to may be able to act as a guarantor. This should be discussed with them directly. Securing private rental accommodation may be more achievable after you have worked in the UK for a number of months.

For advice and information on childcare in the UK, visit: **[Get childcare: step by step - GOV.UK \(www.gov.uk\)](#)**.

For advice and information on Schools and Education in the UK, visit: **[School attendance and absence: Overview - GOV.UK \(www.gov.uk\)](#)**. You can check the performance of schools here: **[Find and check the performance of schools and colleges in England - GOV.UK \(www.gov.uk\)](#)**.



Searching for Private Rental Accommodation

Property Websites:

- <https://www.rightmove.co.uk/>
- <https://www.zoopla.co.uk/>

Properties for renting in the UK are usually advertised on the above websites if the landlord has advertised with an estate agent however they may also be advertised privately on sites such as Facebook. If the property is not advertised with an estate agent you need to check that you are not be scammed, if a deal seems too good to be true it probably is!

In most cases you will be asked for a deposit and your first month's rent upfront. You will need to have this money available before applying for a rental property. Prices can be anywhere from £450 a month upwards. Deposits will differ between properties, however it should be a maximum of 5-6 weeks rent depending on the annual cost. It is usually refundable at the end of the tenancy however please check the small print to confirm this.

The cost of your rent privately does not usually include bills like gas, electricity, water, council tax, TV license and internet, this is usually around £300 a month. Remember your rent needs to be affordable. Your annual salary will be paid equally over the 12 month period, but this is not your take home pay. The amount you will receive is your net pay which is your monthly salary after tax, national insurance and pension contributions have been deducted.

Scunthorpe

Please search for the Hospital postcode (DN15 7BH). Popular areas to live within walking distance of the Hospital are Linea Apartments, areas near to Doncaster Road and Scotter Road, and Brumby. Ashby has regular buses to the Hospital.

Grimsby

Scartho and Grimsby town centre are within walking distance of the Hospital. Laceby, Waltham and New Waltham have regular buses to the Hospital.

Searching for Private Rental Accommodation

Hull

There are regular buses between Hull Royal Infirmary and Castle Hill Hospital. Cottingham is within walking distance of Castle Hill Hospital. The Avenues (HU5 3JX) is within walking distance of Hull Royal Infirmary. Sculcoates is also within walking distance however there is a large amount of student accommodation here. Hessle has regular buses to the hospital.

York and Scarborough

York: Clifton (10 minute walk to the Hospital), Heworth (30 minute walk), Acomb (regular buses to the hospital).

Scarborough: Please search the Hospital postcode for rental accommodation nearby (YO12 6QL).

The trust also advertise private rental accommodation on their website: **York and Scarborough**

Teaching Hospitals NHS Foundation Trust - For Rent (yorkhospitals.nhs.uk)

Harrogate

Popular areas include Dragon Parade (postcode HG1 5BZ), cheaper areas include Starbeck (15-20 minute walk to the Hospital) and Knaresborough (regular buses to the hospital).

Other Organisations

We have listed advice for finding rental accommodation for the five main NHS Trusts in Humber and North Yorkshire. Other NHS Trusts, Private organisations and Voluntary organisations are recruiting International AHPs in Humber and North Yorkshire. If you require advice or support with accommodation and your organisation is not listed above, please get in contact with your organisations recruitment team or email hyp-tr.hnyahpfaculty@nhs.net.

Government guidance for renting in England

To view the UK Government guidance for renting in England visit **How to rent: the checklist for renting in England - GOV.UK (www.gov.uk)**.

Public Transport

Public transport includes buses, trains and trams. All will incur a fee.

Train stations in Humber and North Yorkshire include places such as Scarborough, Bridlington, Driffield, Malton, York, Harrogate, Starbeck, Knaresborough, Selby, Goole, Hull, Cottingham, Scunthorpe, Brigg, Grimsby, Healing and Stallingborough. To search all train stations use google maps and search “train stations”. To book train tickets and find out the cost visit **[Trainline : Search, Compare & Buy Cheap Train Tickets \(thetrainline.com\)](#)**.

Trains often have certain routes they must follow. This may mean that buses maybe a faster option. To search for bus routes and to plan your journey visit **[First Bus | Bus Tickets, Timetables & Journey Planning | First Bus](#)**.

There are no trams in use in Humber and North Yorkshire. You will find trams are in use in some cities in the UK.

What is council tax?

Council tax is a form of tax on the property you live in. For more information about council tax visit **[How Council Tax works: Working out your Council Tax - GOV.UK \(www.gov.uk\)](#)**. You may be able to get a discount if you live alone.

Reporting issues to your Landlord

It is usually for you to be expected to be responsible for minor repairs however your Landlord will be responsible for major repairs, it is important that you report any issues as soon as possible.

It is often beneficial to keep evidence of the issue (e.g. photos) and evidence that you reported the issue (e.g. emails). For more information about yours and your landlords responsibilities visit **[Getting repairs done if you're renting privately - Citizens Advice](#)**. You can also refer to the government website: **[Private renting: Repairs - GOV.UK \(www.gov.uk\)](#)**.

Living in the UK

Registering with a GP

Registering and accessing a GP is a free service. To register you can either visit the GP, phone or some may provide an online service. To find a GP practice near you visit [Find a GP - NHS \(www.nhs.uk\)](#). For more information visit [How to register with a GP surgery - NHS \(www.nhs.uk\)](#).

Pharmacies

Pharmacists can offer advise on medication and minor illness. You are able to buy some common medications in supermarkets however more specialist medication will only be available at a pharmacy. A pharmacist can advise if you need a prescription. For more information and to find a pharmacy near you visit: [How your pharmacy can help - NHS \(www.nhs.uk\)](#).

You will usually need to pay for prescriptions unless you are exempt: [Who can get free prescriptions - NHS \(www.nhs.uk\)](#). You can view current prescription charges here: [NHS prescription charges - NHS \(www.nhs.uk\)](#).

Cost of Living

The cost of living in the UK can vary between locations, for example the North of England is typically less expensive than the South of England. We have talked about rent and bills previously in this booklet, please refer to page 19. The below information is provided to give you an idea of cost of living in the UK however there are many articles available on the internet.

Transport

In the UK cars can be petrol, diesel, electric or hybrid cars. All have their individual positives and negatives although greener AHPs is an agenda that is currently at the forefront of our National AHP strategy. Unleaded petrol is approximately £1.47 per litre and diesel approximately £1.70 per litre at the time of writing this (January 2022). These prices often vary. Public transport is common in the UK with plenty of bus and train options at a good price, please refer to [page 22](#) for more information.

Household items

The cost of household items is dependent on the shop you choose (see examples below). Branded items cost more than unbranded, supermarket own brand. You are able to shop online with some supermarkets. These are listed below so that you can browse the price of food, drink, toiletries, general cleaning supplies and some medications.

- [Tesco Groceries - Online food shopping - Grocery delivery - Tesco Groceries](#)
- [Online Food Shopping - ASDA Groceries](#)
- [Sainsbury's online Grocery Shopping and Fresh Food Delivery \(sainsburys.co.uk\)](#)
- [Morrisons | Online Shopping | Food, Drink & More To Your Door](#)

Cheaper Alternatives	More expensive
Aldi	Sainsbury's
Lidl	Tesco
Asda	Morrison's
Iceland	Marks and Spencer's
B&M	Waitrose

Weather

The weather can often be varied in England, with the warmer summer months being June, July and August and the cooler winter months ranging from November, December, January and February. Useful websites to search current weather forecasts include [BBC Weather - Home](#) and [climate change - Met Office](#).

The weather in Humber and North Yorkshire is usually cooler than areas such as London. Wind and rain can be very common. Areas are more susceptible to flooding near the coastlines and rivers. This includes the river Ouse, river Trent, the Humber (tidal estuary) and the North Sea.



Places to Visit in Humber and North Yorkshire

Humber and North Yorkshire is a vast with many different things to do and see. We have listed a few examples below however other tourist attractions, shopping centres, walks etc. are easy to find using google maps.

Tourist Attractions

- [The Deep Aquarium, Hull](#) (£19.75)
- [Hull Minster, Hull](#) (varying prices)
- [York Minster, York](#) (from £16, free for York residents)
- [Jorvik Viking Centre, York](#) (from £15)
- [York Castle Museum, York](#) (from £13, £11.70 if under 24 years old)
- [Ripley Castle, Harrogate](#) (from £5)
- [Flamingo Land, Malton](#) (£39)
- [Yorkshire Wildlife park, Doncaster](#) (from £22.99)

Seaside

Humber and North Yorkshire has a vast coastline. Seaside towns include Cleethorpes, Bridlington, Filey, and Scarborough.

Shopping

Shopping centres include:

- [Coppergate \(York\)](#).
- [Victoria \(Harrogate\)](#).
- [St Stephen's \(Hull\)](#).
- [Princes Quay \(Hull\)](#).
- [Freshney Place \(Grimsby\)](#).
- [The Foundry \(Scunthorpe\)](#).
- [York Designer Outlet](#)

Nearby areas popular for shopping include Leeds and Sheffield city centres along with shopping centre [Meadowhall](#) (Sheffield). All of these options are accessible via public transport.

Places to Visit in Humber and North Yorkshire

Parks and Nature reserves

There are many parks and nature reserves within Humber and North Yorkshire. Some are free, others such as Halls and Gardens usually incur a charge. Please check the website before visiting. Many of the parks and nature reserves can be challenging to get to using public transport. The website usually lists a tab for information on how to visit them. This list is not exhaustive, this is purely a snapshot of parks and nature reserves available.

Parks include:

- [North York Moors National Park](#) (free)
- [Yorkshire Dales National Park](#) (free)
- [Peasholm Park, Scarborough](#) (free)
- [Sewerby Hall and Gardens, Bridlington](#) (from £4, free at some durations of the year)
- [Burnby Hall Gardens, Pocklington](#) (from £3)
- [Normanby Hall Country Park, Scunthorpe](#) (£7.50 during the summer season, car parking charge only during the winter season. [Go Ape](#) also available here).
- [Elsham Hall, Brigg](#) (£6.25)
- [People's Park, Grimsby](#) (free)
- [Waters Edge Country Park, Barton-upon-Humber](#) (free)
- [Humber Bridge Country Park, Hessle](#) (free)
- [Valley Gardens, Harrogate](#) (free)
- [Hookstone Wood, Harrogate](#) (free)

World foods

Many supermarkets will stock some world foods. Often smaller independent stores will stock a wider variety. These are often located in town centres, food markets, etc. Your colleagues may be able to advise you on specific locations in your area.

Networking

We encourage you to network with others and talk about any problems or worries you may have. Some organisations may provide you with a “buddy” which may be someone in your department or of a similar profession. They will be your contact to ask any questions you may have.

There is a private Facebook group for Internationally recruited Allied Health Professionals in Humber and North Yorkshire. To join please search “Humber and North Yorkshire International AHP Support Network” on Facebook or visit www.facebook.com/groups/862800034689923/

We do ask you a few questions before joining, this is for your safety only to ensure the group remains a safe space for open discussion. Posts will be monitored, abuse of any form will not be tolerated.

Your organisation may have their own Facebook or other social media group that you can join.

Another resource in the North East and Yorkshire area is [Connect Club :: SYB ICS \(syics.co.uk\)](https://www.syics.co.uk/).

You can also join the North East and Yorkshire (NEY) AHP Black, Asian and minority ethnic (BAME) network. To join email: AHP.NEY@hee.nhs.uk.

British Language

The British language is often shortened and can differ across the UK. This is often referred to as regional dialect. For example in our region many may refer to a friend or acquaintance as pet, love or duck. If you are unsure of the meaning, please ask.

There are many different accents across the UK, including Humber and North Yorkshire. Accents can often be hard to understand, don't be afraid to ask someone to repeat themselves or slow down when talking.

Religion

Many different religions are observed in the UK. Some may not identify with a religion. When working in the NHS you should have access to a chaplain, many are from a multi-faith background.

Your organisation should respect all religious beliefs. If you require leave for religious celebrations, please discuss this with your line manager. Please note that many healthcare organisations maintain a service 24 hours a day, 7 days a week. In some cases it may not be possible to approve a request for leave however the process should remain fair when allocating leave and time off. If this cannot be resolved with your line manager, please discuss this with your human resources department in your organisation ([page 32](#)).

Your organisation may have a multi-faith chaplaincy service. You can also search for other local inter Faith groups: [Local Inter Faith Groups- Yorkshire and the Humber - The Inter Faith Network \(IFN\)](#)

To search for your nearest place of worship we recommend using [google maps](#). You should be able to search for places of worship near to your organisation.

Mobile Phone

Some organisations may provide you with a UK sim card for your mobile phone, please ask your recruitment team. Many recommend the company Labara for use internationally: [Lebara UK | Value plans from just £5 a month](#).

Driving License

If you have a non GB license, you can usually drive in the UK for at least 12 months on arrival in the UK. After this time often you will need to pass a UK driving test. To see if you can drive in the UK visit: [Driving in Great Britain on a non-GB licence - GOV.UK \(www.gov.uk\)](#).

If you need to pass a UK driving test, please use the following link: [Learn to drive a car: step by step - GOV.UK \(www.gov.uk\)](#). This link will advice you on gaining a provisional license (if required), driving lessons and booking your theory and practical test.

UK Residency

Once you have resided in the UK for over 5 years, you may be able to apply for indefinite leave to remain. To check your eligibility and for more information visit: [Indefinite leave to remain if you have a Skilled Worker, T2 or tier 2 visa: Overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/indefinite-leave-to-remain-if-you-have-a-skilled-worker-t2-or-tier-2-visa).

Credit Score

Companies will check your credit score if you apply for a loan. This includes a monetary loan, mortgage for buying a house, monthly contract, etc.

You can improve your credit score by registering to vote, paying bills on time, avoid gambling and more. You are usually not able to do this until you have indefinite leave to remain in the UK. There are many websites to check your credit score and learn how to improve your credit score, one such website is [Credit Monitor - Check Your Score For Free | MoneySuperMarket](https://www.moneysupermarket.com/credit-monitor)

Currency

The currency in the UK is Pound Sterling GBP.

View current bank notes: [Current banknotes | Bank of England](https://www.bankofengland.co.uk/notes)

View current coins: [Coin designs and specifications | The Royal Mint](https://www.royal-mint.com/coins)

Be aware of personal fraud. For more information visit: [Fraud, tricks and scams: guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/fraud-tricks-and-scams)

Citizens Advice Bureau

Citizens advice bureau is an independent charity who offer impartial advice on many topics including housing, family and immigration. [Website: Citizens Advice.](https://www.citizensadvice.org.uk)

Emergency Services

If you require the emergency services, ring 999. This is a free service but should only be used when necessary. This includes police, fire, coast guard and emergency medical service. If you require medical advice urgently and you are unsure which service to access or need advice you can call 111.

This service is available 24/7.

Working in the UK

UK Working Culture

The NHS and other organisations adopt an open and honest culture. You will be expected to justify any actions you make, these are not the responsibility of someone more senior than you.

You are responsible and accountable for your actions. Incidents must be reported, this may be to your line manager or through your hospital's incident reporting system. You will be expected to reflect and learn from the mistake to prevent it from happening in the future. Learn more about the NHS culture: [**A just culture guide - YouTube.**](#)

When working in the NHS or an organisation that provides NHS services, you should demonstrate the values of the NHS constitution. Find out more by visiting [**The NHS values | Health Careers.**](#)

View the NHS Constitution for England: [**The NHS Constitution for England - GOV.UK**](#) ([**www.gov.uk**](http://www.gov.uk)).

People often choose to address colleagues by their first name, despite seniority. Doctor's often choose to be addressed by doctor followed by their last name.

Human Resources (HR)

You may have met staff working in HR already through your recruitment process. They also ensure that policies are up to date and adhered to including equality and diversity, working hours, etc. They manage staff performance, disciplinary, absences and sickness. If you have any questions about the above topics or feel you are being treated unfairly, you can get in contact with your organisation's HR department.

Occupational Health (OH)

The occupational Health department is there to help staff in the workplace. This may be sickness affecting work or work-related sickness. They can offer advice on how to help you and manage your sickness in the workplace. They may carry out an assessment before you begin your employment in the NHS.

Freedom to Speak up Guardian

A freedom to speak up guardian is someone who you can speak to and raise issues to including but not limited to you at work, patient safety, pastoral support and more. You would usually contact a freedom to speak up guardian when the normal routes of escalating problems, such as your line manager, are not effective. Learn more and watch the animation here: [Freedom to speak up guardians | Health Education England \(hee.nhs.uk\)](https://www.hee.nhs.uk/resources/freedom-to-speak-up-guardians).

Find your freedom to speak up guardian: [The National Guardian's Office - Freedom to Speak Up](https://www.nhs.uk/healthcare-professionals/freedom-to-speak-up/).

NHS England: Staff Networks

The NHS is a diverse and inclusive organisation. There are specific staff networks within the NHS, these groups and contact details are listed below. For more information visit [NHS England » Staff networks](https://www.nhs.uk/healthcare-professionals/staff-networks/).

· [Black and Minority Ethnic \(BME\) network](#)

Email: England.BME@nhs.net

You can also join the North East and Yorkshire (NEY) AHP Black, Asian and minority ethnic (BAME) network. To join email: AHP.NEY@hee.nhs.uk.

· [Disability and Wellbeing Network \(DAWN\)](#)

Email: England.DAWN@nhs.net

· [Lesbian, Gay, Bisexual and Trans \(LGBT+\) network](#)

Email: England.LGBT@nhs.net

· [Women's Development network](#)

· [Muslim network](#)

Email: England.muslim1@nhs.net



No Tolerance

Abuse in any form should not be tolerated, that includes physical and verbal abuse. Should you experience this from another staff member, please report this to your line manager. Should you not feel comfortable doing this, there are other people you can speak to. This could be your buddy, recruitment officer or a **freedom to speak up guardian**.

If you experience abuse from a patient you can remind the patient of the NHS no tolerance policy, you have the right to refuse treatment whilst they are abusive and you can call the security team, if required. Again, inform your line manager or colleague so that support can be given.

The Allied Health Professions Strategy for England: AHPs Deliver (2022-2027) sets out the strategy principles of anti-racism. To read more visit **NHS England » The Allied Health Professions strategy for England: AHPs Deliver**.

Uniform Policy

Your organisation will have a uniform policy you will be expected to follow. This could include some of the following:

- Clean, laundered uniform (uniform may be provided by the organisation)
- No Jewelry (some may be allowed, such as a wedding band)
- Unvarnished finger nails
- Bare below the elbows

These are just a few examples, we recommend reading your organisation's policy when commencing your role.



Parking

Organisations may have onsite parking available for staff at a charge. This is separate to patient parking and is usually at a subsidised cost. You should be able to apply for a parking permit when you begin working if you have a car, this is something your buddy or line manager could help you with.

Once you receive your permit you will be able to park in the staff car parks although a space will not be guaranteed. Colleagues should be able to advise you on other areas to park close by as well as restrictions that may be in place. If your hospital trust has more than site, there may be a free shuttle bus or pool car available. Most of the organisations in Humber and North Yorkshire have bus routes you can utilise in the area ([page 22](#)).

Agenda for Change

Agenda for change is the pay banding used for AHPs and AHP support workers within NHS organisations. You can view these pay bands by visiting: [Agenda for change - pay rates | Health Careers](#). Most registered AHPs will begin on pay band 5. Progression is typically achieved from applying for a promotion or training position. There are pay points within your banding, these are based on years of service and are usually confirmed alongside a yearly personal appraisal development review (PADR). Non NHS organisations may differ.

The following information has been sourced from [NHS Terms and Conditions of Service Handbook | NHS Employers](#). In a full time role, you will usually be contracted to work 37.5 hours a week. Breaks are often taken unpaid and do not count towards your working hours. Some hospitals may offer overtime or excess working hours on occasions, these are additional paid hours you work on top of your normal working hours. You may be able to request time off in lieu instead of payment for additional hours worked. You will be paid for any unsociable hours you work. In the NHS, if you work any hours on a Saturday or any weekday between 8am and 6am you will be paid time plus 30%. If you work any time on a Sunday you will be paid time plus 60%.

You may be asked to work an on call service. This payment is typically agreed at a local level by your organisation, please ask your line manager or HR department.

Payslips

You organisation may use paper or online payslips. Some organisations use Electronic Staff Record (ESR) for online payslips: [Home - ESR Hub - NHS Electronic Staff Record](#).

Your organisation should release your payslip on or before your payday. Payday may differ between organisations however it is usually around the end or beginning of a month and will remain the same every month. You should check your payslip every month to ensure it is correct and raise any discrepancies with your organisation's payroll department.

On your payslip you should see your total income. This will list your basic pay, which should remain the same every month. It will also display any extra enhancements you have received from working unsociable hours pay, overtime and on call payments. These are usually paid to you the month after you have worked them. .

On your payslip you will see a list of deductions such as tax, national insurance and pension contributions should you opt into this scheme. The NET pay shown on your payslip is your take home pay, the total amount of money you will receive in your bank account.

Tax is listed as PAYE on your payslip. The amount you pay is based on your earnings and your tax code which should be visible on your payslip. You should check your tax code is correct, sometimes an emergency tax code can be applied which means you'll be paying more than you should. To find out more and to check your tax code visit: [Tax codes: Overview - GOV.UK \(www.gov.uk\)](#).

To check your national insurance contributions visit: [National Insurance rates and categories: Contribution rates - GOV.UK \(www.gov.uk\)](#).

NHS Pension Scheme

If you are working for the NHS, you will be enrolled into the NHS pension scheme, you can opt out of this. You can read more about this scheme by visiting: [Cost of being in the Scheme | NHSBSA](#).

State Pension

To claim state pension, you will need to have worked in the UK for a number of years. To learn more about this, visit [The new State Pension: Eligibility - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/the-new-state-pension-eligibility).

Annual Leave

You will be given a set amount of paid annual leave to use per year. In NHS organisations this is a standard amount of 27 days or 202.5 hours per year which will increase in line with years of service in the NHS: [NHS Terms and Conditions of Service Handbook | NHS Employers](#). The amount may be reduced if you do not work full time hours.

Annual leave allowance often run from the 1st April to the 31st March every year. Usually you will need to use your allowance within this timescale however there may be times when exceptions can be made, this should be discussed directly with your line manager. If your job commences after the 1st April, your annual leave allowance will be calculated pro rata.

The way you request annual leave may differ between organisations. Your request for annual leave will need to be approved by your line manager, there may be times when this is rejected due to service demand and staffing levels. There will be a local policy in place at your organisation, this will give you a better understanding of your organisations annual leave process.

Read more about paid annual leave in the UK here: [Holiday entitlement: Entitlement - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/holiday-entitlement-entitlement).

Bank Holidays

The UK has 8 bank holidays per year on average. View upcoming bank holidays: [UK bank holidays - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/uk-bank-holidays).

Some companies do not open on bank holidays. Healthcare organisations often operate a 24/7 service therefore this is not a possibility. In an NHS organisation you should be entitled to paid bank holiday leave. If you were rota'd to work a bank holiday, you will usually be able to take this leave following a bank holiday occurrence. For more information visit [NHS Terms and Conditions of Service Handbook | NHS Employers](#).

Special Leave

Your organisation will have a local policy outlining your entitlements to special leave. This will be for leave such as maternity leave, parental leave, bereavement leave amongst others. For an overview on special leave in the NHS, visit: [NHS Terms and Conditions of Service Handbook | NHS Employers](#).

Sickness Policy

Your organisation will have a local sickness/absence policy. We advise that you familiarise yourself with the reporting procedure on commencement of your role as this could affect how you are paid.

The following information has been sourced from [Sickness absence toolkit | NHS Employers](#).

Short term sickness is usually defined as any sickness that lasts under 28 days, with sickness over this defined as long term sickness. If you are absent for less than 7 days, you can certify yourself sick. Any period over this will require what is called a fit note which is usually obtained from your GP practice or hospital. It is your responsibility to obtain this. Your sickness will usually be monitored. Non NHS organisations may differ.

If you are off work on long term sickness, your pay could be affected. To read more visit: [NHS Terms and Conditions of Service Handbook | NHS Employers](#).

Agency Working

If you wish to take on additional work, please refer to this website: [Skilled Worker visa: Taking on additional work - GOV.UK \(www.gov.uk\)](#). This applies to work outside of your employing organisation including work that is undertaken for an agency company within your organisation.

NHS Internal Emergency Contact Numbers

Ensure you familiarise yourself with your organisations emergency phone numbers. There is a recommendation for all organisations to use the number 2222 for a patient suffering from a cardiac arrest or medical emergency ([2222 Cardiac Arrest Call | ESAIC](#)). Other generic numbers may be available for fire and security. These numbers should only be used in the situation intended. Different numbers may be in circulation locally.

Trade Union

Many UK workers choose to join a trade union however this is optional. To read about trade unions visit [Joining a trade union: Joining a trade union - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/joining-a-trade-union).

There are many trade unions you can join, it can be beneficial to speak to colleagues in your profession. Often there are trade unions that are specific to your profession. You can view a list of all trade unions here: [Trade unions: the current list and schedule - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/trade-unions-the-current-list-and-schedule).

Mandatory Training

This is training that you are required to undertake and is not optional. Your employer should inform you of the training that is required. This may be classroom based or via online training. Many NHS organisations utilise [Home - ESR Hub - NHS Electronic Staff Record](#). You can search for available non-mandatory training on here too.

E-learning for Healthcare

You can register for a free account on eLearning for Healthcare if you have an NHS email address. Here you can search and utilise learning resources. Visit: [Home - elearning for healthcare \(e-lfh.org.uk\)](https://e-lfh.org.uk).

The Step to Work programme is an available learning resource. This programme aims to help you transition into your role as an AHP in the NHS. To utilise this resource visit: [Step to Work - elearning for healthcare \(e-lfh.org.uk\)](https://e-lfh.org.uk/step-to-work).

Fraud Awareness and Information Governance

Fraud in the NHS should be reported. Learn more about fraud and report fraud in the NHS by visiting [Welcome to the NHS Counter Fraud Authority \(NHSCFA\) public website | NHS Fraud? See it. Stop it. Report it.](https://www.nhs.uk/counter-fraud)

Learn more about information governance here: [NHS England » About information governance](https://www.nhs.uk/about-us/about-information-governance).
Fraud awareness and information governance should be part of your mandatory training.

Preceptorship

You may participate in a preceptorship programme in your new organisation.

A preceptorship facilitates a supportive transitional period for new members of staff during which you will be supported by a preceptor to develop your confidence, skills, values and behaviours and to facilitate their journey of life-long learning (**National AHP Preceptorship and Foundation Support | Health Education England (hee.nhs.uk)**)

You should learn and be supported by:

- Trust induction
- Preceptorship policy
- Local welcome presentation: everything they need to know about feeling comfortable and confident in the department/ department staff and structure.
- Fire exit/extinguisher walk round
- Hospital tour
- Hospital Information/shuttle buses/park and ride
- Role expectations
- Documentation/protocols and policies across the organisation.
- Mandatory Training
- Department/ clinic / ward pathways
- Incident reporting/incident trigger list
- Protocols
- Policies
- Escalation process – in and out of hours
- Important phone numbers – fire, security, arrest, HR,
- Shift patterns
- Well being initiatives

If you don't receive or understand any of this information, it is okay to ask.

HNY AHP Faculty Contact Details

Email: hyp-tr.hnyahpfaculty@nhs.net

Twitter: [@hnyahpfaculty](https://twitter.com/hnyahpfaculty)

**Website: [Allied Health Professionals
Faculty - Humber and North Yorkshire
Health and Care Partnership](#)**