

# WHAT EVERY INTERNATIONAL MEDICAL GRADUATE GP TRAINEE SHOULD KNOW NOW

**1** **International Medical Graduates** or **IMGs** are an incredibly valuable element of the GP workforce. Over 40% of all GP Trainees are IMGs and that number is rising.

**2** **IMGs are over three times as likely** to have left medical practice in the UK in the 5 years following first GMC registration, compared to UK graduates. IMGs are a globally mobile community of doctors and are less likely to continue working in a country with declining pay and conditions, compared to UK graduates.

**3** IMG GP Trainees have been hit by over a decade of **real-terms pay cuts** and the **loss of pay parity with hospital trainees**, just as badly as UK graduates.

**4** Many IMG GP Trainees will want to take **Industrial action** to tackle this pay erosion and achieve **Full Pay Restoration** but will be worried about the effect that this may have on visas.

**5** Visa sponsorship will be terminated if you are absent from work unpaid for 28 days or longer in a calendar year. However, **unpaid leave taken to participate in legally organised industrial action is exempt from this rule.**

**6** If your salary is reduced for any period of time, your sponsor will be required to notify the Home Office. Although your sponsor is required to report a reduction in salary to the Home Office, **if the cause of this salary reduction is legally organised industrial action, the sponsor cannot end their sponsorship of your visa.**

**7** **There will be no impact on your eligibility for further leave to remain or ILR (indefinite leave to remain)** in regard to salary reduction or excessive unpaid leave **where the reason for either is legally organised industrial action.**

**8** If you are absent from work for 10 consecutive working days or more without permission, your employer may be required to notify the Home Office of this absence. However, **the BMA have committed that we will not undertake any form of industrial action that will negatively impact the legal status of a worker's visa – either future or present.**

**9** If you have particular circumstances that you wish to discuss or that do not fall within the guidance set out here, please contact the **BMA's Immigration Advisory Service:**

Phone: **0300 123 1233**

Email: **support@bma.org.uk**