

EMPLOYER'S GUIDE • 2026 EDITION

THE UK EMPLOYER'S GUIDE TO RECRUITING INDIAN MEDICAL TALENT

Official Regulatory Framework & Ethical Compliance

Indian-trained doctors represent the most vital segment of the UK's international medical workforce. CLIRNET delivers a fully compliant, ethical pipeline of GMC-ready talent — satisfying the latest Home Office and WHO ethical standards.

- Priority visa processing & IHS fee exemptions via Health & Care Worker Visa
- Passive recruitment model — India WHO Safeguard List compliant
- Pre-departure NHS orientation included for every placed doctor

100%

GMC-Compliant
Pipeline

WHO

Ethical Code
Compliant

NHS

Pre-departure
Orientation

WHO CODE OF
PRACTICE
COMPLIANT

I

Executive Summary

As of February 2026, Indian-trained doctors continue to be the most vital component of the UK's international medical workforce. With NHS vacancy rates remaining high, our platform provides a **100% compliant, ethical pipeline** of GMC-ready talent. We ensure that every placement meets the latest Home Office and WHO ethical standards.

KEY METRIC	CLIRNET COMMITMENT
Pipeline Compliance	100% GMC-Ready Candidates
Recruitment Model	Passive — Voluntary Applications Only
WHO Code Adherence	Full DHSC Code of Practice Compliance
Pre-Departure Prep	NHS Orientation Included for Every Doctor

II

National Regulatory Framework — Health & Care Worker Visa

The **Health and Care Worker Visa** remains the gold standard for efficient international medical onboarding into the UK.

- **2026 Advantage:** This route continues to offer **priority processing** and **IHS fee exemptions**, making it the most cost-effective hiring method for NHS Trusts.
- **Streamlined Sponsorship:** CLIRNET supports Trusts through the full sponsorship licence application and compliance audit process.

OFFICIAL REFERENCE

GOV.UK: Health and Care Worker Visa
<https://www.gov.uk/health-care-worker-visa>

III

GMC Registration & Licensing

ROUTE	DESCRIPTION	CLIRNET SUPPORT
PLAB	Professional & Linguistic Assessments for overseas graduates	Exam prep resources & mock assessments
Postgraduate Qualification	Recognised international postgraduate credentials	Documentation review & verification
English Language	IELTS / OET requirements as per GMC standards	Pre-departure language coaching available

2026 Update: CLIRNET provides intensive support for doctors navigating the latest GMC "Good Medical Practice" standards and updated English language requirements.

OFFICIAL REFERENCE

GMC: Join the Register (IMGs)
<https://www.gmc-uk.org/registration-and-licensing/join-the-register>

IV The Ethical Mandate — WHO Code of Practice

Compliance with the WHO Code of Practice is **non-negotiable for NHS Trusts in 2026**. CLIRNET's model is built from the ground up to ensure full adherence.

PASSIVE RECRUITMENT MODEL — WHY IT MATTERS

India is on the WHO 'Safeguard List'. Active recruitment from such countries is prohibited. CLIRNET operates a strictly Passive Recruitment model: doctors apply voluntarily via our portal. This means your Trust automatically adheres to the DHSC Code of Practice. Every engagement is documented and audit-ready for CQC or NHS England review.

OFFICIAL REFERENCE

DHSC: Code of Practice for International Recruitment
[https://www.gov.uk/government/publications/code-of-practice-for-the-international-recruitment-of-health-and-social-care-person...](https://www.gov.uk/government/publications/code-of-practice-for-the-international-recruitment-of-health-and-social-care-personnel)

V The 2026 India Advantage

ADVANTAGE	DETAIL
Clinical Maturity	Doctors trained in India's highest-volume tertiary care centres, with exposure to complex, high-acuity cases at scale.
NHS Orientation	Every candidate undergoes a pre-departure programme focused on NHS Clinical Governance, professional culture, and 2026 UK healthcare landscape.
Cost Effectiveness	IHS exemptions + priority visa processing = lower total acquisition cost vs. other international recruitment corridors.
Retention	India-trained doctors consistently demonstrate high long-term retention rates within UK NHS Trusts (CLIRNET cohort data, 2024–25).

Ready to build your GMC-ready medical team?

Contact our UK partnerships team at partnerships@clirnet.com or visit www.clirnet.com to begin your compliant recruitment journey.

For informational purposes only. Not legal advice. UK Immigration Rules and GMC requirements are subject to change — refer to GOV.UK and GMC-UK.org for live updates.