



# Supplementary Information to consider prior to relocating to Salisbury

## Offer Information Pack for Overseas Nurses

We understand that relocating to another country to work can be daunting and we aim, in this guide, to give you some insight as to what you can expect when you join us here in Salisbury.

The information in this guide provides a summary of important information for you to read and consider prior to accepting an offer to join us here at Salisbury.

Contained in this document is a summary of information which we would like to bring to your attention:-

- Pay – including examples of take home pay
- Accommodation – how to rent, family accommodation
- Cost of living – information on cost of living in the UK
- Learning to drive in the UK – using your current driving license, applying for a new license
- Bringing your family to the UK – eligibility, financial requirements



## NHS Pay

### Agenda for Change

The NHS uses a system called [Agenda for Change](#) to give specific job roles a pay band based on your level of experience and the responsibilities you take on. Each of the pay bands (1 to 9) have a number of different pay points. Staff will normally progress to the next pay point annually until they reach the top of their band.

### Unsocial Hours

When working for the NHS you will work a range of shifts, including shifts that fall into unsocial hours. For working these hours, you will receive an [unsocial hours enhancement](#) on top of your base hourly rate. These **Pay Enhancements** can **increase your total take home pay**. **For example**, after taking into consideration pay enhancements, a nurse on the bottom of Band 5 salary of £28,407 per annum could earn in excess of £30,000 per annum.

The table below details what constitutes unsocial hours and what percentage you will receive on top of your baseline hourly rate for working those hours.

Pay Band	All time on Saturday (midnight to midnight) and any weekday after 8pm and before 6pm	Any time on Sundays and Public Holidays (midnight to midnight)
2	Time plus 41%	Time plus 83%
3	Time plus 35%	Time plus 69%
4-9	Time plus 30%	Time plus 60%

### Temporary Staffing Opportunities (Bank work)

Our “Bank” Temporary Staffing Team provides internal, flexible, temporary staffing solutions to our hospital. The Bank offers additional hours to existing staff and for those wishing to work on a temporary/casual basis. As a Bank worker you can book to work just a few hours in advance and up to six weeks ahead.

As per the [official UK Government website](#), you can do additional paid work on your VISA as long as you are still doing the job you are being sponsored for. You can normally work up to 20 hours a week in a job that is in the same occupation code and at the same level as your main job.

We strongly advised however that you **do not** work bank shifts until after getting your NMC pin so you can focus on passing your OSCE exam.

### NHS Pensions

NHS Pensions is the organisation responsible for administering the NHS Pension Scheme in England and Wales.

The 2015 NHS Pensions Scheme is one of the most generous and comprehensive pension schemes in the UK and working for the NHS gives you automatic access. The amount you contribute to the Scheme is based on your pensionable earnings. The [contribution rate](#) will vary depending on your earnings that Scheme year. A Scheme year runs from 1 April of one year to 31 March the following year. The final pension payable is calculated by adding together the revalued pensions earned in each year of membership.

Your NHS Pensions contribution will be deducted from your earnings before you are paid.



Salisbury NHS Foundation Trust will contribute an additional 23.70% of your pensionable salary, which includes an administration charge of 0.08%.

You get your pension at what is called the “normal pension age”. This is the age that you retire from working for the NHS and have your pension paid without facing a reduction for early payment. You can retire early and claim your pension once you reach the minimum pension age (58 as of 2028); however, if you do this your pension benefits will be reduced to reflect the fact that your pension will pay out for longer.

Although you will automatically be enrolled to the scheme when you start working for the NHS, you have an option to opt out. Before applying to opt out of the NHS Pension Scheme you should research [how opting out of the scheme affects you](#). Should you decide to leave, you need to [complete this form](#) and send it the Payroll Department after you have started with us.

## Taxes and National Insurance

### Income Tax

Income Tax is usually deducted from salaries by employers and paid to HM Revenue and Customs (HMRC), the government department responsible for the collection of taxes, on the employee’s behalf. The amount of tax paid depends on factors such as how much is earned.

What you owe in UK tax depends on your specific situation. Income tax in the UK is charged at different rates; higher rates of income tax apply to higher bands of income.

You will pay Income Tax through PAYE (Pay As You Earn) and can be seen on your payslip. Your assigned tax code will tell your employer how much to deduct.

Your tax code is made up of several numbers and a letter. The numbers in your tax code tell your employer or pension provider how much tax-free income you get in that tax year. Letters in your tax code refer to your situation and how it affects your Personal Allowance. You can find a breakdown of what different tax codes mean [here](#).

It is important to take care when completing your payroll and new starter forms when joining a new employer to ensure you are placed on the correct tax code. Being placed on the wrong tax code may mean you are paying either too much or too little in tax.

### National Insurance

National Insurance contributions are a tax on earnings and self-employed profits paid (over a certain amount and over 16 years of age) by employees, employers, and the self-employed. They can help to build your entitlement to certain benefits such as the State Pension and Maternity Allowance. Some social security benefits will be dependent on payment of sufficient National Insurance contributions.

National Insurance contributions will be automatically deducted from your salary, so you won’t need to do anything.

You will have a National Insurance number to make sure your National Insurance contributions and tax are recorded against your name only. It is made up of letters and numbers and never changes. You can find your National Insurance number on your payslip,



P60, or on the back of your biometric residence permit (please note that biometric residence permits will be replaced by e-VISAs from January 2025).

## Payroll

You will be paid on a monthly basis on the second to last working day of each month. Your pay will be paid directly via direct debit into your bank account registered with the Trust (this will be the bank account you set up when you first arrive in the UK). Any deductions, for example tax and national insurance, will be deducted before you receive your payment into your bank.

At Salisbury NHS Foundation Trust we have one exception in that we will be paid earlier in December due to the Christmas period.

If you arrive in the UK and commence your employment after the payroll cut-off date, which usually falls at the end of the second or third week of the month, you should not expect to be paid until the end of the following month. We therefore advise that you bring anywhere between £200 to £500 to pay for food and anything else you may need before you receive your first salary.

## ESR & Payslips

Your payslip will be available to view each month via a system called ESR Employee Self Service (ESS). Historic payslips and your P60 will also be available to view via ESS for the duration of your employment with the Trust.

Please find below an example of an NHS payslip and an explanation of what it contains.



ASSIGNMENT NUMBER		EMPLOYEE NAME		LOCATION			
12345678		MISS A BCDE		NHS TRUST			
DEPARTMENT		JOB TITLE		PAYSCALE DESCRIPTION			
12345678		STAFF NURSE		Review Body Band 5			
SAL/WAGE		INC DATE		PP SAL/WAGE			
25655.00		20 MAY 2022		25655.00			
TAX OFFICE NAME		TAX OFFICER REF		TAX CODE			
North Wales Area		914/EAS1214		650L CUMUL			
PAY AND ALLOWANCES - BRIDGE ACCOUNT		DEDUCTIONS IN PREVIOUS PERIODS					
DESCRIPTION	WAGE/EARNED	PAYDUE	RATE	AMOUNT	DESCRIPTION	AMOUNT	BALANCE OF
Basic Pay	162.95	162.95	11.6005	1890.25	PAYE	362.00	
Night Duty EN	31.50	8.45	11.6005	109.62	NI A	254.33	
Saturday EN	21.00	6.30	11.6005	73.08	NHS Pension 7.1%	187.38	
Sunday EN	21.00	12.80	11.6005	146.16			
Unsocial EN	1.00	0.30	11.6005	3.48			
Power London				378.05			
WTD Pay				38.52			
Year To Date Balances (This Employment Only)				This Period Summary			
GROSS PAY		TAXABLE PAY		PENSIONABLE PAY		TAXABLE PAY	
26392.04		26392.04		2639.16		2451.78	
IN LETTER		TAX PAID		TAX PENN		NON-TAXABLE PAY	
0.00		3074.60		12		0.00	
IN PAY		PREVIOUS TAXABLE PAY		FREQUENCY		TOTAL PAYMENTS	
29749.15		0.00		Monthly		2639.16	
OTHER IN PAY		PREVIOUS TAX PAID		PERIOD END DATE		TOTAL DEDUCTIONS	
-1356.51		0.00		31 MAY 2021		823.71	
IN CONTS		PENSION CONTS		PAY DATE		NET PAY	
2390.70		26318.00		20 MAY 2021		1815.45	
PENSIONABLE PAY		EMPLOYEE NO.		PAY METHOD			
26318.00		10184414		SACS			

1. Assignment Number – Uses the first 8 digits of your employee number.
2. Salary/Wage – This box shows the full-time salary paid.
3. Tax & NI Information – Useful information that you may need if you have to contact your tax office for any reason.
4. Incremental Date – Shows the date of your next increment or when you reached the maximum point.
5. Standard Hours – The number of hours you are contracted to work.
6. Payscale Description – The payscale that you are currently paid on.
7. Salary/Wage – This box shows the actual salary paid. The amount will be pro-rata for part-time staff
8. Pay & Allowances – Monies that you are entitled to receive will be shown here. Payments in addition to Basic Pay will usually relate to the period that you have just worked.
9. Deductions – Your total earnings will be assessed each period and any resulting statutory and/or voluntary recoveries will be shown here.
10. Year to Date Balances – This area shows totals for income tax, national insurance, and pension from the beginning of the tax year (April) up to and including the current pay period.
11. This Period Summary – This section provides details relating to your current payment. Totals of payment and deductions are shown together with details about the pay period itself and when you can expect your Net Pay to be paid.
12. Net Pay – The amount of pay that will be transferred to your bank account.



## Take Home Pay

To help you get an understand of what you can expect your take-home pay to look with us we have broken it down into tables below for you.

When you first start with us, prior to completion of your OSCE exam and obtaining your NMC pin you will be started on the Band 4 Entry Point salary.

### **Band 4 – Entry Pay Point – individual contributing to Pension scheme (this is an example only and is provided for indicative purposes)**

	Yearly	Monthly
Gross	£25,147	£2,095.58
Pension 6.5%	-£1,228.96	-£102.41
NI (basic)	-£1,006.16	-£83.85
Tax (basic)	-£2,269.61	-£189.13
Take-Home	£20,642.27	£1,720.19

### **Band 4 – Entry Pay Point – individual NOT contributing to Pension scheme (this is an example only and is provided for indicative purposes)**

	Yearly	Monthly
Gross	£25,147	£2,095.58
NI (basic)	-£1,006.16	-£83.85
Tax (basic)	-£2,515.40	-£209.62
Take-Home	£21,625.44	£1,802.11

On successful completion of your OSCE and after receiving your NMC PIN your salary will be reviewed in line with your previous experience



**Band 5 – Entry Pay Point (0-2 years) – individual contributing to Pension scheme (this is an example only and is provided for indicative purposes)**

	Yearly	Monthly
Gross	£28,407	£2,367.25
Pension 8.3%	-£1,839.86	-£153.32
NI (basic)	-£1,266.96	-£105.58
Tax (basic)	-£2,799.43	-£233.29
Take-Home	£22,500.75	£1,875.06

**Band 5 – Entry Pay Point (0-2 years) – individual NOT contributing to Pension scheme (this is an example only and is provided for indicative purposes)**

	Yearly	Monthly
Gross	£28,407	£2,367.25
NI (basic)	-£1,266.96	-£105.58
Tax (basic)	-£3,167.40	-£263.95
Take-Home	£23,972.64	£1,997.72

**Band 5 – Mid Pay Point (2-4 years) – individual contributing to Pension scheme (this is an example only and is provided for indicative purposes)**

	Yearly	Monthly
Gross	£30,639	£2,553.25
Pension 8.3%	-£2,025.12	-£168.76
NI (basic)	-£1,445.52	-£120.46
Tax (basic)	-£3,208.78	-£267.40
Take-Home	£23,959.58	£1,996.63



**Band 5 – Mid Pay Point (2-4 years) – individual NOT contributing to Pension scheme  
(this is an example only and is provided for indicative purposes)**

	Yearly	Monthly
Gross	£30,639	£2,553.25
NI (basic)	-£1,445.52	-£120.46
Tax (basic)	-£3,613.80	-£301.15
Take-Home	£25,579.68	£2,131.64

**Band 5 – Top Pay Point (4+ years) – individual contributing to Pension scheme (this is an example only and is provided for indicative purposes)**

	Yearly	Monthly
Gross	£34,581	£2,881.75
Pension 9.8%	-£2,777.42	-£231.45
NI (basic)	-£1,760.88	-£146.74
Tax (basic)	-£3,846.72	-£320.56
Take-Home	£26,195.98	£2,183

**Band 5 – Top Pay Point (4+ years) – individual NOT contributing to Pension scheme  
(this is an example only and is provided for indicative purposes)**

	Yearly	Monthly
Gross	£34,581	£2,881.75
NI (basic)	-£1,760.88	-£146.74
Tax (basic)	-£4,402.20	-£366.85
Take-Home	£28,417.92	£2,368.16





## Accommodation

### Two Months Free Accommodation

When you first start with us you will be given two months of free single occupancy only accommodation in one of the shared flats or houses on site. You are able to stay in on-site accommodation for up to 12 months, after your second month we will start deducting rent from your salary directly. Your accommodation on-site will include all utilities and council tax.

You should also note that you will be expected to pay a deposit. This will be deducted from your salary over four instalments, starting from your first salary. When you move out, provided you leave your room in good condition you will have your deposit paid back to you.

Our accommodation consists of private bedrooms within a shared flat or house. You will have your own lockable bedroom and a communal kitchen, bathroom, and toilet. Our accommodation is mixed nationality and while we avoid mixed gender wherever we can this is not always possible due to the limited accommodation we have on site.

**Due to the limited accommodation that we have available to staff we are unable to provide accommodation to dependents.**

### Types of Accommodation

There are a number of types of property on the rental market in Salisbury, here are some of the main ones:

- **Flats/Apartments** – are one of the most common types of rental property. Flats can be purpose built in high-rise blocks, or more commonly in Salisbury, conversions within individual houses or commercial spaces. They range from studio apartments to four-bedroom apartment. They usually have a shared entrance and refuse collection.
- **Terraced houses** – also known as townhouses are rows of identical homes attached to one another. Many were built in the 19<sup>th</sup> century. Terraced homes are common rental properties in Salisbury and tend to be cheaper than other types of houses. Most have one to three bedrooms.
- **Detached houses** – are single buildings not attached to any other property. They are typically bigger and more expensive than other property types. They usually have a garden and one to five bedrooms.
- **Semi-detached houses** – are similar to detached houses but are made up of two homes within one building. They are cheaper and smaller than detached homes but usually more expensive than townhouses or apartments. Most have one to three bedrooms.
- **Bungalow** – are similar to a house but are usually only single-story. They are popular with older residents or those with disabilities who wish to avoid stairs.
- **Maisonette** – are properties in a multi-story building similar to an apartment but with its own outside entrance and usually consists of two floors.
- **Cottage** – a small house typically unique in design with attractive features, such as a thatched roof. They are typically found within rural areas and are typically more expensive than a townhouse or apartment but can vary in price. These are commonplace in villages that surround Salisbury.



- **Bedsit** – one room apartments with communal kitchen and bathroom facilities. These are often within houses/flats of multiple occupants (MHO) and are often the cheapest option. Bedsits sometimes come with bills included but this can vary.

The rent of these properties will vary depending on a multitude of factors, the main ones being the size and location of the property.

## Renting in Salisbury

You can find properties available to rent in Salisbury through online websites. Most estate/lettings agent will advertise their properties on one of or on multiple of the websites below:

1. [Rightmove - UK's number one property website for properties for sale and to rent](#)
2. [Zoopla > Search Property to Buy, Rent, House Prices, Estate Agents](#)
3. [OnTheMarket | Property, Houses & Flats for Sale & to Rent](#)
4. [OpenRent | Property To Rent From Private Landlords](#)
5. [Property to rent , Flats and Houses to rent - Gumtree](#)

You can also contact Estate/Lettings agents directly in-person through their offices or on their own websites. They may offer to put you on their mailing lists so that you are contacted when a property that suits your needs enters the market. Some of the biggest Estate/Lettings agents in Salisbury are:

1. [Whites Estate Agents Salisbury, Wiltshire, UK | HW White](#)
2. [Estate Agents in Salisbury | W&W Estate Agents Salisbury \(w-w.co.uk\)](#)
3. [Estate Agents Salisbury | Carter & May \(cartermay.co.uk\)](#)
4. [Estate Agents & Letting Agents | Houses For Sale - Fox & Sons \(fox-and-sons.co.uk\)](#)
5. [Salisbury Estate and Letting Agents | Northwood \(northwooduk.com\)](#)

If you would prefer to rent a room, you can find available rooms in shared houses on [SpareRoom](#).

We recommend that you take a look at some of the properties on these websites to give you an idea of the average rental costs in Salisbury.

A lot of our overseas staff prefer to rent a property to share with their colleagues or friends to split the costs. For example, three professionals can share the rental cost of a three-bedroom flat/house; however, not all landlords allow this, so it is best to check with them first.

It is also worthwhile joining local community groups on social media, like Facebook, as some landlords may advertise their properties to the local community before they officially hit the market via an estate agent. Social media can also be an excellent way of finding other local professionals looking to rent together.

When you are looking for rented accommodation, you need to understand what is and is not included in your rental. Some accommodation will come fully furnished, meaning they will have white goods (cooker, fridge freezer, washing machine) and basic furniture (sofa, dining table and chairs, bed, wardrobes etc.). There are also some semi-furnished accommodations that may only have some white goods and furniture included. However, some accommodation will come unfurnished, and this is quite common in Salisbury, this



means you will need to purchase your own white goods, appliances, and furniture when you move in.

If you are looking to furnish your property on a budget you can look on social media marketplaces, such as Facebook Marketplace, to find furniture and appliances at prices lower than brand new. We also have an employee marketplace called “Post-It” which you will be able to access after you start with us. Staff may post appliances/furniture they are looking to sell on this marketplace, you can also make your own posts asking around for certain items.

When you have found a property to rent, you will have to pay a deposit before you move in. Deposits usually amount to 4-5 weeks’ rent but this can vary, you should not be expected to pay more than six weeks’ rent for a deposit on a property.

You must make sure you understand everything that is written on the tenancy agreement before signing it and making any payments. If there is anything you do not understand, clarify the information with your letting agent or landlord.

When you have moved in, if repairs are needed on the property, for example, a leaking sink, you as the tenant should inform the landlord who is then responsible for getting it fixed at no charge to you.

## Rental Checks

Before you can rent new accommodation, you will need to provide certain references and documents to the letting agent or landlord. You will need to show that you can afford the rent – and that you will be reliable in paying it – and that you are a trustworthy person who will look after the property. You will also need to show that you have the “right to rent” in the UK.

Your letting agent or landlord will therefore usually ask for the following:

- Proof of character in the form of references from your current landlord and employer.
- Documentation to show proof of your income. This may include payslips and three months of bank statements.
- Running a credit check on you with an independent credit reference agency, they will need to ask for your consent before running this.
- Asking to see your passport/biometric residence permit/ or share code.

It is for the above reasons that some overseas professionals may choose to stay in the provided accommodation by the Trust for 2 to 3 months to save up for their deposit and prepare the rental requirements.

## Building a Credit Score

When you move to the UK you will need to start from scratch when it comes to your credit score, regardless as to how good or bad your credit score is in your home country.

The UK has four Credit Reference Agencies (CRA) that lenders and landlords/letting agents may use when applying for credit/applying to rent a property. Not all credit scores are the same and each one will score your credit differently. These CRA’s are Experian, Equifax, ClearScore and TransUnion. You can sign up to these CRA’s either through their websites



or through their mobile apps to get an idea of what your current credit score looks like and to keep an eye on it as you begin to build it.

To start building your credit score in the UK you should:

1. Open a UK bank account with a traditional high street bank such as HSBC, Lloyds, Santander, Barclays, or NatWest.
2. Get on the Electoral Roll. When you register to vote your electoral details are recorded on your credit report. The confirmation of your name and address boosts your credit rating. You can register to vote here: [Register to vote - GOV.UK \(www.gov.uk\)](https://www.gov.uk/register-to-vote).
3. Build credit steadily through forms of credit such as mobile phone contracts, an overdraft, or a credit building credit card. You can apply for a SIM-only contract while you build your credit score or apply for credit builder credit cards. You can find out more about credit cards and what is right for you at [uSwitch](https://www.switch.co.uk). Some of the websites/apps for the CRA's above may have a section dedicated to showing you the likelihood of being accepted for certain credit cards.
4. Set up direct debit payments for household bills, phone contracts, personal loans, and credit cards. Late payments can affect your credit score, direct debits help ensure that you always pay your bills on time.
5. Don't apply for credit too often. When you apply for credit lenders will do a "hard search" which will be noted on your credit reports; therefore, applying for credit when you are not ready to do so will have a negative impact on your credit score.



## Cost of Living

### Household Bills

When renting a property there are additional costs to consider. As mentioned previously some rental costs included the bills listed below, so it is best to check with the agency or landlord to find out what is and what is not included.

### Council Tax

Council tax is money paid to the local authority, in Salisbury, this is Wiltshire Council. It funds a range of local services including rubbish collection, parks, libraries, transport, police, roads, and fire services. Where you live and the type of property you live in can affect your Council Tax rate. Larger and older properties will have a higher council tax rate due to them being less energy efficient in comparison to smaller and newer properties.

### Utility Bills

Utility bills include gas, electricity, and water and the costs depend on how much you use. It is worth checking with the utility provider when you first move into a new property to ensure you are on the correct tariff.

### Internet

The cost of your internet can vary depending on the provider and internet speed. The faster the internet speed the higher the cost. It may be more cost effective to bundle in your internet with your mobile phone provider in some instances.

### Mobile Phone

As mentioned previously you can apply for SIM-only mobile phone contracts or apply to purchase a phone with a provider and pay it off in monthly instalments alongside your SIM. Some providers may offer to bundle together your mobile phone contract and your internet contract for a discounted rate.

### TV License

You will need a TV license to watch or record live TV on any channel or download or watch programmes on BBC iPlayer. This is the law in the UK, although some streaming channels (Netflix, YouTube, Amazon Prime, non-BBC catch-up) won't need a TV license, so it is worthwhile checking beforehand. You can find more information on the [TV Licensing website](#). TV licenses pay for BBC shows and services, including TV channels, radio, BBC websites, and apps. Your TV license will cover your whole household.

The following table provides an overview of the average costs of household bills:

Item	Average Costs
Council tax	£120-£200/month but you can get a 25% reduction if living alone
Electric/Gas	On average per 1 person, £60/month
Water	On average per 1 person, £20/month
Internet	On average per 1 person, £20/month
Mobile Phone	On average per 1 person, SIM only, £10/month
TV License	£12/month



## Food and Groceries

There are several British supermarkets available in Salisbury and a number of international food shops where you can find a diverse range of food items. British supermarkets vary in price, some being a lot more expensive than others, so be careful of this when you first arrive.

Below are some of the biggest supermarkets in the UK, listed from least expensive to most expensive:

1. £ - Lidl, Aldi, Iceland, & Asda
2. ££ - Tesco & Morrisons
3. £££ - Sainsburys & Ocado
4. ££££ - Waitrose
5. £££££ - Marks & Spencer

In Salisbury City Centre we have easy access to [Tesco Metro](#), [Iceland](#), [Sainsbury's](#), and [Marks and Spencer](#). Just outside of the city centre we have access to a [Tesco Extra](#), [Lidl](#), [Waitrose](#), and [Aldi](#).

Some supermarkets may be larger than others and may offer a wider range of products and produce. For example, Tesco Extra may have more products on offer compared to its smaller versions, Tesco Metro and Tesco Express.

Some supermarkets (grocery stores) will have “Membership” schemes that will allow you to access discounts on selected products. We highly recommend you sign up to these as they are free and will ensure you are paying the best price for certain food items.

We advise that you look at some of the websites of the supermarkets listed above to get an idea of what your weekly/monthly shop may look like.

We also have a number of international food shops in Salisbury offering a range of products from a number of different cultures and countries:

- Asian Foodstore (offering Indian, Thai, Filipino, & Iranian foods and spices)
- Gold Coast Groceries (Afro-Caribbean supermarket – offering African, Asian, and Halal foods as well as fruit & veg and cookware)
- New Tadi Market (offering African, Asian, Caribbean, and Halal foods, meats, and groceries)

If you are looking for something specific and you are unable to find it in any of the international food shops in Salisbury, you may be able to find it from an online retailer such as [Sous Chef](#) or [World Food Shop](#). You may also be able to find some products on [Amazon](#).

In addition to supermarkets and food shops, Salisbury has a number of independent retailers and chain shops selling an assortment of goods, from butchers & fishmongers, clothing shops, department stores, and convenience stores. You can find a full list of shops available in Salisbury on the [Experience Salisbury](#) website.



### Real-World Examples

We have created two examples for you to give you an idea of the monthly expenses for two individuals living within 5 miles of Salisbury City Centre under two different circumstances.

Please note that **these are examples only** and should only be used for indicative purposes, expenses can vary and can be either more or less than the below.

Expenses per month	Person A – Living alone	Person B – Living with partner & two children
Rent	£850 (1 bed flat)	£1,450 (3 bed)
Council Tax	£120 (Band A)	£184 (Band D)
Electric/Gas	£60	£180
Water	£20	£40
Internet	£20	£20
Mobile phone	£10	£40
TV License	£12	£12
Groceries	£150	£350
Transport	£60	£120
Total:	£1,302	£2,396



## Public Transport

In Salisbury we have access to several methods of public transport.

### Bus Network – Salisbury Reds

The city of Salisbury has a fully connected bus network. This is a fantastic option for getting around Salisbury as there are three bus stops on the hospital site. You can use the R1 bus to easily get from the hospital site to the city centre. The R1 bus stops at the main entrance of the hospital approximately every 15 minutes.

Bus drivers will accept cash or contactless card payments only and prefer that cash payments are made in small denominations of money only.

You can visit the [Salisbury Reds website](#) or mobile app to get a pre-paid bus travel card called “The Key” and Salisbury NHS Foundation Trust staff have access to a 40% off discount on 7, 30, and 90 day bus passes when you use code SDH40NHS and sign up with your NHS email address.

### Rail Network

If you plan to travel further afield, Salisbury has a train station just outside of the city centre. The R1 bus also has a bus stop close to the station.

You can use the [Trainline website](#) or app to easily book train tickets on your phone.

Salisbury is well connected to London via a train ride that lasts just over an hour, as well as other cities such as Southampton, Bristol, and Bath.

You may also be eligible for a Railcard which will allow you to receive up to a 30% discount on your train fares. These can be purchased either directly through the [Railcard website](#) or through Trainline.

### Taxis

There are several local taxi companies within Salisbury, some of the most common can be found below:

- All The Sevens (01722 777777 or via the All The Sevens app)
- On-Line Taxis (01722 505011)
- Salisbury District Value Cars (01722 505050)

There are other taxi companies available in Salisbury. Unfortunately, at the time of writing (May 2024) Salisbury does not have Uber.





## Driving in the UK

If you have a driving license in your current resident country, you may be able to use it to drive in the UK. The UK government website has an online tool that you can use to [check if your current driving license is valid to use in the UK](#). We have also summarised this in the table below.

Depending on the country your current driving license is from, you may be able to exchange it to a UK license or you may need to undergo the full application process for a UK driving license.

<b>You can drive in Great Britain on your full, valid driving license.</b> Exchanging it to a UK license is optional and you won't need to retake any driving tests.	EU/EAA
<b>You can drive in Great Britain on your full, valid driving license for 12 months from the date you became resident.</b> After 12 months you will need to exchange your license to a UK driving license. You have 5 years since you became resident to do this.	Jersey, Guernsey, Isle of Man, Gibraltar, Faroe Islands, Falkland Islands, Zimbabwe, United Arab Emirates, Ukraine, Taiwan, Switzerland, South Africa, Andorra, Australia, Barbados, British Virgin Islands, Canada, Cayman Islands, Republic of North Macedonia, Singapore, South Korea, New Zealand, Monaco, Japan, Hong Kong
<b>You can drive in Great Britain on your full, valid driving license for 12 months from the date you became resident.</b> After 12 months, you will need to <i>apply for a provisional license</i> and pass the <i>theory and practical driving tests</i> .	Any other country not listed above

### UK Roads

In the UK, we drive on the left side of the road. [The Highway Code](#) is a useful resource for all road users in the UK. It is a set of information, advice, guides, and mandatory rules with the aim of promoting road safety. Reading this guidance will help you understand the rules for drivers, cyclists, motorcyclists, and pedestrians.

### UK Driving License Application Process

To be granted your UK driving license there is a several step process you will need to follow:

1. Apply for your provisional UK license.
2. Attend driving lessons.
3. Pass your theory test.
4. Pass your practical driving test.
5. Apply for a full UK driving license.

### Provisional License

- To apply for a provisional driving license, you must:
- Be at least 15 years and 9 months old.
- Be able to read a number plate (registration plate) from 20 metres away.
- Have legally lived in the UK for at least 185 days in total in the last 12 months or have leave to remain for at least this amount of time.



You can [apply for a provisional driving license](#) online through the government website. At the time of writing (May 2024) a provisional driving license costs £34.

With a provisional driving license, you cannot drive a car without a driving instructor or a passenger who has had a full driving license for at least three years. You can drive on any road with a provisional license apart from motorways (unless accompanied by a driving instructor).

A provisional driving license can also be used as a form of ID.

## Driving Lessons

There are three types of driving lessons available in the UK.

### 1. UK Familiarisation Course

This course is for drivers holding a non-UK license who are unfamiliar with driving in the UK with the aim of utilising their existing road skills and knowledge and transferring that knowledge to safely driving on UK roads. The course usually covers the following:

- Road law
- UK road signs
- Motoring common courtesy / best practice
- Advanced driving techniques
- Risk management
- Rural, urban, and motorway driving
- Awareness, observation and forward planning
- Driving psychology and dealing with road rage
- Economical driving
- All weather driving

### 2. Intensive Driving Course

This course is for those who do not hold any form of driving license. It usually lasts a week with around 2-6 hours of lessons per day. The aim of this course is to ready an individual for their driving test as quickly as possible.

### 3. Regular Driving Lessons

Taking regular driving lessons with an instructor can take 2-3 months on average to prepare an individual for their driving tests. Lessons usually last 1-3 hours with lessons with individuals opting to have 1-2 lessons per week on average.

The cost of driving lessons can vary between driving schools and instructors and the overall cost is dependent on the number of hours required by the learner. There is no minimum number of lessons an individual must have or hours they must practise driving before taking their driving test. The DVSA (Driver and Vehicle Standards Agency) however states that, on average, it takes around 45 hours of lessons to learn to drive, with an additional 22 hours of practice.

The DVSA has an online tool that can be used to [search for DVSA approved local driving instructors](#).

## Theory Test

You will need your provisional license before you can book your theory test. You will need to pass your theory test before you can do your practical test.



There are two parts to the [theory test](#):

1. Multiple choice questions – drivers are given 57 minutes to answer 50 multiple choice questions based on 3 official books:
  - [The Highway Code](#)
  - [Know Your Traffic Signs](#)
  - [Driving – The Essential Skills](#)
2. Hazard perception – this is a video test with 14 video clips about spotting hazards on the road.

There are unofficial resources online that can be used to prepare for both parts of your theory test.

The theory test must be booked and taken as a single test. Applicants must pass both parts to pass the test.

### Practical Driving Test

To book your practical test, you will require a theory test pass certificate number. There are 5 parts to the practical driving test:

1. Eyesight check – you will start by being asked to read a number plate from approximately 20 metres away before you start driving. You will fail your driving test if you fail the eyesight check, and the test will end.
2. “Show me, tell me” questions – You will be asked 2 vehicle safety questions. One question will ask you to explain how you would carry out a safety task. The other question you will be asked to show how you would carry out a safety task.
3. General driving ability – you will drive in various road and traffic conditions, but not on motorways. The examiner will give you directions to follow. Driving test routes are not published, so you cannot check them before your test. You will be asked to pull over and pull away during your test under different conditions and you may be asked to carry out an emergency stop.
4. Reversing your car – the examiner will ask you to do one of these three exercises:
  - Parallel park the car at the side of the road
  - Park in a parking bay – either by driving in and reversing out, or reversing in and driving out (the examiner will tell you which you have to do)
  - Pull up on the right-hand side of the road, reverse for around 2 car lengths, and re-join traffic.
5. Independent driving – You will have to drive for around 20 minutes by following either directions from a sat nav or using traffic signs (the examiner will tell you which you have to follow).

### Full Registration

You can start driving immediately after passing the driving test. You must have an insurance policy that allows you to drive without supervision.



## Bringing Family to the UK

**We strongly advise that you bring your family to the UK only once you are settled, have secure accommodation outside of the Trust, and received your NMC pin so that your focus can be on studying for your exam.**

Your partner and children can apply to join you or to stay in the UK as your “dependents” if they are eligible. If their application is successful, their VISA will end on the same date as yours.

### Eligibility

A dependent partner or child is any of the following:

- Your husband, wife, civil partner, or unmarried partner
- Your child under 18 – including if they were born in the UK during your stay
- Your child over 18 if they are currently in the UK as your dependent

You will need to provide evidence of relationship when you apply.

### Evidence

#### Your partner

You must be able to prove that either:

- You are in a civil partnership or marriage that is recognised in the UK
- You have been living together in a relationship for at least 2 years when you apply

#### If your child is 16 or over

They must:

- Live with you (unless they are in full-time education at boarding school, college, or university)
- Not be married, in a civil partnership, or have any children
- Be financially supported by you

### Financial Requirements

Your partner and children must have a certain amount of money available to support themselves while they are in the UK. You – your partner or child – will need:

- £285 for your partner
- £315 for one child
- £200 for each additional child

These funds will need to be available in the bank account 30 days before applying for a dependent VISA. You will usually need to show proof of this when they apply, unless either:

- You have all been in the UK with a valid VISA for at least 12 months.
- Your employer has agreed to certify maintenance for your dependents, this must be noted on either your certificate of sponsorship or maintenance letter issued by your employer. This means your employer will agree to maintain your dependent, *if necessary*, up to the end of the first month in the UK. Your employer will only be required to provide this support if absolutely necessary, such as if you and any of your family, become destitute in the UK.

Please visit the [official UK government website](#) for further information.



## Citations

[Consortium-Handbook-for-International-Recruits-v.4-Oct-2023.pdf \(capitalnurselondon.co.uk\)](#)

[The NHS values | Health Careers](#)

[The Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates - The Nursing and Midwifery Council \(nmc.org.uk\)](#)

[Working for Team Salisbury](#)

[Unsocial hours payments | NHS Employers](#)

[Skilled Worker visa: Taking on additional work - GOV.UK \(www.gov.uk\)](#)

[Cost of being in the Scheme | NHSBSA](#)

[How to build a great credit score from scratch | ClearScore GB](#)

[How to improve your credit score - MoneySavingExpert](#)

[Provisional driving licence - when you can get it and what you need to apply | RAC Drive](#)

[Driving lessons and learning to drive: Taking driving lessons - GOV.UK \(www.gov.uk\)](#)

[UK Familiarisation Driving Course | \(driversdomainuk.com\)](#)

[What happens during the driving test - Ready to Pass?](#)

[The Highway Code - Guidance - GOV.UK \(www.gov.uk\)](#)

[Skilled Worker visa maintenance requirements for main applicant and dependants - Gherson LLP](#)