

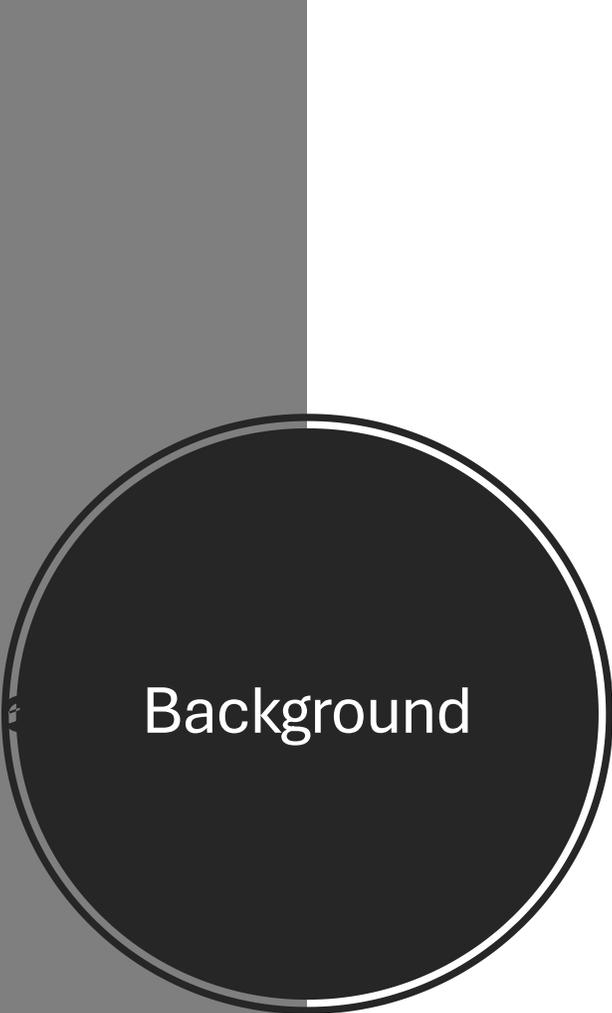
Evaluation of induction in the South West for International Medical Graduates

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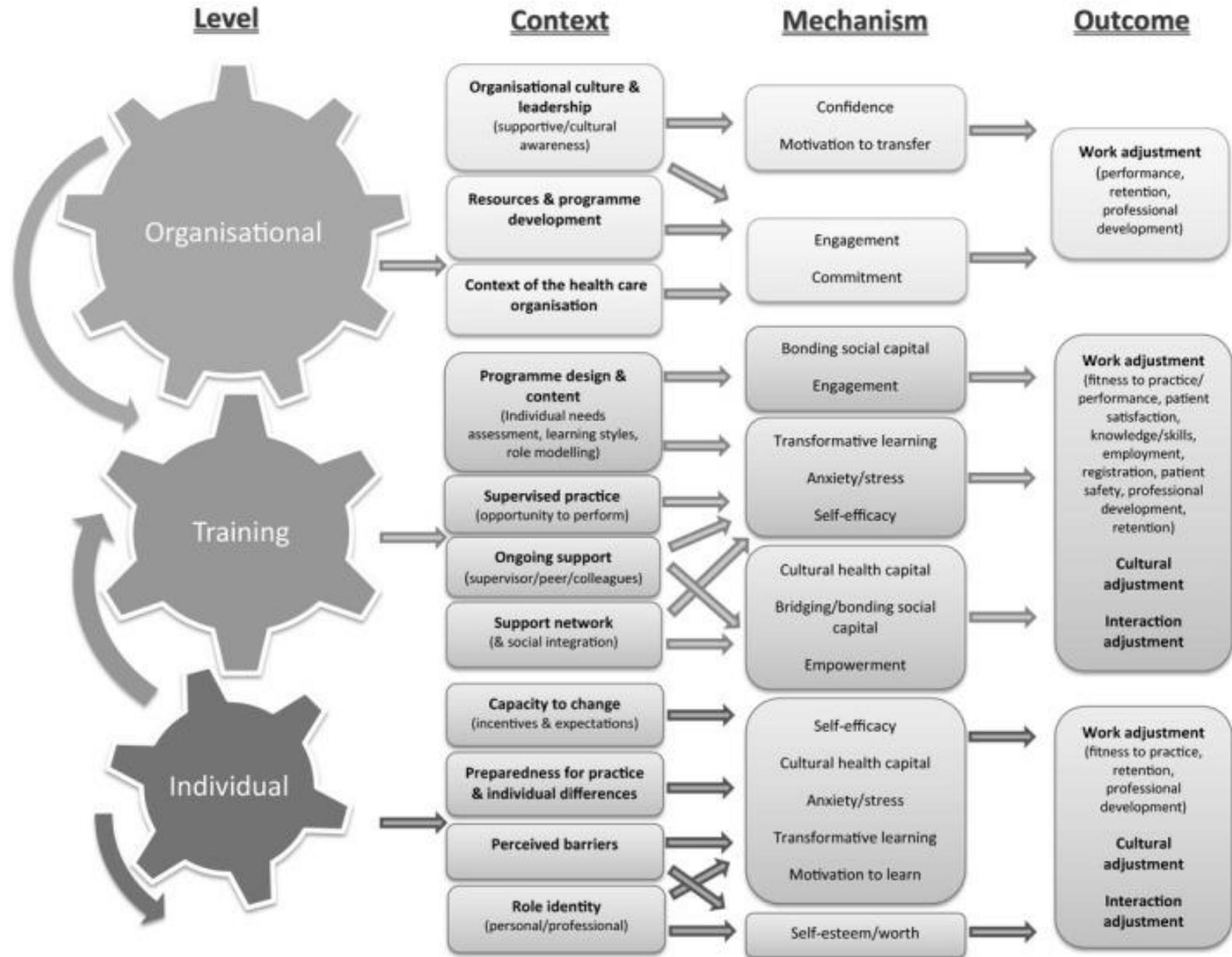
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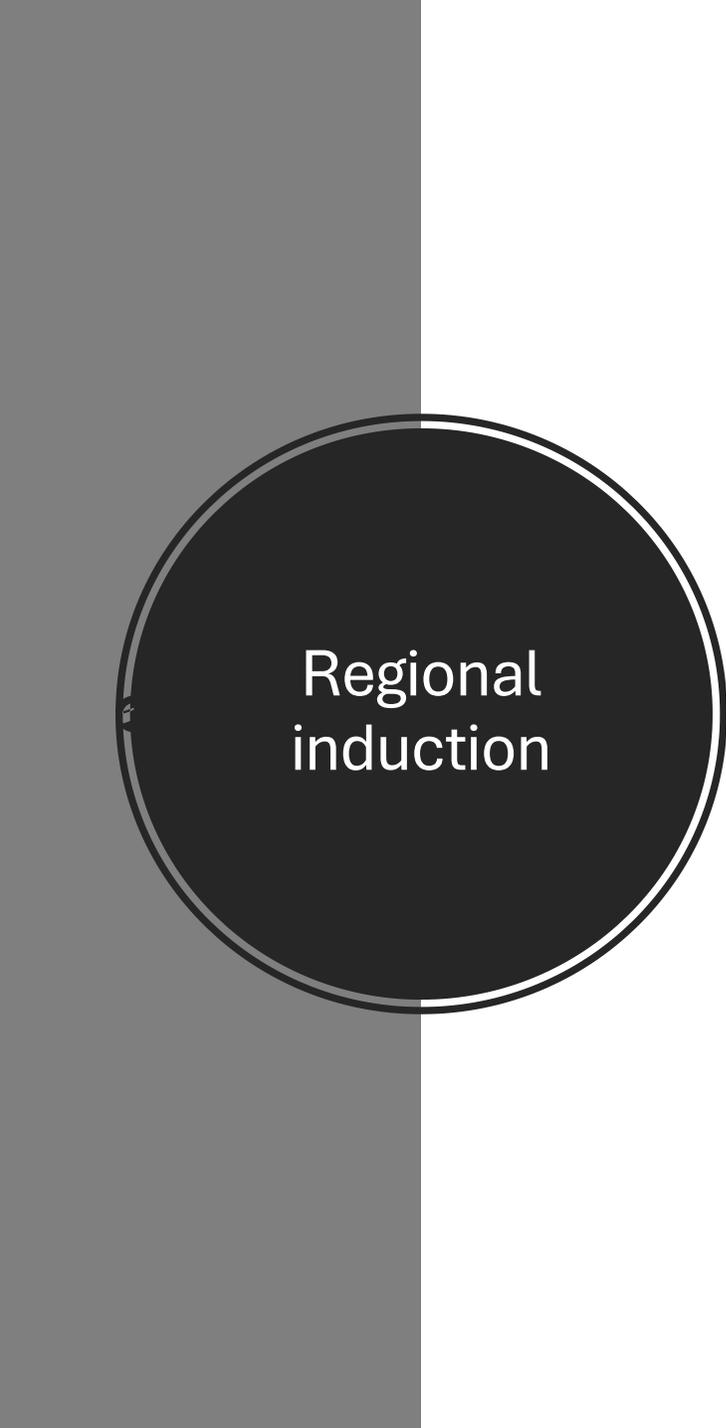
Background

- Significant number of international medical graduates working in the NHS
- Clear evidence for differential attainment across regions and specialties
- The wider learning environment is key to addressing this

Supporting transition for IMGs



Kehoe et al, 2016



Regional
induction

- NHSE SW WTE pre-induction webinar
- Local trust inductions



Aims and
objectives

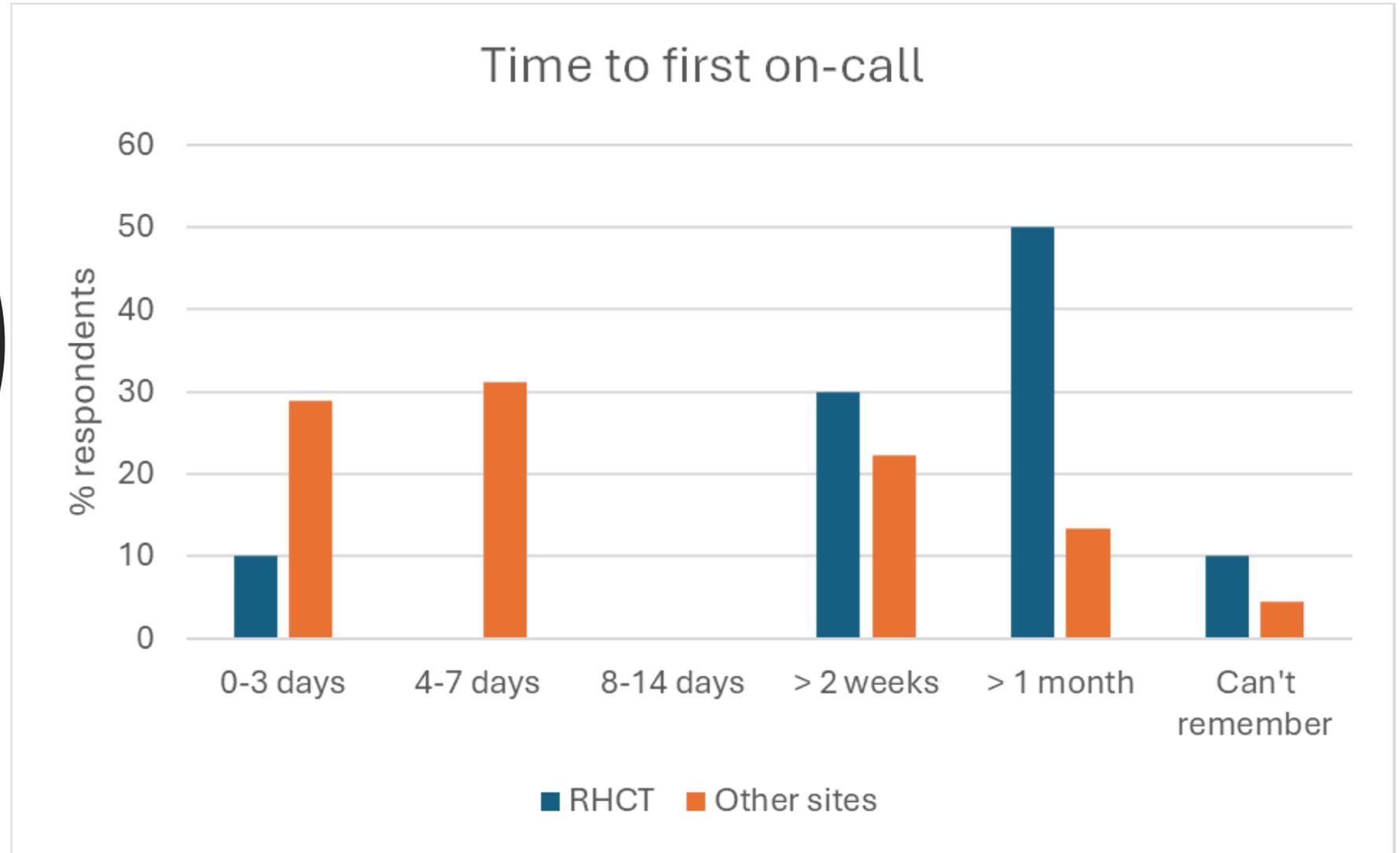
- To enhance understanding of the experience of induction across the region



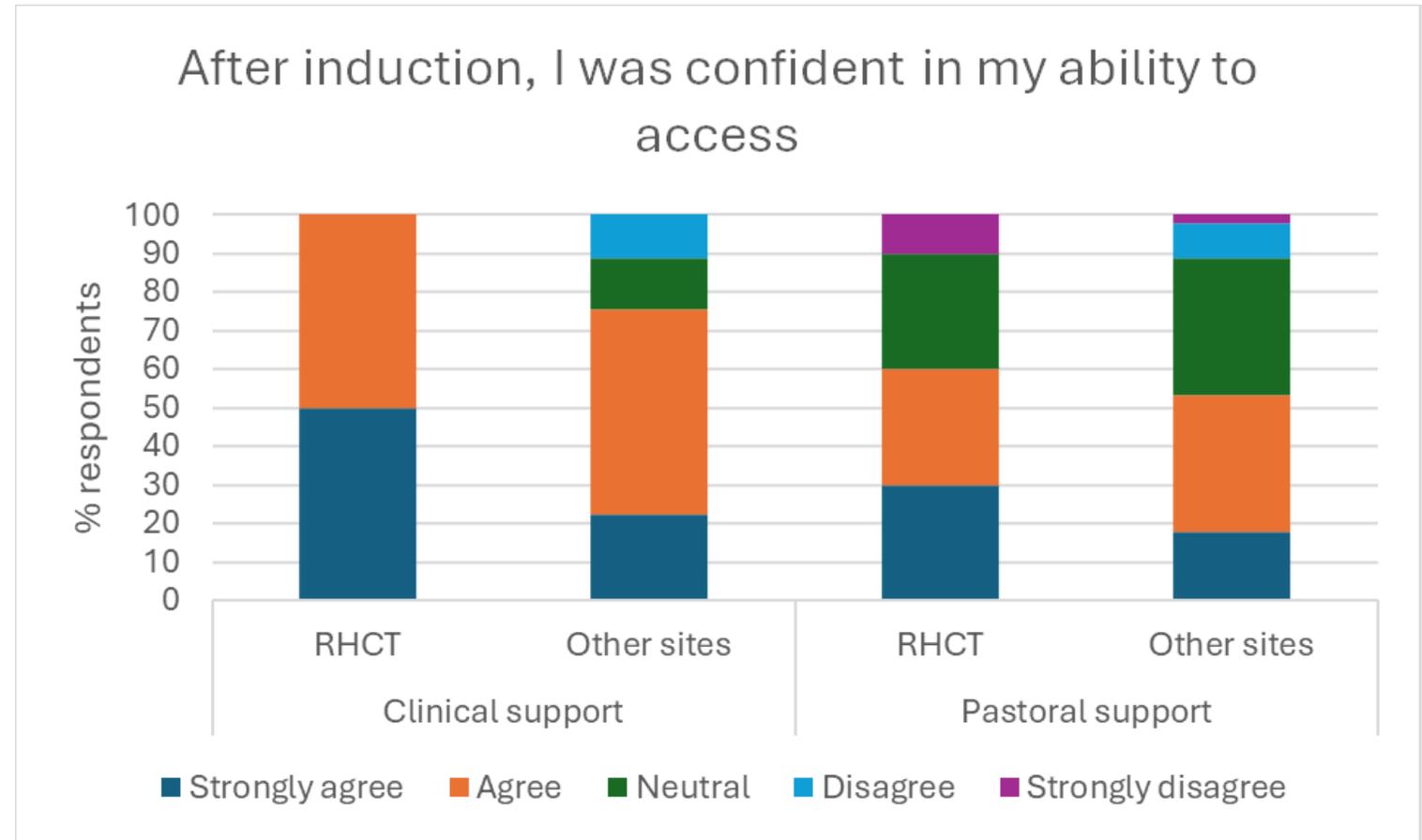
Methods

- Questionnaire based
- Sent to all IMG doctors in training who experienced an induction in August 2023

Results



Results



Qualitative feedback
Life at work



Provision of
specific
induction
programmes

“made us feel very welcomed without avoiding the issues and concerns, validated our experiences and celebrated the diversity of the group”

“Acknowledging some of the challenges facing the IMG is one place to start, and these were spotlighted during the Induction”

“The induction package itself made me feel valued”



Extended
induction
and
shadowing

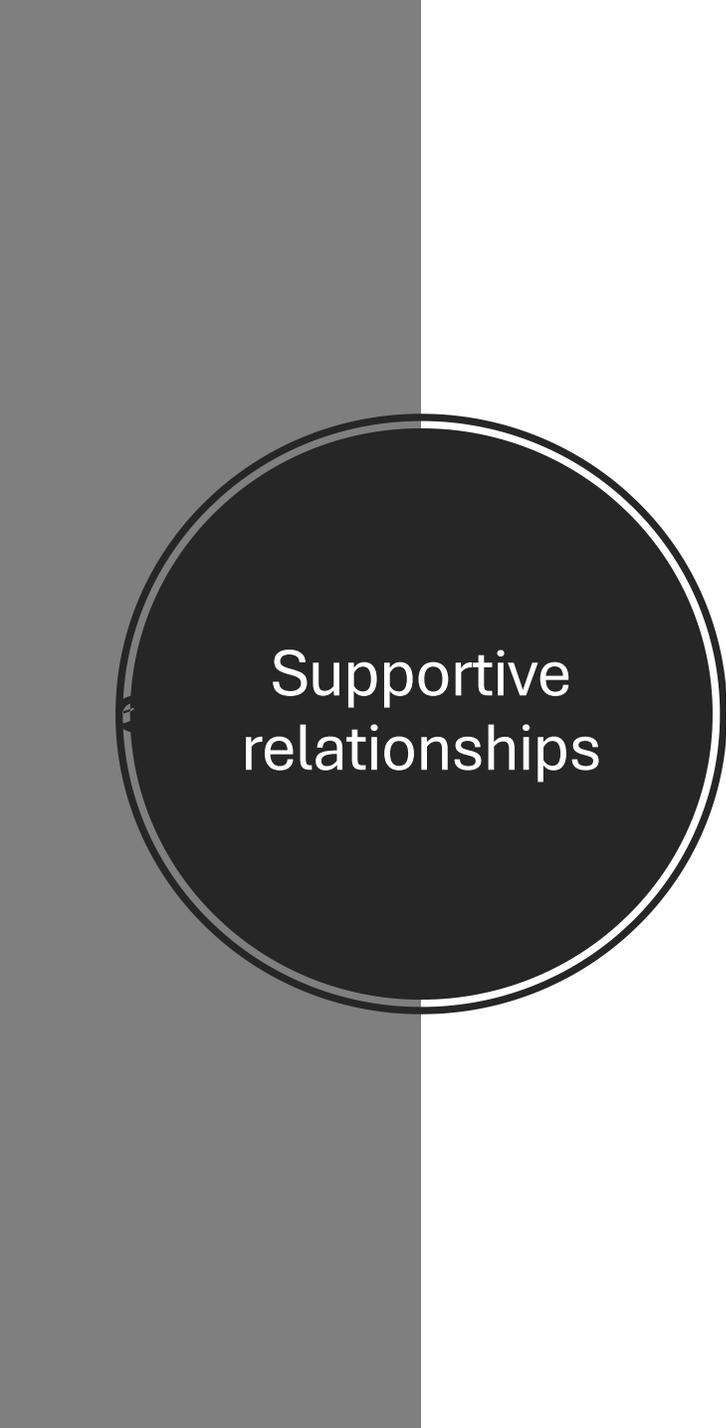
“Provide a period of shadowing for new trainees.”

“Departments to grant "settling in days" even without IMGs asking because some may not know how to do it. This is to enable people ease into their roles as working in a new place comes with a lot of anxiety.”

“Being supernumerary with someone more senior”

“To hear from colleagues who have worked in the system before, and a period of shadowing helped me adjust to my role”

“There could be a longer, mandatory shadowing period, specific to any rotation an IMG might be starting with. This will go a long way on getting them settled in without incredible pressure.”



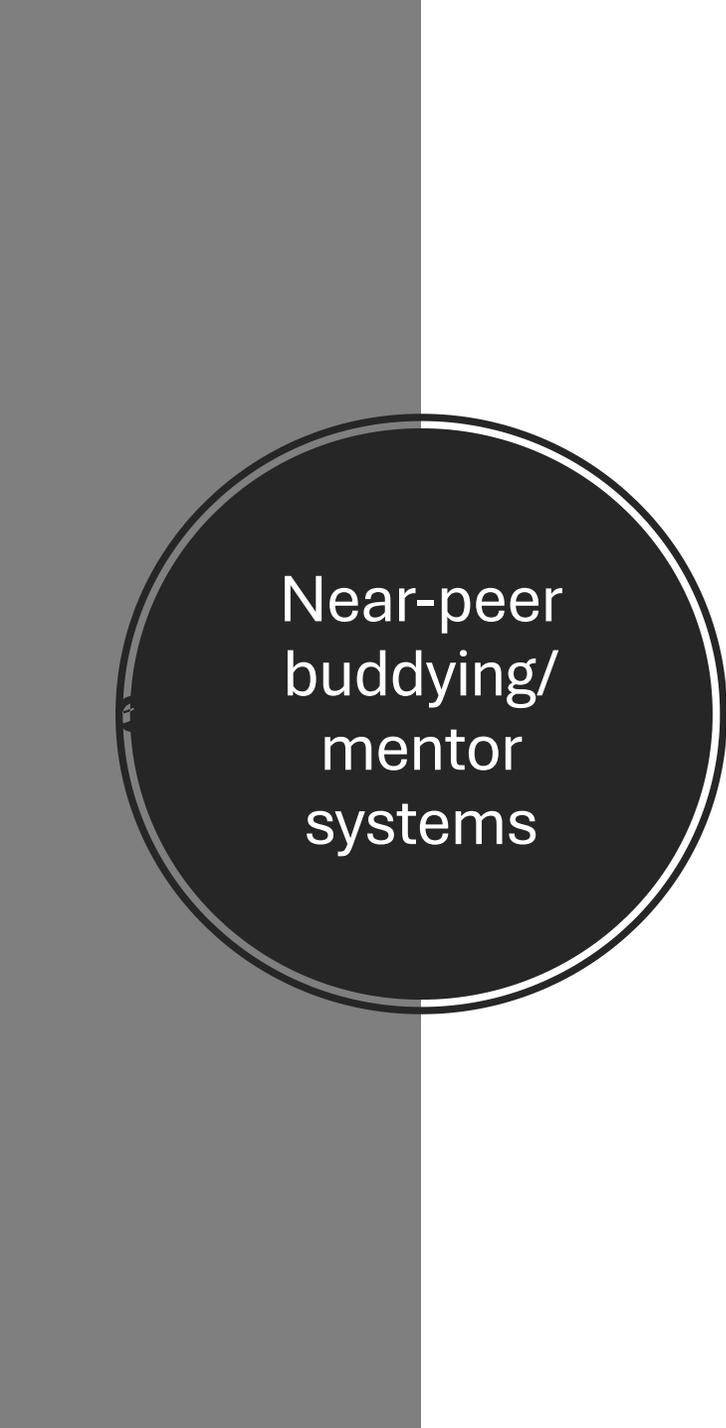
Supportive
relationships

“I had an outstanding Educational Supervisor that helped me feel supported”

“The team at the post-graduate centre are always warm and friendly which sounds quite simple but has such a profound positive effect on people who are thousands of miles away from family, might be feeling home sick and trying to quickly adapt to a new environment”

“I must commend the senior support at this Trust. It is very encouraging and helps alleviate a lot of the anxiety associated with clinical practice in a new environment and health system.”

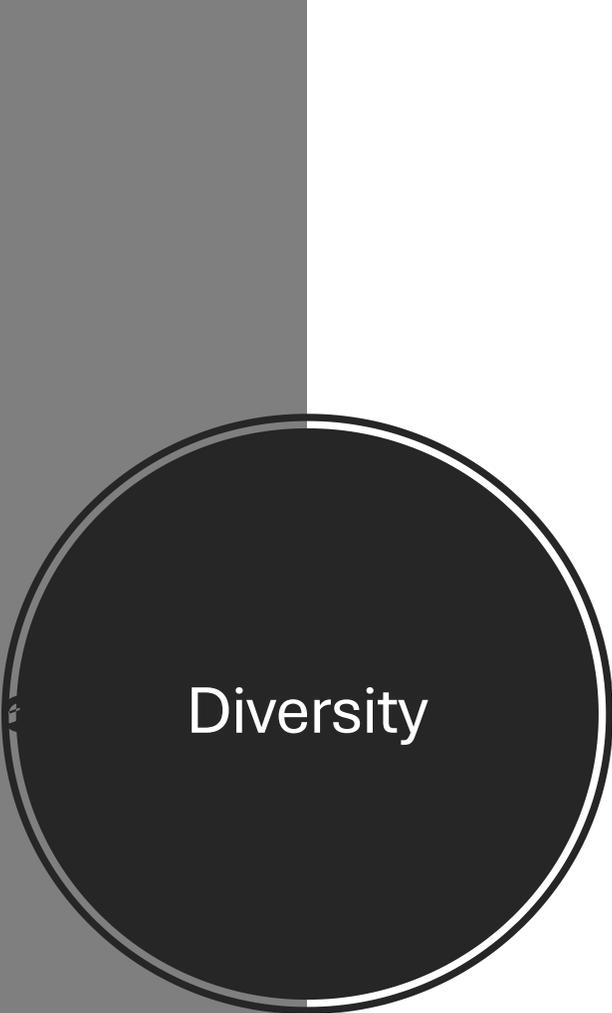
“I had an outstanding Education Supervisor that helped me feel supported, but if it wasn't for them I don't think there was anything else in place that made me feel supported.”



Near-peer
buddying/
mentor
systems

“They have a relatively vibrant IMG support group and regular meetings which is very nice”

“I had an IMG buddy, while this was not useful for me as he was in another speciality, it showed that they were thinking of our struggles. It also gave me the idea to look for an IMG peer in my specialty to ask questions”



Diversity

“There was very little diversity in the workplace and that can be improved”

“Having diversity in their senior ranks will help IMG integrate more quickly”

“Support systems should be run by IMGs who can liaise with other people to provide support to IMGs new to training programs”



Logistics

“Prior accommodation support for those who are coming directly is important as it is very difficult to get housing when you are outside UK”

“Something needs to be done about the accommodation situation for IMGs.”

“As an IMG, it really proved challenging to rent accommodation. I spent my time attending countless viewings, beginning in May 2023 as soon as I knew we were coming. Without an address, my kids couldn't start school. We couldn't register with a GP. This is a challenge peculiar to IMGs. When I think back to the Induction period, this is the one thing that sticks out as the most distracting, most distressing part of it all.”

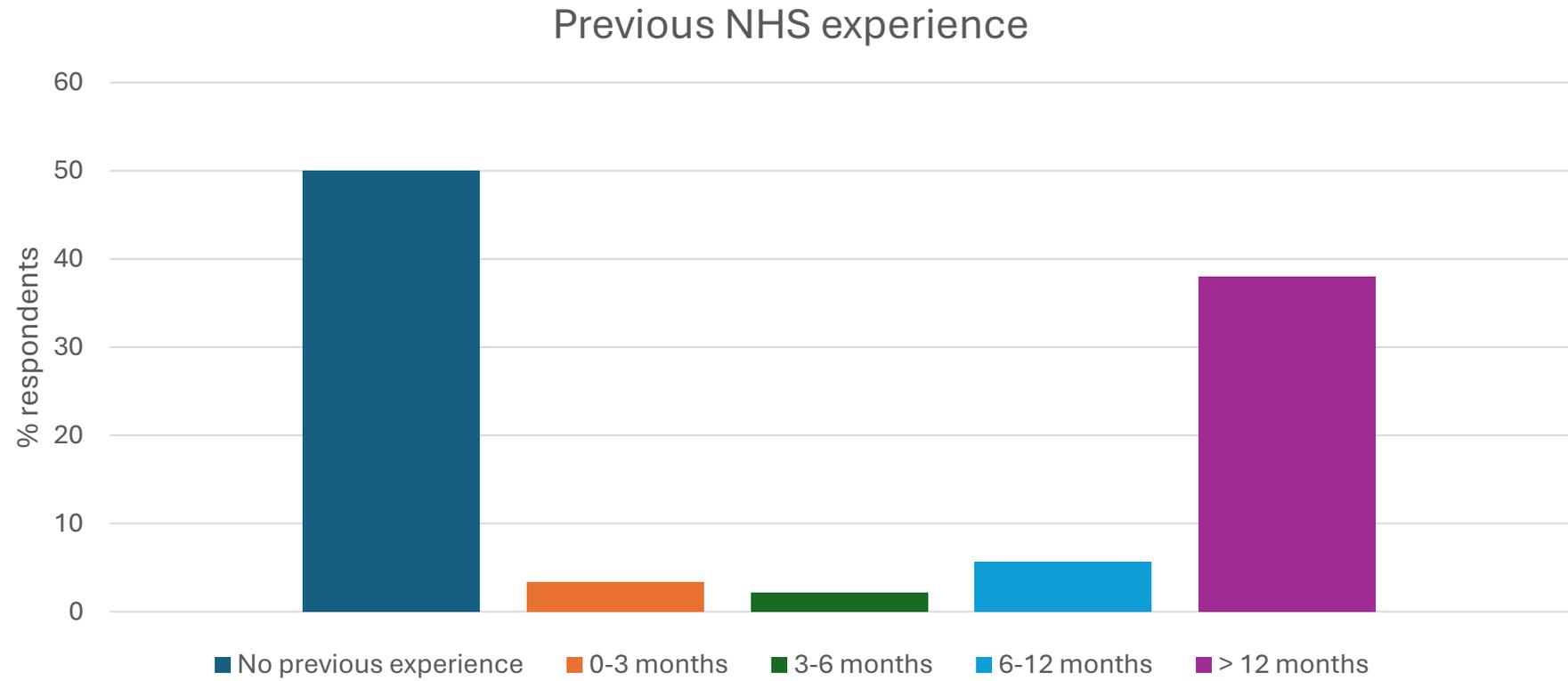
“Slow pace start to help me organise my renting place, food and other tasks”

“Restricted hours at work left me room to settle down outside of work”

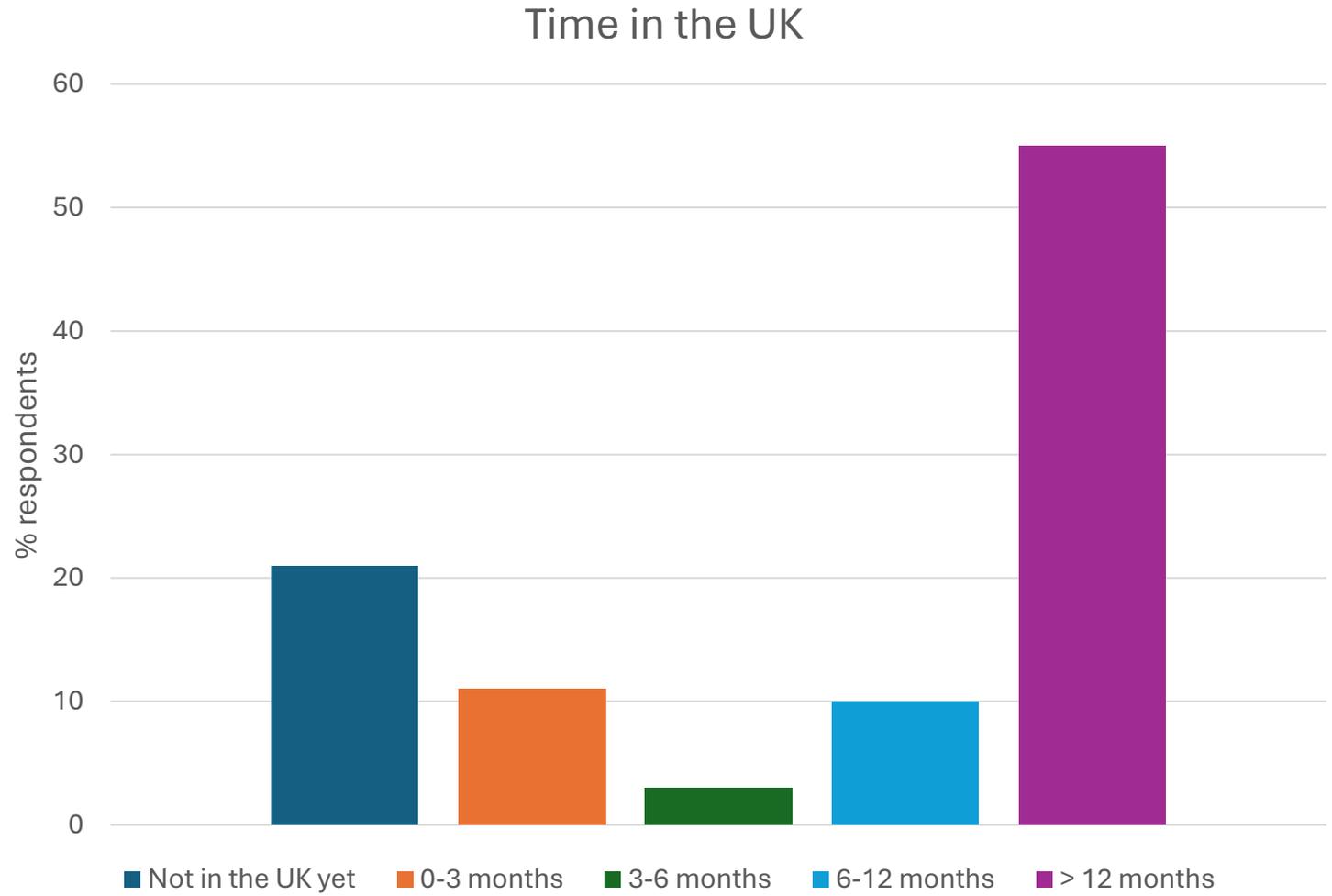
“Information on where to access services like salons, ethnic markets, worship houses and restaurants would help me settle in”

Pre-induction webinar

Previous NHS experience



Time in the UK



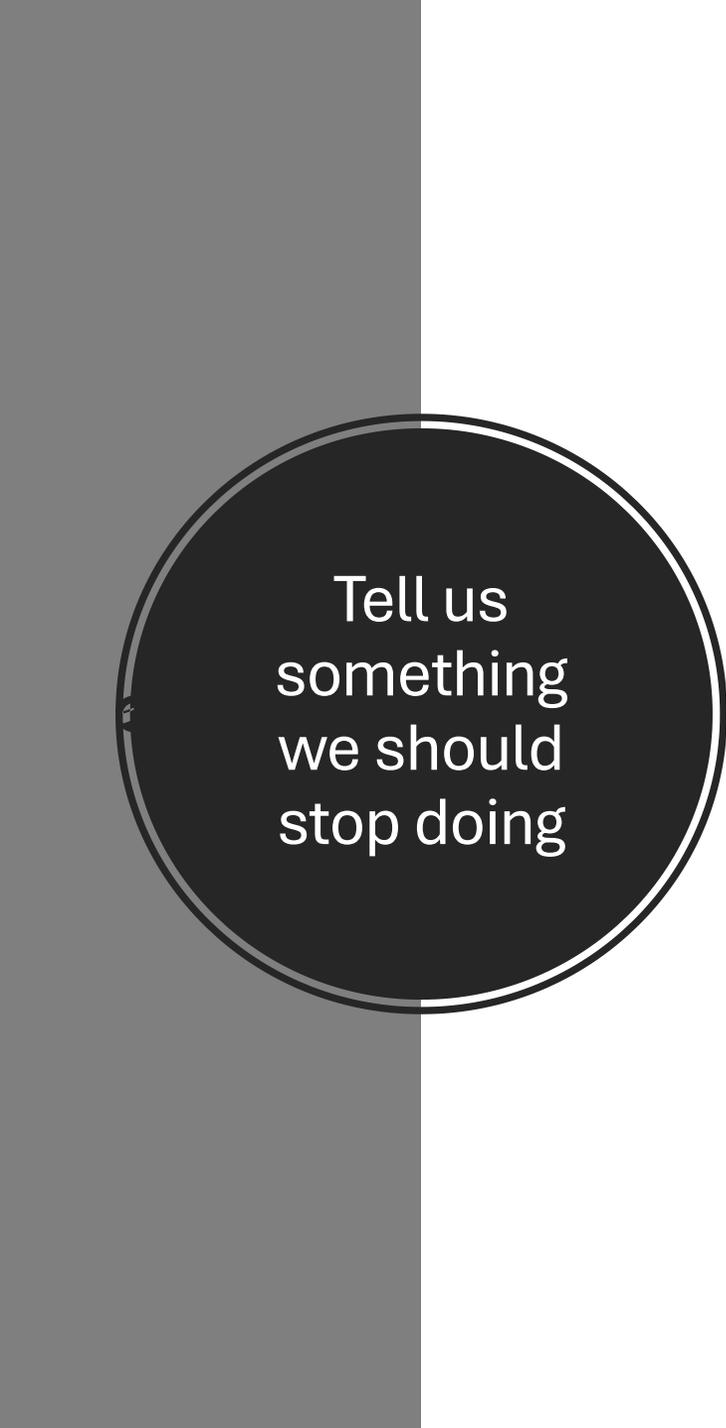
Programme

Theme	Topic	Estimated time
Getting started	Introduction to the SW	15 minutes
	Structure of the NHS	
	Role as a doctor	
Working lives	Understanding rota hours and the Guardian of Safe Working	45 minutes
	Annual and study leave	
	Understanding training and e-portfolios	
	Less than full time working	
	Indemnity	
	Wellbeing	
Day to day clinical practice	Multi-disciplinary team working	45 minutes
	Prioritisation	
	Resources to support clinical decision making	
	Prescribing	
	Treatment escalation decisions and DNAR	
Break 15 minutes		
Risk	Safeguarding	45 minutes
	Incident reporting & Duty of Candour	
Legal and ethical frameworks	Good medical practice	15 minutes
	Consent and confidentiality	
Q & A/Panel discussion		15 minutes



Tell us
something
we should
start doing

- Cover expectations of a FY1
- Split the webinar for foundation programme entrants and entrants to other training programmes
- How to manage daily workload, on-calls and clerkings
- Support for settling in the UK including things like accommodation
- How to organise your portfolio
- Introduction to training schemes and exams
- Include information on salaries, payslips and pensions



Tell us
something
we should
stop doing

- Break out groups



Summary &
recommendations

- Variability across region in induction offering
- Progress towards recommendations from NHSE SW WTE guideline
- Signpost incoming IMGs to pre-induction webinar
 - Continually refine content
 - Consider developing additional asynchronous resources
- Specific induction programmes are valued
- Enhance social prescribing offering
- Offer extended supernumerary periods
- Offer longitudinal support
- Consider specifically and regularly evaluating the experiences of IMG DiTs

Thank you!
Questions?

References

General Medical Council, 2023. Tackling disadvantage in medical education. Analysis of postgraduate outcomes by ethnicity and the interplay with other personal characteristics. Available at: https://www.gmc-uk.org/-/media/documents/96887270_tackling-disadvantage-in-medical-education-020323.pdf.

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