



**Sharing Best Practice
Conference**

**Supporting our IMG
Doctors**

World Café

Objectives:

- Identifying challenges faced in offering support for our IMG doctors.
- Sharing Best Practices
- Encourage collaboration and sharing from a range of perspectives.
- Create actionable solutions

“What practical solutions can we implement to overcome the challenges the NHS faces in supporting IMG doctors transitioning into UK practice,

and

what key actions can we, as educators and leaders, take back to improve the support in our work environment?”

Pre- conference survey

1. What are the main barriers IMG doctors face when transitioning into NHS work and training?
2. What challenges does your organisation and the NHS encounter when striving to provide tailored and adequate support for IMG doctors transitioning into UK practice?
1. What can Trusts do to support our IMG doctors new to UK NHS practice?

What are the main barriers IMG doctors face when transitioning into NHS work and training?

- Unfamiliarity of workplace, culture and language
- Challenges of finding accommodation and negotiating UK systems.
- Challenge of being away from friends and family in first instance
- Fear of judgement
- Unconscious bias and in some cases frank racism in the workplace
- External pressures (Banking, schools, shopping, local knowledge/geography, housing, missing family/isolation, transport/driving).
- Internal pressures (systems knowledge, processes, language barriers/colloquialisms, MDT working)
- Working out the unknowns and a feeling of belonging.
- Inadequate guidance and opportunities
- Language skills , cultural differences
- A lack of a supportive community outside of work so they can integrate and feel part of the UK, this could be provided by work colleagues linking up.
- It takes a long time to create a new community in a different country and in the short term they and their families can feel very isolated.
- Communication, different working cultures
- Practical things like accommodation, banks accounts. Language & communication barriers, too many IT systems, local lingo/ways of doing things
- Cultural understanding of how the NHS works.
- Levels of expectation of their managerial knowledge.
- No time for transition is guaranteed
- Cultural understanding of how the NHS works.
- Not understanding the systems that are in place; differences in culture such as speaking up and flat hierarchy different culture / local acronyms / absence from family adjustments
- The change in culture and attitudes
Difference in management protocol
- Inadequate transitioning
- Unfriendly colleagues
- Poor work support
- Poor orientation by employees/managing consultants
- Language barrier
- Over/under expectation
- Favouritism

What challenges does your organisation and the NHS encounter when striving to provide tailored and adequate support for IMG doctors transitioning into UK practice?

- Lack of time for proper orientation
- Large workload
- Overburdened work
- Not accepting responsibilities
- Finance for specific support, IMG Lead, admin etc.
- Protecting time for extended shadowing prior to joining and doubling up/buddying after arrival.
- Guaranteed funding to provide inductions and recruit and retain education workforce to support IMG doctors.
- Limited IMG events and workshops
- Lack of engagement from the IMG doctors during the targeted teachings sessions
- Not knowing what experience IMGs have when they arrive in departments
- Pressure of service work & cost of employing someone who is unable to safely deliver that service
- Changing cultural attitudes of particular staffing bodies. Particularly groups that are stressed and have frequent turn over of staff.
- Time needed to supervise not recognised by Trust
- Need for more tailored sessions addressing communication and leadership etc,
- Budgets, joined up thinking and cohesion across the NHS
- Different need for each individual doctor, time required to train
- timing - identifying who they are in time to get relevant info to them to be useful enough before they arrive

What can Trusts do to support our IMG doctors new to UK NHS practice?

- Month long clinical attachments before they start work
- Clear guidance on NHS Trust structures, medical routes within the UK, sponsorship advice, ongoing mentoring and support
- Appropriate induction to trusts and NHS as well as support with non-clinical adaptation eg accommodation, mentoring etc
- Consultants Drafting most of their management plans and how they like their patients managed, with common cases first.
- Hosting events for new IMG doctors and consultants to bond and get to be tutored
- Head of Units should make themselves more approachable and accessible.
- Enhanced Induction & Mentorship
Tailored IMG induction programmes, covering NHS culture, communication, and hands-on system training.
- Peer support groups or mentorship schemes with senior IMGs.
- More opportunities for paid shadowing before starting clinical duties.
- Cultural Competency & Communication Training
- Dedicated workshops on NHS communication styles, medico-legal responsibilities, and patient-centred care.
- Simulation-based training on handling difficult conversations, breaking bad news, and interacting with multidisciplinary teams.
- Wellbeing & Social Support
- Trust-led social events, IMG networking groups, and mental health support tailored for overseas doctors.
- Flexible working arrangements for those adjusting to NHS workloads.
- Clearer Career Guidance
- Seminars and workshops on specialty training, career progression, and alternative routes like CESR for non-training IMGs.
- Assistance with portfolio building and GMC revalidation.
- Improved Administrative & Logistical Support

What can Trusts do to support our IMG doctors new to UK NHS practice?

- Dedicated HR and Medical Education teams to assist with visa issues, housing, and contract explanations.
- Collaboration with local councils and IMG support organisations for smoother transitions
- Recognise need for excellent and well-informed supervision in job plans
- Better (and earlier) welcome/induction packages and recognition we have responsibility to provide accommodation (at least in the short term) and other external support to these groups
- Provision tailored sessions eg SIM.
- Work to change culture and address unconscious bias and racism in the workplace very vigorously.
- Provide protected time and structured enhanced inductions to support integration.
- A shared approach across the Southwest to avoid duplication and support intervention across both primary and secondary care organisations.
- Make a National Framework to help and support IMGs new to UK practise
- By providing some information booklets so that they can refer to them during their free time.
- Be welcoming and appreciative, listen to their concerns, exercise patience
- Allow time to train, give as much information and help before starting the job
- Access to helpful info early. Specific point of contact, mentoring/buddy system, specific skills days tailored to their needs
- More time of transition before being fully independent at work
- Increase the level of support from previous IMG fellows who managed to have successful career in the NHS
- Safe space to listen to their concerns without fear of their career being affected

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What action plan will you take away from today?

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How can we work collaboratively to provide this support across the Southwest?

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**Would you like to continue offering the GMC
Welcome to UK Practice workshop at your trust
induction or encourage doctors to access this
themselves through the GMC?**

① Start presenting to display the poll results on this slide.

A conceptual image for a graduation or medical theme. In the foreground, a brown graduation cap with a yellow tassel sits atop a globe. A silver stethoscope is draped over the globe. The entire scene is set on a laptop keyboard. The background is a blurred computer screen displaying a bar chart and a line graph. The text 'Thank you' is overlaid in orange on the right side of the image.

Thank you



Welcome to UK practice: information for doctors

[Book your place in GMC Online](#)

See our [guide to GMC Online](#) if you need help with this.

What is Welcome to UK practice?

Our free workshop is designed to support doctors new to the UK. Adapting to UK practice can be difficult for any doctor, regardless of where you're from or how experienced you are.

You will get practical advice, and explore different ethical scenarios that you may encounter. And you will learn more about our key standards and guidance.

<https://gmcuk.wordpress.com/2019/01/25/top-tips-to-help-you-settle-into-uk-practice/>

[Read Dr Mariam Mourad's blog about working in the UK](#)

Egyptian paediatrician trainee Dr Mariam Mourad moved from Cairo, where she qualified, to live and work in London. Read her blog where she shares some tips and advice.

Dr Mariam Mourad
Top tips to help
you settle into
UK practice



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