

# IMG Program Delivery at NBT

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NORTH BRISTOL NHS TRUST

## Introducing an Innovative International Medical Graduate (IMG) Induction

### Why do we need an IMG induction?

- In 2022 52% of new NHS doctors were IMGs
- IMGs leaving UK practice at a higher rate than UK graduates
- Staff from a minority ethnic background less likely to be appointed from shortlisting and more likely to enter a disciplinary process



Dr Samuel Westaway, Dr Jessica Casey, Ms Natalie Hay, Dr Sadie Rawlinson, Dr Huzaifa Adamali, Dr Mustafa Elsayed, Dr Samuel Taylor-Smith, Mr Kitt Richardson

# What we did and what they said...

## The Course

- 2-day course ran twice for IMG doctors new to the trust
- 21 attendees across 2 courses
- 1 to 10 years doctor experience
- 13 countries of primary medical qualification!

## Sessions Delivered

- Human Factors
- Teamwork Training
- Reflective Writing Workshop
- Portfolio Session
- IMG Expert Panel
- Wellbeing Session – Psychology
- Introduction to UK Practice – GMC

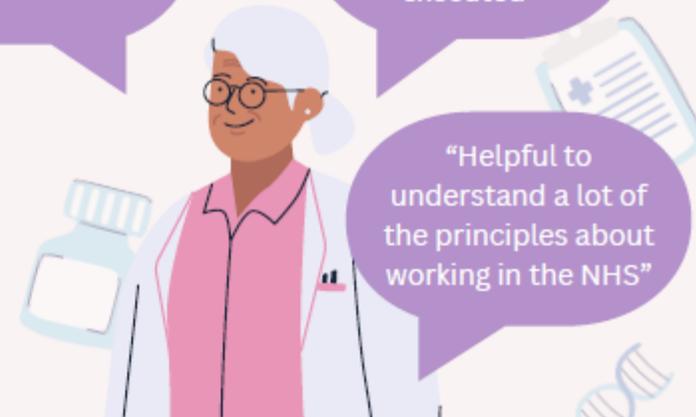
Overall, how would you rate your induction experience?

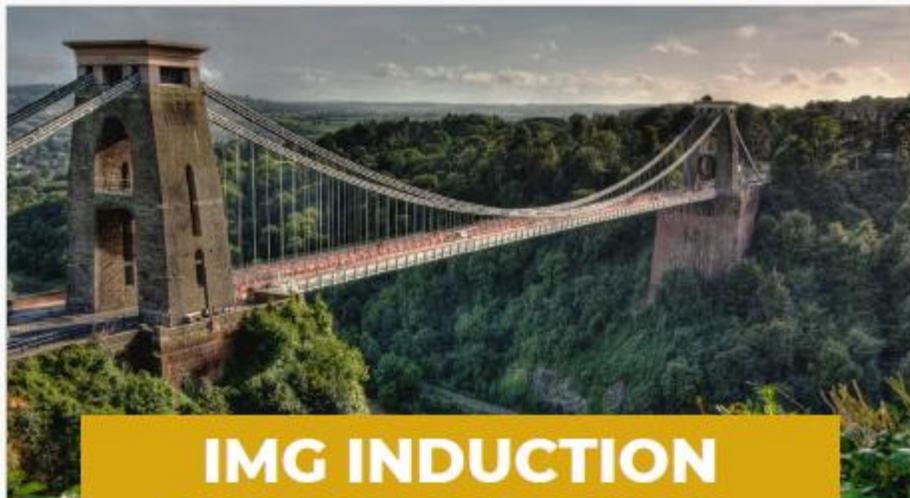


“Very useful for an IMG new to the NHS”

“Well thought out and elegantly executed”

“Helpful to understand a lot of the principles about working in the NHS”





# IMG INDUCTION WELCOME TO BRISTOL

## What to expect

This is a two-day tailored induction, designed by and for IMG's.

It aims to provide information, guidance and interactive workshops to help you get the best start in the NHS, as well as answer all those questions you're sure to have!

## Dates

February 24th & 25th 2025

August 26th & 27th 2025

## Includes:

- Guide to Bristol
- Intro to human factors
- GMC Welcome to UK Practice
- Wellbeing
- Reflective writing workshop
- Communication workshop
- Understanding your Portfolio
- Intro to BMA and MDU
- IMG Panel discussion

## Book Here

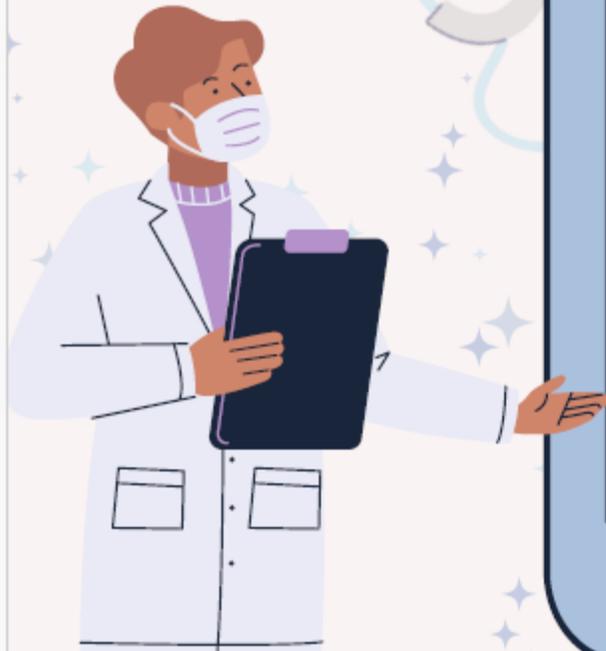


<https://tinyurl.com/3cyz9m73>

Monday 24 <sup>th</sup> February 2025 Seminar Rooms 3&4		Tuesday 25 <sup>th</sup> February 2025 Seminar Rooms 3&4	
08:45	Registration	08:45	Registration
09:00 – 09:15	Welcome & Intro	09:00 – 10:00	Support/Wellbeing for IMG doctors at <a href="#">NBT</a> <ul style="list-style-type: none"> <li>• Olivia Donnelly</li> <li>• Janet Angus</li> </ul>
09:15 - 09:45	Guide to Bristol <ul style="list-style-type: none"> <li>• Su Yin Mon</li> </ul>	10:00 – 11:00	Reflective Writing/DNA CPR Comms <ul style="list-style-type: none"> <li>• James/Emily</li> <li>• Jess/Katy</li> </ul>
09:45 – 12:00	Intro to Human Factors  Coffee  Teamwork <ul style="list-style-type: none"> <li>• Sim team</li> </ul>	11:00 - 11:15	<b>COFFEE</b>
		11:15 – 12:15	Reflective Writing/DNA CPR Comms <ul style="list-style-type: none"> <li>• James/Emily</li> <li>• Jess/Katy</li> </ul>
		12:15 – 12:45	Payslip <ul style="list-style-type: none"> <li>• Nicholas Hayward</li> </ul>
12:00 – 13:00	<b>LUNCH</b>	12:45 - 13:45	BMA/MDU Talks & <b>LUNCH</b> <ul style="list-style-type: none"> <li>• Hazel</li> <li>• Fraser Coleman</li> </ul>
13:00 – 16:30	GMC Welcome to UK Practice <ul style="list-style-type: none"> <li>• Kate Pilgrim</li> <li>• Hilary Sawyer</li> </ul>	13:45 – 14:45	Portfolio <ul style="list-style-type: none"> <li>• Huzaifa Adamali</li> <li>• Joe Philip</li> </ul>
		14:45 - 15:45	IMG Panel <ul style="list-style-type: none"> <li>• Huzaifa</li> <li>• Sanjay Gandhi</li> <li>• Su Yin Mon</li> </ul>
		15:45 – 16:00	Feedback & Close

## Looking ahead...

The IMGs were asked for their suggestions for improvements to the induction course...



### **IMG Buddy System**

“This would really help IMGs share tips & tricks - not just work/career related but other issues, such as housing, opening a first bank account, cultural difference etc.”

### **Orientation to training pathways**

“talk about the general UK training pathways, the cut off and entry points in trainings, transition from FY-IMT/CST-HST-consultancy... enable us to work towards signing off the correct training form for specialty training.”

### **Further Research**

Follow up attendees to understand challenges they encountered when commencing clinical practice and if the course could be adapted to address any unmet needs.

# In addition....

- Drop-in session with Dr Adamali: Monday 1-5 pm
- Support with portfolios, appraisals, CREST
- Mental health and pastoral care
- QIP development and research opportunities
- Access to SIM training program
- Eolas App
- IMT Interview Support
- MRCP 1 and 2, PACES Teaching

# Stepping Stone: Practical Skills for the CREST Form

## SKILLS INCLUDE:

- Injection technique
- IV access and therapy
- Venepuncture and blood cultures
- ABCs
- ECG interpretation
- Peak flow
- Male and female catheterisation
- Airway management and basic airway adjuncts
- Patient communication and consent

This 1-day course will provide international medical graduates with hands-on practice of the basic skills required for roles in the UK, supporting their transition to UK clinical practice and aiding in satisfactory **sign-off of their CREST forms.**

By the end of the course, participants will be more confident in performing these procedures required for safe patient care.

27TH SEPT 2024  
17TH JAN 2025

**BOOK NOW**

Free for current NBT Employees  
£79.00 per place for external candidates  
Please email [SimSpace@nbt.nhs.uk](mailto:SimSpace@nbt.nhs.uk) to book



[SimSpace@nbt.nhs.uk](mailto:SimSpace@nbt.nhs.uk)



[@SimSpaceBristol](https://www.simspacebristol.com)



L&R Building,  
Southmead Hospital

## Proposal for Enhancing the CREST Form Process for IMGs

### Introduction

The Certificate of Readiness to Enter Specialty Training (CREST) form plays a pivotal role for International Medical Graduates (IMGs) as they navigate the transition into postgraduate medical training in the UK. It serves as a formal declaration of readiness, documenting competencies achieved during their initial clinical practice. However, the process of completing and validating CREST forms has posed significant challenges for both IMGs and the postgraduate department. As the lead for IMGs, I have identified key areas where we can intervene to enhance the accuracy, timeliness, and credibility of this process.

By adopting a structured approach, informed by best practices from organizations like the General Medical Council (GMC) and Health Education England (HEE), we aim to address these challenges systematically. This narrative outlines the challenges, proposes solutions, and illustrates how a centralized, transparent, and accountable system can improve outcomes for all stakeholders.

### Challenges in the Current Process

The existing CREST form process faces the following challenges:

1. **Inconsistent Oversight:** Supervisors operate with limited involvement from the postgraduate department. Without centralized oversight, there is variability in how competencies are assessed, and forms are completed. This lack of consistency risks undermining the credibility of the process. (General Medical Council, 2023).
2. **Credibility and Bias Risks:** Supervisors may inadvertently allow biases or inconsistencies to influence their evaluations. This is particularly problematic in cases where evidence is unclear or insufficiently documented. Studies have shown that training assessors can reduce variability in competency assessments and mitigate unconscious bias (Smith et al., 2022; NHS Employers, 2021).
3. **Timeliness Issues:** IMGs often experience delays due to insufficient reminders and a lack of real-time progress tracking. This can slow down their career progression and create unnecessary stress. Digital tools, such as the ePortfolio system have been proven to improve timeliness and accountability in similar contexts (RCP, 2020).
4. **Educational Gaps:** Supervisors and IMGs lack a comprehensive understanding of CREST competency requirements. This leads to inconsistent documentation and reliance on informal guidance, which may not always align with GMC standards (NHS Employers, 2021).

### 1. Centralized Oversight by the Postgraduate Department

The postgraduate department will play a more active role in managing the CREST form process. A dedicated CREST Coordinator will be appointed to oversee submissions and act as a liaison between supervisors and IMGs. This individual will ensure all forms meet competency requirements and are supported by appropriate evidence.

All completed CREST forms will be submitted to the postgraduate department for review before final approval. This review process will involve a standardized checklist to ensure consistency and thoroughness.

This centralized approach aligns with recommendations from Health Education England, which emphasizes the importance of departmental accountability in competency-based assessments (Health Education England, 2022).

### 2. Training and Standardization

Training is critical to ensuring that supervisors have the skills and knowledge to complete CREST forms accurately. We propose:

- A. **Mandatory Supervisor Training:** Supervisors will attend workshops and complete e-learning modules focused on:
  - Understanding GMC competency requirements.
  - Documenting competencies with appropriate evidence.
  - Recognizing and mitigating unconscious bias in assessments (Smith et al., 2022; GMC, 2023).
- B. **Detailed Guidance Document:** A comprehensive resource will be distributed to all supervisors and IMGs. This document will provide clear instructions on how to meet CREST requirements, including timelines, examples of acceptable evidence, and a step-by-step guide for completing the form (NHS Employers, 2021).

Standardized training and guidelines will reduce variability, improve accuracy, and build confidence among supervisors and IMGs.

### 3. Digital Tools for Tracking and Auditing

To modernize the process and ensure timely submissions, we propose the introduction of a digital submission platform. This platform will allow supervisors to upload CREST forms, track their progress, and receive automated reminders for pending submissions.

Additionally, the postgraduate department will implement a random auditing process. Selected forms will undergo a detailed review to verify that the evidence provided aligns with the competencies claimed. This auditing mechanism will enhance credibility and accountability. (RCP, 2020; Nason et al., 2021).

### 4. Feedback and Continuous Improvement

The proposed system will include a robust feedback mechanism to ensure continuous improvement.

- **Quarterly Feedback Sessions:** Regular feedback sessions will provide a forum for IMGs and supervisors to discuss challenges, share best practices, and suggest improvements.
- **Annual Review:** The postgraduate department will conduct annual reviews of the process, incorporating audit findings and feedback to refine guidelines and workflows (NIHR, 2021)

## LOCAL AND GLOBAL CONFLICT REFLECTIVE SPACE

In light of our current local and global landscape, there is recognition for the need for a collective space to reflect and connect as colleagues.

As we continue to witness violence and racial unrest, we are aware that this remains a particularly challenging time for many colleagues working to support others in the workplace and services, as well as families we see with loved ones who are affected.

### When and Where:

We invite colleagues to join a facilitated reflective space taking place on:

**Wednesday 14th Aug, 15:30-17:00 (in person)**

**Please email [natacha.shaban@nbt.nhs.uk](mailto:natacha.shaban@nbt.nhs.uk) if you would like to join the reflective space. Updates on the room location will be provided on LINK**

### Aims and Intentions:

This space intends to be supportive and collaborative, with empathy and compassion forming its foundation. The space is not for sharing political perspectives. The group facilitators will guide the group when necessary to maintain a respectful and compassionate atmosphere.

The group will be an **opportunity to think about the impact of current/recent conflicts, and how we can take care of ourselves and each other.**

### What to expect from the space:

This space will involve a 1 hour reflective practice, followed by 30 minutes to discuss options for further support. The reflective space will start and end with a mindfulness exercise. In the group we will explore the following questions:

- *What is coming up for you at the moment around current/recent conflicts? For example, thoughts, feelings, bodily sensations and or responses.*
- *Sharing with each other what you appreciated about what was said in the group.*
- *What is one thing you can do to take care of yourself in light of what is taking place?*
- *What can you do to take care of others, our teams, and communities?*
- *What is one thing you have appreciated about being in today's group?*

This space has been developed and will be facilitated by by Dr Sabinah Janally and Dr Natacha Shaban (Clinical Psychologists in Staff Psychology) with support from colleagues within our organisation.

