



**Manchester University**  
NHS Foundation Trust



**Health Education England**

# Supporting International Medical Graduates

**Dr Aruna Hodgson, Associate Dean, HEENW**

**Dr Sujesh Bansal, Consultant Anaesthetist, ADME & Director  
of Manchester International Fellowship Programme, MFT**

**Dr Sharukh Khan, Trainee**

**Wednesday 27<sup>th</sup> April 2022 2.30pm to 4.00pm**



# Learning Objectives

- Discuss the particular educational and support needs of doctors who trained overseas, focussing primarily on those who are new to the UK.
- Enhance supervisors' ability to support these doctors effectively so they can thrive within their trust and specialty.

The word "OBJECTIVES" is displayed in a 3D, block-letter font. Each letter is a different color and has a slightly weathered, textured appearance. The letters are arranged in a single row and are set against a dark, rectangular background that looks like a wooden surface.

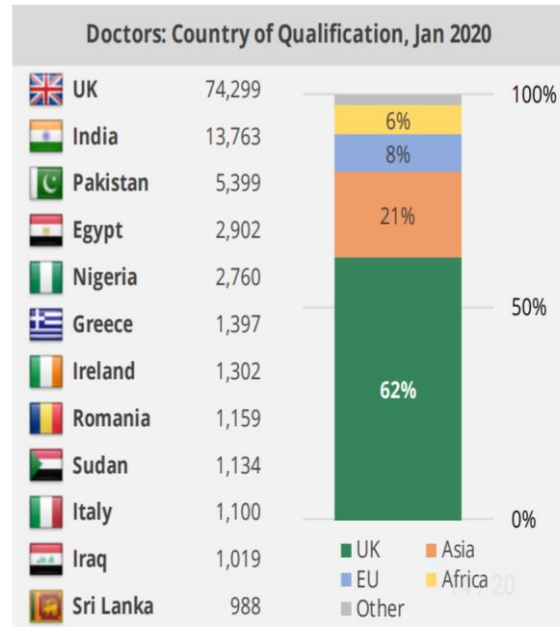
# Overview

- Introduction
- Your experiences of supervising IMGs, especially those new to the UK
- Trainee perspective
- Cultural aspects
- What is happening in the NW to support IMGs?
  - Peer buddies
  - HEENW enhanced induction
  - Induction checklist
  - Induction Handbook
- Discussion/ questions

# INTRODUCTION

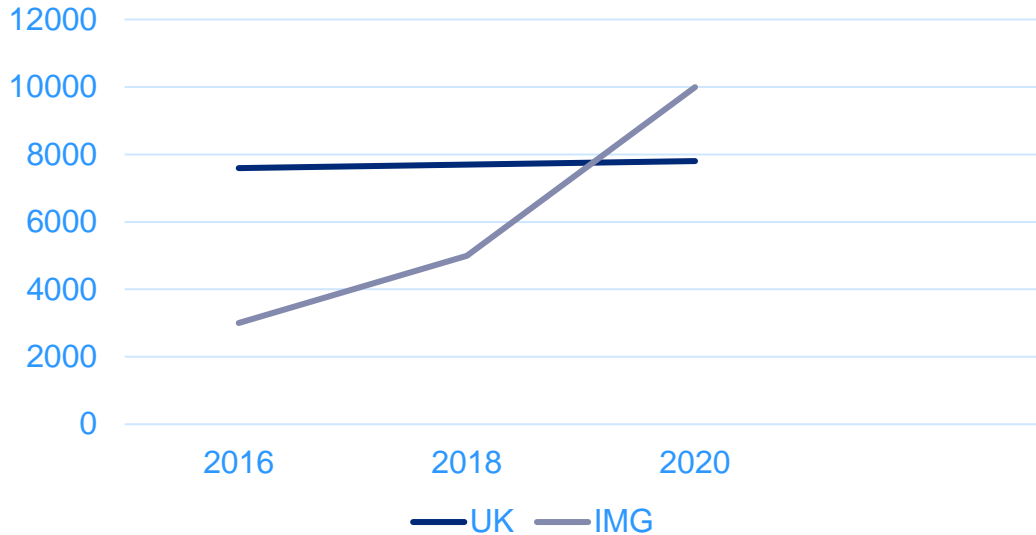
# Nationality/ Country of Qualification of NHS Doctors

- 71% British
- 13.5% Asian
- 9.1% EU
- 4.8% African



<https://commonslibrary.parliament.uk/research-briefings/cbp-7783/>

# Doctors joining the GMC Register by Primary Medical Qualification



[https://www.gmc-uk.org/-/media/documents/somep-2020\\_pdf-84684244.pdf](https://www.gmc-uk.org/-/media/documents/somep-2020_pdf-84684244.pdf)

# GMC Fair to Refer Report (2019)

- 1.2% of non-UK graduate doctors were referred to the GMC by employers 2012–17 compared to 0.5% of UK graduate doctors.
- 1.1% of BAME doctors were referred to the GMC by employers 2012–17 compared to 0.5% of white doctors.



# Differential attainment

- Different groups of doctors progress through training at different levels
- Exists across all measures of progression e.g. exam pass rates



- Research suggests variation is not easy to address & due to a variety of social, economic & cultural factors
- Cannot rule out discrimination and bias

<https://www.gmc-uk.org/education/14105.asp>

Slide from Mumtaz Patel



# Sharing your experiences

- Have you supervised an IMG doctor before, especially one new to the UK?
- If so, what has worked well?
- Have you experienced any particular challenges?



# SUPPORT FOR IMGs IN THE NORTH WEST

# HEENW Enhanced Induction

- **Virtual half-day session**
- August 2021 – trainees only
- January 2022 – trainees & locally employed Drs
- Third session scheduled for 21.7.22
- Plan to continue running every 6 months

## Welcome to Health Education England in the North West (HEENW)

Enhanced Induction for International Medical Graduates New to the UK -  
Foundation, Core & Specialty trainees & Locally Employed Doctors

Thursday 20<sup>th</sup> January 2022

1.30 to 4.30pm

via Microsoft Teams: [Click here to join the meeting](#)

### PROGRAMME

1.30pm	<b>Welcome &amp; Introductions</b> Aruna Hodgson
1.40pm	<b>Overview of the National Health Service and Health Education England</b> Aruna Hodgson
2.00pm	<b>A day in the life of a North West trainee</b> Toni Frgacic
2.30pm	<b>Surviving your first on-call</b> Toni Frgacic
3.00pm	<b>Break</b>
3.15pm	<b>Communication</b> Mahmoud Ahmed
3.45pm	<b>How does culture affect performance?</b> Sujesh Bansal
4.15pm	<b>Discussion and Next Steps</b>
4.30pm	<b>Close</b>

#### Who is this programme for?

This induction programme is designed for doctors who are either new to the UK or have been working in the UK for less than 12 months. It supplements the induction you receive in the trust where you are working and/ or from your specialty school (where applicable).

# IMG Induction Checklist & Good Practice Guidance

- Introduced summer 2021
- Checklist available as a Word document or now online

<https://healtheducationyh.onlinesurveys.ac.uk/induction-checklist-for-international-medical-graduates-new-to-the-uk>

- Or see EDI webpage Useful Resources section

<https://www.nwpgmd.nhs.uk/north-west-trainee-equality-diversity-and-inclusion-network>

  
Health Education England

**INDUCTION FOR INTERNATIONAL MEDICAL GRADUATES NEW TO THE UK**  
**HEENW Good Practice Guidance and Checklist**

This guidance and checklist aim to help trusts identify and support training grade doctors who are either newly arrived in the UK or have been working in the UK for less than 12 months. Some aspects may also be useful for trainees who have worked in the UK previously e.g. in locally employed or SAS doctor posts, but this is their first training grade post.

Trainees new to the UK or who have been working in the UK for less than 12 months should be offered an enhanced induction programme and access to a peer buddy in order to help them settle into their new post and to thrive in their work. The enhanced induction should be provided **in addition to** the usual trust, departmental and (where applicable) Specialty School inductions.

The Induction Checklist (pages 4 & 5) should be used by the Educational Supervisor at their induction meeting with the trainee. It supplements the induction meeting form on the portfolio, which should also be completed.

It is recognised that some trusts already have good practice in supporting international doctors who are new to the UK. Some of the elements outlined in this guidance may, therefore, be in place already.

**1. Identifying trainees who are new to the UK**

At present there is no robust system for identifying trainees who are new to the UK. When making initial contact with trainees e.g. to send information about trust induction, trusts should therefore ask all trainees to answer the following question:

- Are you new to working in the UK? Yes/ No
- Have you been working in the UK for less than 12 months? Yes/ No

If trainees answer "Yes" to either of these questions, they should be provided with the enhanced induction and support outlined in the rest of this document.

Trusts may also wish to ask trainees whether there has been a gap since they last worked in clinical practice. Any trainee who has been away from clinical practice for 3 months or more can access the Supported Return to Training resources. Further information is available at <https://www.nwpgmd.nhs.uk/supported-return-to-training>.

# IMG Handbook

- A copy is available on the HEE NW website at: <https://www.nwpgmd.nhs.uk/north-west-trainee-equality-diversity-and-inclusion-network> (scroll down to Useful Documents section).

Welcome to the North West -  
A Handbook for International  
Medical Graduates



Guidance on settling into life and work in the North West of England

# Further initiatives

- Masterclasses for IMGs - two held so far:
  - Wellbeing & resilience
  - Reflective practice
- Aim is to hold more – faculty needed!



- Online modules for supervisors of IMGs – in development

