

INDUCTION FOR INTERNATIONAL MEDICAL GRADUATES NEW TO THE UK

NHSE NW Good Practice Guidance and Checklist

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Welcoming and Valuing International Medical Graduates: a national guide to induction for International Medical Graduates

Since the first version of the NW Good Practice Guidance was introduced in July 2021, a national guide to induction for International Medical Graduates (IMGs) has been developed, entitled “**Welcoming and Valuing International Medical Graduates**”. This was launched in July 2022.

The resources available include:

- A detailed guidance document on general aspects of induction (pastoral, professional practice, language and communication, IT systems)
- Specialty-specific induction guidance for Psychiatry, Anaesthetics, Emergency Medicine, Paediatrics, Obstetrics and Gynaecology, and Surgery
- An e-learning module for IMGs, their employers and educators
- Supplementary resources to support induction to professional medical practice in the UK

See <https://www.e-lfh.org.uk/programmes/nhs-induction-programme-for-international-medical-graduates/> for full details.

NHSE NW Good Practice Guidance and Checklist: Purpose and Overview

The purpose of this summary guidance and induction checklist is 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, where this is their first training grade post.

This good practice guidance highlights some specific aspects of the national IMG induction guidance, and it is advised that you consult that document for more in-depth information.

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 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 5 & 6) should be used by the Educational Supervisor at their induction meeting with the trainee. It supplements the induction meeting form on their eportfolio, 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 Postgraduate Doctors in Training who are new to the UK

The Lead Employer identifies IMG doctors who are appointed to training programmes having applied from outside of the UK and provides specific information to them. This includes pre-employment guidance and information about settling into the UK. Further details are at [Lead Employer - MWL | International Colleagues \(merseywestlancs.nhs.uk\)](https://merseywestlancs.nhs.uk/Lead-Employer-MWL-International-Colleagues).

The Lead Employer will notify trusts if any of their new starters are known to be new to the UK in the management information sent 8 weeks before their start date.

NHSE NW also endeavours to identify doctors new to training who have been in the UK for less than 12 months so they can be invited to the regional IMG Enhanced Induction, along with those new to the UK. The application process for training programmes asks doctors whether they have been in the UK for 12 months or less. However, this isn't a mandatory question, and some doctors don't reply to it.

Hence, when making initial contact with postgraduate doctors in training (PG Drs) e.g. to send information about trust induction, trusts are advised to ask all PG Drs 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 a PG Dr answers "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 PG Drs whether this is their first training post in the UK, or if there has been a gap since they last worked in clinical practice. Any PG Dr who has been away from clinical practice for 3 months or more, or this is their first UK training post, can access the Supported Return to Training (SuppoRTT) resources. Further information is available at [Supported Return to Training \(SuppoRTT\) | Health Education North West \(nwpgmd.nhs.uk\)](https://www.nwpgmd.nhs.uk/Supported-Return-to-Training-SuppoRTT).

2. Enhanced induction

This should be provided in addition to the usual trust, departmental and (where applicable) Specialty School inductions, and should consist of the following components:

- (i) **GMC Welcome to UK Practice** - <https://www.gmc-uk.org/about/what-we-do-and-why/learning-and-support/workshops-for-doctors/welcome-to-uk-practice>
- (ii) **NHSE NW Induction for International Medical Graduates**
 - GP PG Drs – contact england.gptraining.nw@nhs.net for details of the next induction session
 - Foundation, core and specialty PG Drs – contact england.imgsupport@nhs.net for details of the next induction session
- (iii) **Enhanced Specialty School Induction (where available)** – details available via the relevant Specialty School team. May include, for example: use of eportfolio, ARCPs, reflective practice, specialty examination preparation & support, experiences of a current IMG PG Dr.

3. Practical support

Trusts may wish to consider offering some, or all, of the following to welcome PG Drs who are new to the UK. However, it is recognised that not all aspects may be feasible.

- Airport pickup
- Assistance with finding accommodation
- Help with registering for a bank account and National Insurance number
- Guidance on registering with a GP
- Advice regarding local amenities e.g. supermarkets, leisure facilities
- Welcome pack with basic groceries

4. Shadowing period and enhanced supervision

PG Drs who are new to the UK will benefit from a period of shadowing. As a minimum they should work under the close supervision of a named senior doctor (SAS Dr or consultant) for at least the first 2 weeks of their placement. Some PG Drs may require a longer period of enhanced supervision, depending on their previous experience and how quickly they settle in to working in the UK.

5. Pastoral support

PG Drs who are new to the UK may come from a cultural background and healthcare system very different from the UK and may not have any local support network unless they have friends or relatives who are already in the country. Educational Supervisors should therefore be aware that such doctors may need additional pastoral support and guidance throughout their placement.

- Where available, the PG Dr should be offered a peer buddy. An experienced IMG Peer Buddy will be a supportive colleague and friendly face and will help the new IMG doctor to understand workplace culture and facilitate social rooting.
- The PG Dr may wish to join an IMG support network e.g. Facebook has an “International Medical Graduates in the UK” group. There are also a number of specialty and country-specific groups for IMGs. If there are several new IMGs in a trust or specialty, they may wish to form a Whatsapp group for support.
- The Educational Supervisor should consider meeting with the PG Drs on a more frequent basis than they might do with other PG Drs, particularly in the first few months of their post.

6. Useful links

BMA Toolkit for Doctors New to the UK - <https://www.bma.org.uk/advice-and-support/international-doctors/life-and-work-in-the-uk/toolkit-for-doctors-new-to-the-uk>

GMC Welcome to UK Practice course - <https://www.gmc-uk.org/about/what-we-do-and-why/learning-and-support/workshops-for-doctors/welcome-to-uk-practice>

NHSE NW International Doctors webpage - https://www.nwpgmd.nhs.uk/careers_advice/careers/international_doctors

NHS Induction Programme for International Medical Graduates - <https://www.e-lfh.org.uk/programmes/nhs-induction-programme-for-international-medical-graduates/>

INDUCTION CHECKLIST FOR INTERNATIONAL MEDICAL GRADUATES NEW TO THE UK

This form should be used for any Postgraduate Doctor in Training who is new to the UK or who has been working in the UK for less than 12 months. It may also be useful for those who have worked in the UK previously e.g. in locally employed or SAS doctor posts, where this is their first training grade post.

It should be completed by the Educational Supervisor as part of the induction meeting. It supplements the induction meeting form on the e-portfolio, which should also be completed.

GENERAL	
Name of International Doctor	
Date of starting current post	
Name of Educational Supervisor	
Date of this meeting	
MEDICAL EDUCATION	
Has the IMG Dr worked in the UK before? If Yes, give details of how long / what posts	
GMC Welcome to UK Practice booked/ completed?	
NHSE NW Induction for International Doctors discussed / completed?	
Specialty School Enhanced Induction discussed/ completed? (where available)	
IMG handbook provided? (where available)?	
Does the IMG Dr have any concerns about their work?	
NHS CULTURE	
IMG Dr aware of Trust processes and electronic systems including exception reporting, sickness reporting etc	
IMG Dr aware of need for indemnity cover and has this in place?	
IMG Dr aware of specialty-specific requirements e.g. eportfolio, workplace-based assessments, reflective practice, ARCP, exams	

Does the IMG Dr need any guidance about local accents/ dialects?	
Do they need a period of shadowing? If Yes, give details of how this will be accommodated	
PRACTICAL ISSUES AND SUPPORT	
Does the IMG Dr need advice re any practical issues? e.g. setting up a bank account, registering with a GP, local amenities	
Does the IMG Dr have any support network in the UK e.g. relatives or friends?	
Has a Peer Buddy been offered & allocated (<i>where available</i>)? (Name of Peer Buddy)	
Does the IMG have any religious needs? E.g. location of local temple or mosque, support for prayer needs during the working day	
Does the IMG Dr know how to access wellbeing support, if required?	
Does the IMG Dr know how they can access additional support/advice e.g. by contacting IMG Lead or Postgraduate department or Guardian of Safe Working or Freedom to Speak Up Guardian of the Trust?	
Does the IMG Dr need any other information or support?	
Any other Comments by ES and/or IMG Dr	

IMG Dr's Signature _____

Educational Supervisor's Signature _____

Date _____