

International Medical Graduate (IMG) Induction Programme - London

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What are International Medical Graduates (IMG)?

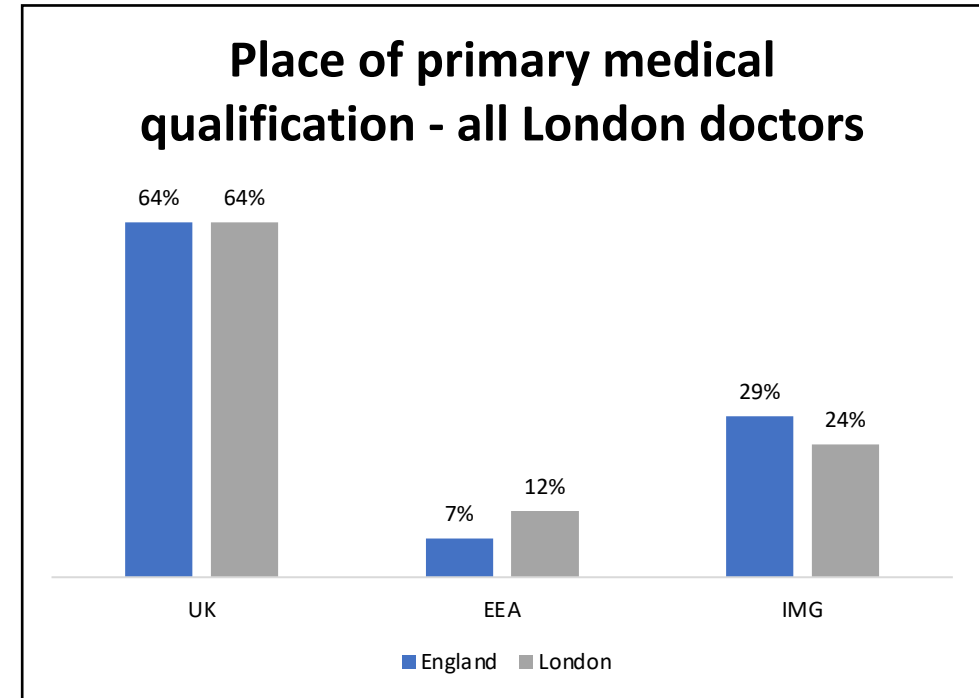


An **international medical graduate (IMG)** is a doctor who has graduated from a medical school outside of the country where he or she intends to practice.



Why We Need An IMG Induction

- Currently 41.9% of the NHS medical workforce are from ethnic minority (EM) backgrounds
- There is substantial evidence showing that EM staff are likely to experience racism and discrimination
- Many have poorer experiences and progression opportunities
- The extent to which an organisation values its minority staff is a good barometer of how well patients are likely to feel cared for
- Within London approximately 24% of the medical workforce are IMGs



Why We Need An IMG Induction

IMGs will need additional support in comparison with local graduate doctors. Doctors who have undertaken medical training overseas are faced with extra difficulties such as:

- They are often more isolated and less integrated with their peers, on personal and professional levels
- They have more to learn on entering the job market, in terms of integrating into society and understanding how to obtain and progress things local people take for granted.
- Some may come from cultures where mental health is stigmatised, making it harder for them to ask and accept help
- Many IMGs work as locums or in multiple specialty areas, and without a formal or informal support structure, this can create additional problems

Our Aim

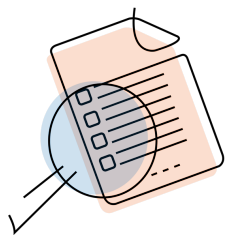
“Improving the orientation process for IMG Doctors, which is aligned with our aspirations to embed the people promise pillars for our workforce”

The GMC Support Overseas Doctors

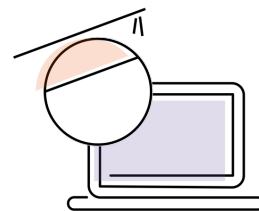
- The GMC offer a free half day training which should be delivered as part of an IMG induction
- It covers a wider range of ethical situations that might be different in the UK to their home country, such as confidentiality and consent guidelines.
- Newcastle University evaluation research of the training shows:
 - Significant improvements to understanding of GMC guidance, confidence and patient-centredness
 - 3 month follow ups showed the intention to change practice resulted in actual changes.
- The GMC have data and contact details for eligible IMG's linked to the place where they are connected to for revalidation purposes (usually their employer)
- In London we can see that Kings College has 108 doctors eligible for WtUKP but haven't attended, and Guys and St Thomas have 105. |

IMGs are in all/majority of our Trusts through perm appointments or via locum appointments and they have a right to be inducted and well supported. All the key partners GMC, BMA, NHSE, HEE and Royal Colleges all want to see this change happen now!

BMA International Affiliate Membership - £44 a year



Contract checking service 1 in 5 contracts are incorrect, get yours checked by the BMA.



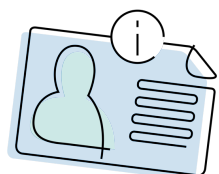
Help with PLAB, writing a medical CV and interview skills.



FREE access to world class learning resources. The **BMJ** and **BMJ Learning** modules, **BMA Library**. Includes JAMA and Oxford foundation series.



Support with ethics, culture and working in the NHS.



Support with GMC registration and applying to work as a Doctor in the UK.



SCAN HERE TO JOIN TODAY

SUPPORTING YOU

UNITING THE PROFESSION.



The Launch



Date: 27th June 2022

Aim: An opportunity to celebrate the collaboration and reflect on the need for continuing partnership to support IMGs throughout their careers.

National Exemplar Sites

- Barnet, Enfield and Haringey Mental Health NHS Trust
- Newcastle Upon Tyne Hospitals NHS Trust
- Manchester University NHS Foundation Trust
- South Tyneside and Sunderland NHS Foundation Trust
- Pennine Care NHS Foundation Trust
- Royal Free London NHS Foundation Trust

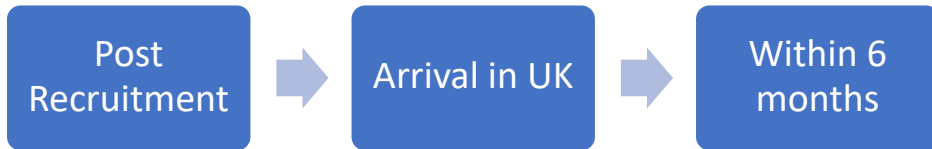


Trailblazer Sites for London

- Barnet, Enfield and Haringey Mental Health NHS Trust
- Kingston Hospital NHS Foundation Trust
- Royal Free London NHS Foundation Trust

The Process

Three Stage Model



This flowchart will guide you through the steps to be taken in the run-up to an IMG doctor joining a Trust up until 6-months into their placement. The flowchart has been designed to provide Trusts with guidance, structure, and practical advice that can adapt to make the induction process meaningful.

Welcoming and Valuing International Medical Graduates NHS Induction Programme Flow Chart for Trusts



Trust requirements	
In place?	Requirement
Y / N	Familiarise yourself with the NHS Induction Programme for IMGs ; specifically, the guidance document .
Y / N	Identified an IMG lead in the Medical HR and Postgraduate Medical Education departments who understands all incoming IMG Doctors to the Trust, and has the local knowledge to support IMG arrivals
Y / N	Trust specific materials to share with IMG arrivals
Y / N	Trust induction programme including required aspects as per the NHS Induction Programme for IMGs
Y / N	Peer support, mentoring and supervision systems in place (including method of allocation and appropriate training in place)
Y / N	Feedback loop for continuous improvement of induction programme implemented

Stage 1 - Post recruitment

To support IMG Doctor's orientation before they arrive

- Offer letter sent by email to recruit in their home country; including local IMG induction pack ([see section A of guidance](#)). The NHS Induction Programme for IMGs and eLearning links should also be shared.
- Contract letter sent by email to recruit in their home country, including local IMG induction pack, NHS Induction Programme for IMGs and eLearning links. This is shared a second time to reinforce the message.
- Understand the individual doctor's situation to ensure they have information and support to meet their needs.
- Provide the doctor with assistance in finding rental accommodation; it may be helpful to provide accommodation for at least their first week.
- Providing and explaining terms of visa and immigration status with a link to further info (including family members where appropriate).
- Ensure the HR team has details on the doctor's travel plans and provides directions from the airport to accommodation and place of work.

Welcoming and Valuing International Medical Graduates NHS Induction Programme Flow Chart for Trusts



Stage 2 - Arrival in UK

- Meet and greet the doctor on arrival and take them to accommodation if relevant.
- Practical support is explained to the doctor ([See section A 2.1-2.13 of guidance](#)).
- Welcome letter and induction pack provided including all necessary information about the Trust and department they are joining.
- Peer support in place and explained ('Buddy' and group of other IMGs) ([see section A 2.14-3 of guidance](#)).
- Mentor and supervisor identified ([see section A 4 of guidance](#)).
- On the first day on-site provide the doctor with an ID badge, log in details and other essential equipment e.g., a smartcard.
- Trust Induction completed including:
 - Professional practice in the UK induction (to include GMC Welcome to UK practice session) ([see section B](#))
 - National Language and Communication induction ([see section C](#))
 - IT and Electronic Patient Records and Coding induction ([see section D](#))
 - Any Speciality Specific induction
 - (Psychiatry [see section E](#), Anaesthetics [see section F](#), Emergency Medicine [see section G](#))
- Supervisors to work with each Doctor to explore any language and communication needs and agree on a learning plan as applicable ([See section C](#)).

Stage 3 - Within six months of arrival

- Feedback received from newly arrived IMG doctors and reviewed to incorporate into the local induction programme
- Supervisor to conduct an informal review of the settling-in period and identify any existing personal needs
- IMG and Supervisor to review any learning needs agreed when started and an action plan agreed to address any outstanding needs

The Process – Trust Requirements

- Familiarise yourself with the NHS Induction Programme for IMGs; specifically, the guidance document.
- Identified an IMG lead in the Medical HR and Postgraduate Medical Education departments who understands all incoming IMG Doctors to the Trust, and has the local knowledge to support IMG arrivals
- Trust specific materials to share with IMG arrivals
- Trust induction programme including required aspects as per the NHS Induction Programme for IMGs
- Peer support, mentoring and supervision systems in place (including method of allocation and appropriate training in place)
- Feedback loop for continuous improvement of induction programme implemented

The Process – Stage 1 (Post Recruitment)

- Offer letter sent by email to recruit in their home country; including local IMG induction pack (**see section A of guidance**). The NHS Induction Programme for IMGs and eLearning links should also be shared.
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The Process – Stage 2 (Arrival in UK)

- Meet and greet the doctor on arrival and take them to accommodation if relevant.
- Practical support is explained to the doctor (**See section A 2.1-2.13 of guidance**).
- Welcome letter and induction pack provided including all necessary information about the Trust and department they are joining.
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- Mentor and supervisor identified (see section A 4 of guidance).
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- Trust Induction completed including:
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 - National Language and Communication induction (**see section C**)
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 - Any Specialty Specific induction
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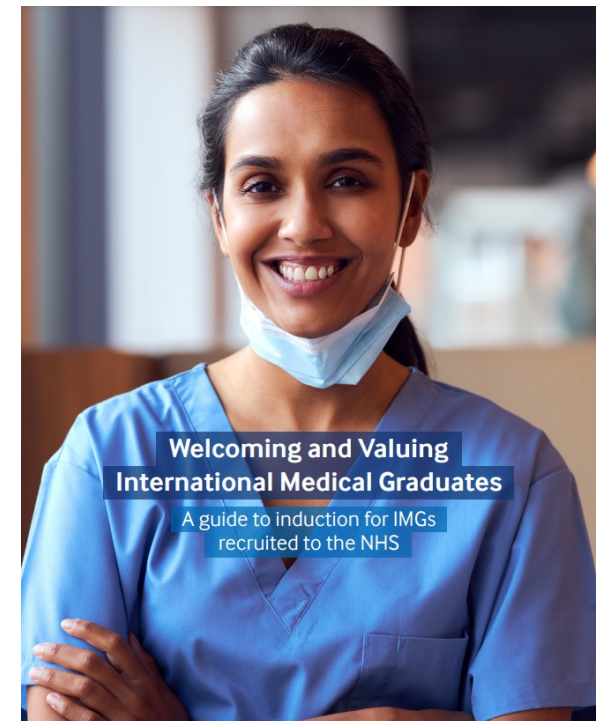
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Resources

Welcoming and Valuing International Medical Graduates: A guide to induction for IMGs recruited to the NHS

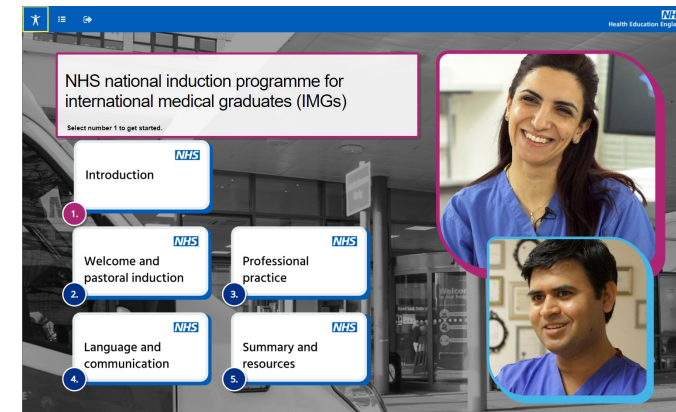
- The National Induction programme has been designed to ensure that all international medical graduates (IMGs) recruited to the NHS are welcomed, valued, and supported as they transition to UK clinical practice.
- <https://www.e-lfh.org.uk/programmes/nhs-induction-programme-for-international-medical-graduates/>



Resources

NHS National Induction Programme for International Medical Graduates (IMGs) - eLearning for healthcare

- Provides overseas trained doctors, and their prospective employers and educators, with an introduction to the National Induction Programme for International Medical Graduates
- It will describe some of the challenges of moving to a new healthcare system and outline the support and resources that will be available to all overseas-trained doctors planning to take up posts in the NHS
- The session will introduce the key themes of the Induction Programme, which will be illustrated by personal narratives, case studies and advice from educators.
- <https://portal.e-lfh.org.uk/Component/Details/760060>



Stay Connected

As the IMG Induction programme recently launched, we are keen to understand how the guidance is being implemented in practice.

It is with this in mind, that we would welcome all feedback, and to know about the success stories as well as the challenges.

We want you to work collaboratively to establish an IMG induction offering that best suits your Trust and provides a comprehensive induction for the new starters



[#IMGInduction](https://twitter.com/IMGInduction)



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[IMG Induction Website](#)



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