



International Medical Graduates' Handbook

This handbook was created by a group of doctors who have all worked or trained outside of the UK. We understand some of the unique difficulties that International Medical Graduates face when moving to the UK, and we want to share some of the things that we wish we knew before coming to work in the UK.

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Abbreviations

A&E – Accident and Emergency
ALS – Advanced Life Support
ARCP – Annual Review of Competency Progression
BLS – Basic Life Support
BMA – British Medical Association
BRP – Biometric Residence Permit
COS – Certificate of Sponsorship
CREST – Certificate of Readiness to Enter Specialty
Training CS – Clinical Supervisor
DBS - Disclosure and Barring Service
ES – Education Supervisor
GMC – General Medical Council
GP – General Practice
HEE – Health Education England
HR – Human Resources
ILS – Intermediate Life Support
MDDUS – Medical and Dental Defence Union of
Scotland MDU – Medical Defence Union
MPS – Medical Protection Society
NHS – National Health Service
NI – National Insurance
OH – Occupational Health
Ofsted – Office for Standard in Education, Children’s Services and
Skills PDP – Personal Development Plan
SAS – Specialist and Associate Specialist
TPD – Training Programme Director
WPBA – Workplace Based Assessment

Welcome to Yorkshire and the Humber

Congratulations on your appointment to one of the most diverse and dynamic regions to continue your medical career! As the deanery with the highest proportion of International Medical Graduates, you are truly welcome.

Yorkshire has a huge variety of places to explore: from the beaches of Scarborough and Whitby, to hill walking in the Yorkshire Dales, to the restaurants of Bradford and York, Yorkshire offers a huge range of experiences, and we hope that you will enjoy your work and personal time with [all that the region has to offer](#).

Letter from the Deans

If you are an international doctor looking to train in the UK, we hope that by coming to Yorkshire and the Humber you have come to the right place!

We have a long tradition and track record in training international medical graduates and have for many years been top of the league in terms of numbers of IMG.

This guide is designed to give you practical advice and is designed by doctors for doctors who are new to the UK but also new to the NHS. We appreciate the diversity of the medical training cultures you will have experienced, but also value what that can bring to the NHS. Although there will be a lot to learn and take in, you will be given advice about what you can expect when you start work and some tips from other international doctors.

However, it is not all about work. This is also about your life in a new country. Yorkshire and the Humber is a diverse place, with a mixture of urban and rural environments. There are well established ethnic minority communities in the region with a wide range of shopping and international cuisine.

Every year doctors from all over the world come to work and train in the NHS. By choosing our region we hope that you will join us as valued colleagues and not just a doctor to fill a shortage profession. Our aim is that you will feel valued, respected and belong to our region

Jon Cooper, Postgraduate Dean
Jon Hossain, Deputy Postgraduate Dean
Fiona Bishop, Deputy Postgraduate Dean

The International Medical Graduates' Handbook - Introduction

Moving house, starting a new job, moving away from family structures and adapting to a new culture are often considered some of the most stressful life events. As an International Medical Graduate coming to the UK, you may be experiencing several of these life events at the same time! It is a huge undertaking, and it can feel lonely and isolating to navigate these stressors alone. We hope that this handbook will act as a good starting point to help guide you through this difficult transition. It was created by a group of doctors who have all worked or trained outside of the UK. We understand some of the unique difficulties that International Medical Graduates face when moving to the UK, and we want to share some of the things that we wish we knew before coming.

This handbook is not meant to be a comprehensive guide, but we hope that using this handbook will make this challenging transition somewhat easier. We also would like for this to be a useful, living document, shaped by the experiences of the people who come here. If there are any sections that you would like to add or amend please contact the Ethnicity, Diversity and Inclusivity Lead at the Trainee Executive Forum (EDI TEF leads).

We would like to extend our sincere thanks to the team behind NHSE Wessex's IMG handbook, which consists of Dr Peter Soliman, Dr Syed Muhibullah Husaini and Dr Midhun Paul for providing inspiration and support for our work. And for our Deputy Deans, Ms. Fiona Bishop and Mr. Jon Hossain for being staunch advocates of International Medical Graduates, and for their work in making Yorkshire and Humber a great place to train

Meet the IMG Handbook team



Heba Abdelbari, Paediatrics Trainee, South Yorkshire and Leadership Fellow

Hi! I graduated from Cairo University in Egypt and am a South Yorkshire Paediatrics Trainee. I support the IMG forum at the School of Paediatrics and have enjoyed collaborating on the IMG handbook to facilitate integration into living and working practises in the Yorkshire and Humber Region. My top tip would be to take care of yourself and your colleagues. Happy to be contacted at heba.abdelbari@nhs.net

Mahwish Munawar, GPST1 Y&H Pennine Scheme, IMG Rep.

I have spent more than a decade in the UK and closely observed the number of problems IMGs encounter. I decided to take up the role of IMG rep and created an IMGs Dine out and well-being group in my trust to help colleagues to find the solution to the day-to-day problems they face at work and outside. I also work with

“PLABABLE” to help IMGs to pass the PLAB exam. I wish you the best of luck with your new job. Stay positive, work heartily and get the best outcomes.

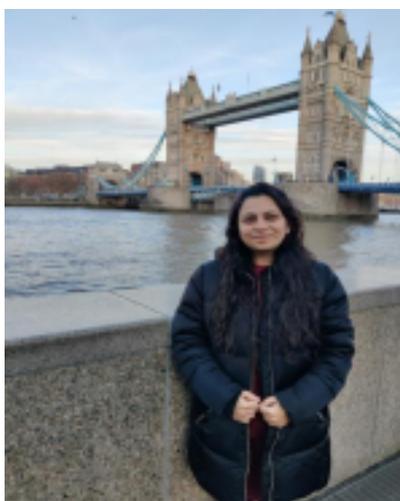


Galine Fattal, ST4 O&G, Leadership Fellow

I come from a mixed Syrian, Dutch, Armenian heritage and I grew up in the U.A.E. Although I did my undergraduate degree in England, I had a huge culture shock when I moved here. Working here has been challenging and rewarding, but I am so pleased to be part of the team working on this handbook, so that the transition can be just that little bit easier for people new to the UK.

Sidra Chaudhry ST5 Dual Specialty Trainee in General Adult and Old Age Psychiatry, Equality and Diversity Co-Lead, Yorkshire & Humber Trainee Executive Forum, RCPsych Leadership and Management Fellow

Born and brought up in Saudi Arabia, Pakistani by origin with an American accent that confuses everyone! Introducing myself has not been an easy feat over the years. I take great pride in being an IMG having done my medical school in Pakistan and moved to the UK in 2015 to pursue my Postgraduate training. Every year in the UK has been an ongoing journey of challenges, lifelong learning and self discovery. To me this handbook is a labour of love, something I've always aspired to develop. We hope you find this handbook useful in navigating your way through life and training in the UK. My top tip for IMGs is to be kind to yourself, you've gotten here, not just by luck, but your hard work and perseverance. Don't let anyone tell you otherwise!



Dr Niranjani Gadgil. CT2 Psychiatry, Humber Teaching NHS Foundation Trust

Hello! I graduated from India. I worked in Obstetrics and Gynaecology for about 4 years in the UK before switching my field and securing a training post in Psychiatry. I have seen the ups and downs of working both in trainee and non- trainee posts and also in surgical and non- surgical fields. I am pleased to contribute to this handbook as I am hoping to share my experiences so that IMGs would find them instructive and helpful.

Opeoluwa Adeniran. ST4 Psychiatry, Equality, Diversity and Inclusion lead to the Y&H Trainee Executive Forum

My name is Opeoluwa Adeniran, I'm a Psychiatry Registrar in the North, East and West Yorkshire scheme, currently based at Bradford. With Sidra, I am a lead for EDI on the Trainee Executive Forum. I have found Yorkshire to be a beautiful place to live, work and train and I've enjoyed every bit of my stay in the region. I hope you do too.



Dr Rashmi Krishnappa, CT3 Psychiatry, South Yorkshire Trainee, Sheffield Health and Social Care NHS foundation trust.



I was born and brought up in India and did my undergraduate medical training there. I moved to the UK in 2008 and worked in a variety of training and non-training jobs in Medicine and Orthopaedics. I commenced my training program in Psychiatry in 2015 and am currently working LTFT in my training. It has been a pleasant journey for me so far managing family and work in the UK. I am a trained Indian classical dancer and I have continued this interest in the UK along with some of my friends. I am a local

IMG representative for core psychiatry trainees in Sheffield and conduct monthly informal meetings and portfolio sessions for new IMG trainees. I was delighted to hear about the IMG handbook from Dr Sidra Chaudry as I feel this is a very positive step. I am very grateful to be a part of this project and I look forward to helping international medical graduates with their transition to practise in the UK.



Susan Stokes, ST3 Paediatric Dentistry, Leadership Fellow 2023-2024

I have mixed Iranian and British heritage. I am very pleased to be part of the team working on this handbook in the hope that the transition to life in the region can be made easier for people who are new to the UK.



Dr Raykal Sim, 2022-2023 SupportTT IMG leadership Fellow, SupportTT IMG podcast host Dr Raykal Sim is a GP trainee in West Yorkshire. In 2022-2023, she worked with Supported Return to Training YH on projects on improving the transition of new IMG doctors into the NHS. She is passionate about improving workplace environments for all trainees and colleagues in the NHS. Her interests lie in digital health technology, medical leadership opportunities and coaching. Feel free to contact her at

RaykaYanJun.Sim@nhs.net and she is always happy to help!

Eiman Hamid, Paediatrics trainee, West Yorkshire



From Sudan to Qatar to the UK, I practised paediatrics on three continents, and it has always been a joy! Nevertheless, with every new start, some challenges could have been easier with guidance and mentorship. From there I developed a passion for teaching and mentoring. I am the Leader of the academic office of the BSAPCH organisation, where we bridge the gap for IMGs for a smooth transition into the NHS. My top tip is: it may appear difficult at first as it's all-new; but once you've aced it, don't forget to give back!

Essam Ali, SAS doctor in anaesthetics and SAS advocate for Harrogate District hospital, North Yorkshire



I've worked as a SAS doctor for nearly five years now after graduating from the medical school in Assiut, Egypt and completing five years of anaesthetic training back home. I did my PhD at the University of Leeds and worked as a SAS doctor in anaesthetic in South and North Yorkshire. I've always been keen in supporting IMG, especially those who decide to join the SAS pathway. I'm more than happy to be contacted at essameldeen.ali@nhs.net and discuss the opportunities the SAS pathway can offer.



Laura Naish, ST5 O&G, South Yorkshire, Equality, Diversity and Inclusion Lead 2022-2024, Trainee Executive Forum

I form the other half of the EDI team on the TEF for 2022-2024. I trained and stayed in South Yorkshire as I was charmed by the beauty of this part of the country and its people. I am passionate about achieving equality within our NHS and building a culture that allows people to prosper and enjoy the work they do.



Dr. Donnar Ejiofor 2022/2023 HEE Future Leaders Fellow in Differential Attainment in the GPSchool; Equality, Diversity and Inclusion Lead, Trainee Executive Forum

I am Nigerian and moved to the UK in 2017. Having first-hand experiences of the many challenges that face Internationally Trained Doctors when they first move to the UK, I am passionate about making the transition process smoother for the next IMG. I am also passionate about formal and informal mentoring and making training pathways equitable for all doctors irrespective of background. I am more than happy to be contacted at donnar.ejiofor@nhs.net



Theresa O. Ugalahi ST6 CAMHS; NSH Engalnd, Workforce, Training & Education (Yorkshire & Humber); Leadership fellow on Differential Attainment (2023-2024).
Equity, Diversity and InclusionI Lead, Trainee Executive Forum 2024.

I trained in Nigeria as a General adult psychiatrist before moving to the U.K. as an MTI trainee. I have also worked as a SAS doctor prior to commencing training in Child and adolescent psychiatry. As an International medical graduate myself, I am aware and passionate about closing the differential attainment gap for clinicians, especially doctors, and I seize every opportunity to do this in and outside of work through tutoring, mentoring and research. I can be contacted on theresa.ugalahi@nhs.net



Dr. Miriam Onwuliri ST3 General Practice Registrar; 2023-2024 Future Leaders Fellow in International Medical Graduates Supported Return to Training (SuppoRTT)

As an International Medical Graduate who moved to the UK from Nigeria in 2021, I have first-hand experience navigating the challenges and opportunities that come with transitioning to a new healthcare system. I am passionate about supporting fellow IMGs on their journey formally and informally to facilitate their transition. My role as a member of the team working on this handbook allows me to contribute to a valuable resource, ensuring it provides

comprehensive and practical guidance to help others succeed in their medical journey in the UK. I am happy to be contacted at miriam.onwuliri@nhs.net

Living in Yorkshire and Humber

Yorkshire is the largest county in the UK with a population of over 5.3 million people. It encompasses a diverse geography, from the North Yorkshire coast, to the Peak District, cosmopolitan cities like Sheffield, Leeds and Bradford, to the picturesque and historic towns like York and Harrogate.

Yorkshire has a long history of welcoming international students, doctors and nurses, whose contributions have allowed the region to thrive. We hope that you will feel at home here, that you establish great friendships, and develop networks.



Map of Yorkshire and Humber

Let's get settled first!

What can you expect from your Human Resources Department?

Accommodation

Many doctors relocating to the Yorkshire and Humber region may want to stay in hospital accommodation when starting at a new post. Get in touch with Human Resources (HR) early, they can help signpost you to the right contacts.

Trust letters of employment

- Employment contract
- Proof of address if you live at hospital accommodation which can be useful when applying for a bank account

Relocation costs

There may be a relocation allowance to help with the finances of moving, check with HR for more information.

Employment requests

Adjusting to a new practice environment can be challenging, you can ask HR for an opportunity to shadow other colleagues in everyday practice, where you may be added on a supernumerary basis to the rotation at the beginning. This can offer you a chance to transition into practice and not start your first shifts on-call, particularly if you've not had prior experience in the NHS.

Ask to speak to your supervisor early on to set up a plan and share any concerns you have. You may have had a break from medical practice in the build up to this post for reasons like maternity leave, or career breaks. Supported Return to Training (SuppoRTT) is funded by NHS England (NHSE) Workforce, Training Education Directorate (W,T&E) which aims to support all trainees to safely and confidently return to training after a sustained period of absence.

Mandatory blood tests & Occupational Health

Occupational health (OH) is a specialist branch of medicine focussing on the mental and physical health of staff in the workplace. OH professionals aim to find out what impact work has on staff health and ensure that staff are fit to undertake the role they are employed to do.

You will be contacted by occupational health once you are appointed by the hospital for pre-employment health assessments which would involve some mandatory blood tests to screen you for infectious diseases. Remember they will also require a record of your past history of immunisation.

If you don't have any record of immunisations, OH will offer routine vaccinations routinely and specific vaccinations if any of the screening tests are positive. The vaccinations usually offered are MMR, HBV and booster. However, every trust has its own guidelines

Disclosure and Barring Service (DBS)

The Disclosure and Barring Service (DBS) helps employers make safer recruitment decisions each year by processing and issuing DBS checks. Employers can then ask to see the certificate to ensure that they are recruiting suitable people into their organisation. Working as a healthcare professional means you will require an [Enhanced DBS certificate](#).

Ask your hospital's HR to apply for your DBS. You will need this for your next job and it's best to get it made in advance as the process can take up to a few weeks. It is also worth signing up for the yearly update.

You may need to obtain a police clearance certificate from your home country

National Insurance Number

Your [National Insurance \(NI\) number](#) is your own personal account number. The number makes sure that the National Insurance contributions and tax you pay are properly recorded on your account. It also acts as a reference number for the whole social security system. You must have your insurance number before you get your first pay. Usually a NI number is issued with your Biometric Residence Permit.

Biometric Residence Permit (BRP)

The [biometric residence permit \(BRP\)](#) is proof of your right to stay, work or study in the UK. It can also be used as a form of identification (for example, to open a bank account in the UK). As soon as you receive your Skilled Worker visa, you will get a letter with it stating the date and place of collection of your BRP. For more details on applying please see follow this [link](#)

Opening a bank account

You should apply for a bank account as soon as you get your BRP as you will need this to receive your salaries, and it will enable you to set up automatic payments (direct debits) for various fees such as your GMC fee. To open a bank account you will require your

- BRP
- Passport
- COS (Certificate of sponsorship)
- Conditional offer letter from hospital
- Evidence of Address (obtained from your employer or Tenancy agreement)

You can open your bank account with your BRP and a letter from your HR stating your annual salary and the duration of your contract. You may have received a job contract which states the same.

Accommodation and renting

Sometimes hospital accommodation may be unavailable. In the short term, you could consider Airbnb. This can give you some time to think about and plan for the next property you rent or share. To rent you generally need:

- ID, proof of immigration and employment status
- A deposit - usually the cost of one to three months' rent

- Admin fees which should be clearly stated by the agency advertising a property

There may be some properties advertised within your hospital. Accommodation staff may be able to inform you about recent house shares or rooms that have become available in the area. RightMove and Zoopla are a few of many websites available to check out advertisements. Be sure to consider:

- Price
- Location and commute to work
- Notice you need to give, if your circumstances change, and you need to change properties
- Length of rental particularly if you will be rotating frequently in the region.

Don't forget to check out the [government guidance on renting in the UK](#) which can answer some common questions.

Groceries

Familiarise yourself with the opening and closing times of grocery stores in the area so you are not caught out after a long shift! The following are but a few names of UK grocery stores, with most offering home delivery services. You may need to search or ask around for shops catering for international specialty, kosher and halal foods in your area.



Takeaway

There are many take away delivery apps for you to try that will deliver to your home like Uber eats, Just eat and Deliveroo, you can also order and arrange pick up if more convenient. Remember as an NHS worker you may be eligible for discounts at many stores and restaurants with the use of a [Blue light](#) or [Ode](#) card. Just remember to ask if they offer the discount!

Amenities

Sim cards

You may want to purchase a UK phone number when you arrive. These can be either pre-paid or mobile contracts. A pre-paid sim is useful in the short term and would allow you time to shop around if you need a contract. Sims can be bought online, at the airport, at the shop or at the supermarket. Most networks offer [good deals for NHS workers](#) so it is worth shopping around once you are settled.

Transportation and Driving

Cars

You may have arranged an International Driving Permit to use in the UK, but you must be aware that it is only valid for one year. It is recommended that you familiarise yourself with the highway code in the UK. Please apply for a provisional driving licence online, which will enable you to take the theory test, driving lessons (if needed) and practical test. Obtaining a valid driving licence is the first step in obtaining a car.

It is [the law](#) that children must normally use a car seat until they are 12 years old or 135 centimetres, whichever comes first.

Buses

Buses are a common method of public transport in the UK but be aware that they operate reduced services over weekends and bank holidays. You can buy tickets on the bus or invest in a pass for longer periods.

Tram

The tram is a useful mode of transport in Sheffield, which can be quicker and operates slightly different routes to buses.

Trains

A major mode of transportation around the UK is the railway network. You can find more information about train times on the [Trainline website](#). If you use the train frequently, you may be eligible for a pass that can make travel more affordable. It is also recommended to book tickets in advance to get the best possible prices.

Airports

The Yorkshire and Humber region is serviced by three airports:

- Leeds Bradford International Airport
- Doncaster Sheffield Airport
- Humberside Airport

Manchester and Birmingham airports operate flights to countries that may not be easily serviced by the above 3 airports

Ferry

Ferry services from Hull and Newcastle conveniently link Yorkshire with Holland, Belgium and Germany.

Coach

The most common coach service is National Express which operates all over the country and connects to many airports. Check their [website](#) for their timetable

Tips to Survive the British Weather

1. Check the weather forecast: Every morning before you get out as you may encounter the four seasons in one day, better to be prepared.
2. Invest in a good quality waterproof coat: The British weather is unpredictable, and rain can fall at any time of the year. Look for certain features such as waterproofness, thermal insulation, windproof, hood to cover your head and ears and pockets.
3. Layer your clothing: The weather changes a lot throughout the day, and layering your clothing will allow you to adjust your outfit indoors and outdoors comfortably.
4. Always carry an umbrella: It's a good idea to carry a small umbrella with you at all times, just in case you get caught in a sudden downpour.
5. Get appropriate footwear: Invest in a pair of waterproof shoes or boots with good grip, especially for winter months when ice and snow are common. Slippery pavements can be hazardous, so make sure your footwear is suitable for the weather.
6. Socks and Gloves: Look for the same coat qualities, in addition, some gloves are Touchscreen compatible, so you don't have to take off your gloves each time you use your phone!
7. Thermals: lightweight cloths made of insulating material that helps to keep your body warm by trapping heat close to your skin. Either wear them under your clothes or as a pyjama.

GP, health care, dental care

GP

Primary care services provide the first point of contact in the healthcare system. Primary care includes general practice, community pharmacy, dental, and optometry (eye health) services. The GP is the first point of contact if you have any health issues, and if needed,

they will refer you to specialists. GP surgeries and Health centres have a range of services available, such as vaccinations, weight loss and family planning. You will need to register yourself with a [GP surgery near your residence](#).

Accident and Emergency (A&E) and NHS 111

The Accident and Emergency department (A&E) as you are already aware of, is for emergencies. You can call 111 for urgent advice if you're unsure or can't access your GP or pharmacy. 111 would also be able to arrange an out of hours GP appointment for you if needed.

Walk-In Centre

A walk-in centre can be used if you have a minor illness or if you are worried about your health, but it is not an emergency. You can find your nearest centre [here](#).

Dental Care

You don't need to register with a dentist the same way you register with a GP, as there are no bounds to the catchment area. You will need to find one that is close by and convenient for you. Although NHS dental care is free for some (under 18 years, under 19 and in full time education, pregnant or have had a baby in the past 12 months), dental practices may not always have the capacity to take on new NHS patients. You may have to join a waiting list, look for a different dentist who is taking on new NHS patients or pay to be seen privately. You can search for a dentist [here](#).

Child care and schools

Childcare

Finding childcare can be a big source of worry for parents and it is important that you are aware of the [childcare](#) options available to you:

- Childminders take care of children in their own home. They are registered with Ofsted (the Office for Standards in Education, Children's Services and Skills), who inspect their home and provide a report that you can review.
- Day nurseries provide care for children from six weeks to five years and are also registered with Ofsted. Many employers will have a trust nursery which can be very convenient for staff. It may be useful to ask about salary sacrifice if available.

All 3-4 year olds in England are entitled to 570 hours of free early education or childcare per year. This is often taken as 15 hours each week for 38 weeks, your childminder or nursery will be able to facilitate the process of claiming those hours.

Schools

Applications for primary and secondary schools usually open in September of each year for the following Academic year i.e apply in September 2022 for intake in September 2023. In-year transfers can also be facilitated. More information can be found [here](#).

Leaving children alone

It is a legal offence to leave a child alone if it places them at risk and you must use your judgement on how mature your child is before you decide to leave them alone, for example at home or in a car.

As guidance, The [National Society for the Prevention of Cruelty to Children \(NSPCC\)](#) says:

- children under 12 are rarely mature enough to be left alone for a long period of time
- children under 16 should not be left alone overnight
- babies, toddlers and very young children should never be left alone

Before you start

Trust/GMC/regional inductions

Inductions are usually provided at various organisational levels nationally and/or locally to help ease new doctors into the new system.

The General Medical Council (GMC) offers a [‘Welcome to UK Practice’ online module](#) which is readily available and doesn’t require a log-in.

NHSE (W,T& E) Yorkshire and Humber induction: If you are a trainee in Yorkshire and the Humber you will be sent details of how to access the online clinical induction

Local trusts will usually offer inductions as well as individual departments.

Please ask your local HR for induction details and look out for invitations in your email. You may also be able to ask for a brief period to shadow colleagues in your new work environment.

Trust Induction Expectations

Whether you are starting newly in the NHS or you are moving from one NHS trust to another, the trust, deanery or your specialty school should arrange an Induction before you start your rotation.

Often you get multiple Inductions from GMC, your specialty school and your employing trust.

The duration of the Induction will depend on whether you are starting new to the NHS or you have previous UK/NHS experience.

If you are moving from one UK trust to another you still need a robust induction as the NHS is a very large organisation and every trust works in a different way from the other.

If you are starting newly in the trust, ensure you attend all Trust, Local or Departmental Inductions and Statutory and Mandatory Trainings. A lot of hospitals also run additional Induction for International Medical Graduates. Please enquire about this from your scheme administrator.

You should ensure that you quickly identify and contact your designated Educational Supervisor through the administration officer of your training scheme to discuss educational objectives and strategies for the placement.

Your CS/ES can signpost you to Induction Checklists local to your trust or training program.

GP trainees in Yorkshire and Humber have a dedicated 2-day Enhanced Induction and a 2-week Enhanced support placement to ease you to starting training in the region. Please contact your scheme administrator if you have not been contacted regarding this.

If you are a trainee, complete the [WelcomING Form](#) form with your ES/CS in order for them to understand the kind of support you need.

We have developed a checklist for the various things that should be covered in your induction. Note that this list is not exhaustive. If this is not covered in your trust Induction, please ask your supervisor who can signpost you to resources to help cover these areas.

1. Ensure you have completed all pre-employment checks including providing a blood test and proof of vaccination to your Occupational Health Department. Some trusts will not allow you to commence work without completing this process.
2. Most hospital trusts now use smart cards to access hospital doors and hospital computers. Please ensure that you have received an NHS ID badge, smart card access and Hospital logins for every application in use by the trust.
3. Different clinical systems are usually used for taking patient notes electronically, prescribing, logging VTE status, requesting and viewing Investigations. Please ensure you have done the training for the different clinical systems used by the trust before you start your clinical placements. You can obtain information about this during your induction.
4. Understand how to access the trust intranet. Please ensure during your Induction you learn how to access your trust intranet. Local Trust and department guidelines are usually contained within trust intranets.
5. Ensure you have access to your portfolio. You can ask another member of your team or your supervisor for a quick guide on how to navigate your portfolio.
6. Most hospitals use a bleep system. Ask about how to make referrals to other teams, and

how to act on a referral received. You can check if your hospital is listed in the Induction app. The Induction app is available in the apple and android app store. It contains the contact details/bleep numbers in use in the hospitals listed.

7. Be aware of rest facilities and how breaks are structured within the working day
8. Understand how to report sickness, and how to book leave
9. Understand how to report concerns and seek support, including concerns over working conditions, patient safety and wellbeing
10. Become familiar with the ward or department environment in which you will be working. Ask a colleague to show you around the department where you will be working. This should include the location of break and toilet facilities.
11. Shadow the team on ward rounds, in ward work, seeing acute admissions and assisting with routine work, attending department teaching.
12. Attend handovers and become familiar with the information needed to be handed over for patient safety
13. If [Health Toolbox \(formerly Dr Toolbox\)](#) is being used by the Trust, ensure access and familiarity with the information available on this app.

Work alongside members of the multi-disciplinary team as appropriate, to understand their roles and how to optimise interactions within the team.

A lot of trusts arrange generic refresher simulation training in human factors, acute emergencies, and clinical skills. If your trust does not normally organise this consider contacting your Trust's resuscitation department to find about simulation training, Basic Life support and Advanced Life Support if your training is not up to date.

It is important to attend your scheduled programme teaching (e.g. GP scheme teaching, regional teaching programme) and self-directed learning time/personal learning time per curricular requirements. Self-directed time is recommended to be spent in the library to allow familiarisation with the library and knowledge service and the support they can offer.

Consider reading and completing some online learning modules pertaining to common topics within your specialty or department. E-learning for health website has dedicated Induction

packages for International Medical Graduates and a Doctors in Training Induction. Open Athens also has training on common topics encountered within a wide range of specialties. Contact your local hospital library for access to Open Athens.

Induction Checklist

Hopefully this checklist gives you a visual representation of what needs to be covered during your Induction.

I have completed my pre-employment checks/Occupational Health Checks

I have attended my Trust/GMC/Regional/Departmental/IMG Inductions

I have completed the Mandatory Training Requirements for my job

I have smart card access/NHS ID Badge/Hospital log-ins

I have access to and have completed training for the different Computer IT systems

I have arranged a meeting with my supervisor

I have access to my portfolio and have received guidance on how to navigate it

I know how to access trust guidelines on the Hospital Intranet

I have attended a generic refresher simulation training/BLS or ALS where applicable

I have received a physical show around of my department including rest or break facilities

I know how breaks are structured within the working day

I know how to make referrals to other specialties within my hospital trust. This may include downloading the Induction app from the app store on my device

I know how to report sickness and how to book leave including my leave allowance for each academic year

I have shadowed the team on ward rounds, in ward work, seeing acute admissions and assisting with routine work

I have been given the opportunity to shadow/work alongside the members of the multidisciplinary team to understand their roles and how to optimise interactions within the team

I have attended a departmental handover

I know how to report concerns and seek support, including concerns over working conditions, patient safety and wellbeing

I have completed online learning modules like the GMC Welcome to UK Practice, IMG Induction package on e-learning for Health, Doctors in Training Induction etc

I have attended my regional/departmental teaching

Mandatory requirements

Complete your mandatory training courses such as ALS/ILS/BLS and several others which may be a mix of online and face to face sessions and can usually be registered for on the trust intranet. There are a wide variety of good resources which could be generic or specialty specific such as:

- [GMC Good Medical Practice](#)
- All e-learning for Junior Doctors (including the Doctors in Training Induction) can be accessed through the [e-learning for health \(eLfH\) platform](#)
- NHSE (W,T&E) offers a [range of courses](#) for junior doctors and dentists in training as well as SAS doctors, trainers and supervisors.
- BMJ Best Practice Postgraduate Doctor Induction Toolkit is a free resource for those working in the NHS and can be accessed here [BMJ Best Practice for NHS staff and learners in England | BMJ](#)
- Blackboard Learn is a Learning Management System which is currently being used to support teaching and training within the Region. You can download the Blackboard App for your mobile and tablet devices through the [Apple App Store](#) and [Google Play App Store](#)

Regulatory and support organisations

You will have registered with the GMC, when you paid your licence and registration

fees. You must also register for medical indemnity. Some common organisations include: the

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[Medical Defence Union](#) (MDU), the Medical and Dental Defence Union of Scotland [MDDUS](#), and the [Medical Protection Society](#) (MPS).

The British Medical Association (BMA)

The [British Medical Association](#) (BMA) represents, supports and negotiates on behalf of all UK doctors (of all grades) and medical students. BMA membership is voluntary and comes with a range of benefits ranging from access to online library resources, events, learning and development opportunities to advice and support related to wellbeing, workplace harassment and bullying, junior doctor contract related queries, complaints and concerns etc.

All these organisations provide a broad range of support and charge a fee based on your level of training or experience and scope of work. You may also be required to join your specialty's royal college especially if you are in specialty training.

Setting up a direct debit for your fees will ensure you don't miss payments. You can set up direct debits on your mobile or internet banking, or contact your bank.

Cultural and language differences

The Yorkshire and Humber region is diverse in culture and being attentive to and appreciative of the differences in culture and language will enhance your communication ability at work, your ability to integrate with your team and eventually your productivity as well as patient safety.

Make active efforts to integrate, learn about the community and workplace culture. You are actively encouraged to ask questions about situations in which you are not clear. Making conversation with your colleagues will add to a sense of belonging and help build team relations

NHSE (W,T & E) Yorkshire and Humber offers [communication skills courses](#) which

you might find helpful

During your placement

During your clinical placement, you will be expected to take part in a variety of duties ranging from running clinics, assisting on ward rounds, to working on the out-of-hours on-call rota. These opportunities will fulfil your clinical and non-clinical training competencies, which can be evidenced in your training portfolio as Workplace Based Assessments (WPBA). Please refer to the 'Education' and 'Support and Career Planning' sections of the handbook for further information.

Peer groups

If you're wanting to interact with other junior doctors of similar age, background, interests, and specialty as you, the following are some places you can start looking into.

- Junior Doctor Committee/Forum - [Junior doctors' forums \(JDFs\) | Faculty of Medical Leadership and Management \(fmlm.ac.uk\)](#)
- Trainee Executive Forum / Wider Forum - https://www.yorksandhumberdeanery.nhs.uk/medical_and_dental_training/trainee-forum-yh
- Balint Groups - [A very short introduction to Balint groups « The Balint Society](#)
- Royal College special interest groups – please refer to your Royal College official website
- Trainee Whatsapp Social groups – may differ from locality to locality
- Deanery IMG Peer mentoring Scheme- visit the [IMGs page](#) on the deanery's website for more information

Mentorship and peer networking for IMGs

There are amazing mentorship programmes, peer support groups, trainee forums and social networks among different specialities across the deanery. Some of these groups are official by the deanery, while others are more casual, and informal. Whether you are looking for guidance for your upcoming ARCP or the best place to buy socks, someone is there to help, you are not alone!

General Social Group:

- [International Medical Graduates \(IMGs\) in the UK](#): This Facebook group is a must! It was created by Dr Omar Alam, an internal medicine trainee in East Yorkshire. It is one of the most inclusive groups created for IMGs working in the UK to share experience, advice, guidance, and support.
- [Nigerian Doctors in the UK \(NDUK\)](#) is a non-profit group which encourages networking among Medical doctors and Dentists of Nigerian origin living and working in the UK. Members provide valuable support and help each other to navigate challenges experienced by sharing experiences and providing insights into what worked and what didn't. They also have regional Whatsapp groups that you can join. Please email admin@NdukGroup.co.uk for more information on how you can be a part of this group
- Some other Indigenous organisations like [Sudanese Junior Doctors Association \(SJDA\)](#) also have support groups for members from Sudan.

Paediatrics:

- IMG Paeds trainee at Yorkshire & Humber: Whatsapp group for all IMG paediatrics trainees: <https://chat.whatsapp.com/G9GCnRFDuxRCbTwKQaLj4r>
- [Soft landing](#) :Runs courses by paediatric IMGs to support paediatric IMGs who are in training or interested to join paediatrics training. Soft Landing organises free courses and workshops to guide speciality training applications, paediatric subspecialty GRID applications, portfolio and ARCP preparation and much more. Check their website and [Youtube](#) channel for further details.
- [British Sudanese Association of Paediatric and Child Health](#): Similar resources to soft

landing. Please check out their website and [Youtube channel](#) for more information.

GP:

- Support group for GP trainees in West Yorkshire: [West Yorkshire GP Trainee Group \(facebook.com\)](#)
- General Groups for GP and MRSA-related queries:
- [GP Training Support - GPST Entry, MSRA, MRCGP AKT, RCA, Careers \(facebook.com\)](#)
- [GP Training Support - GP Entry, MSRA, MRCGP AKT, CSA, RCA, GP Careers \(facebook.com\)](#)

Obstetrics and Gynecology:

- Yorkshire O&G mentoring scheme: matching senior trainees with juniors:
sth.yorkshireogmentoring@nhs.net
- [South Yorkshire OBGYN Equality and Diversity Group](#): A group to raise awareness, support trainees to speak up, and reach out for any situations encountered whilst in training.

Public Health:

- Public Health Specialty Registrar Committee: organise monthly trainee forum, Buddy system with existing trainees and peer support groups: to join email publichealth.yh@hee.nhs.uk
- Reciprocal Mentoring: a pilot scheme to foster a diverse public health workforce and reduce differential attainment. For further details email: amarjot.gill@nhs.net until 1st August 2023, or modupe.hector-goma@nhs.net afterwards.

Genitourinary Medicine/Sexual Health:

- Mentorship scheme for GUM: [STASHH](#) (Student and Trainee Association for Sexual Health

and HIV) has a group of mentors across the country their mentorship scheme is open to anyone with an interest in GUM.

Junior Doctors:

- [South Yorkshire Junior Doctors](#): a group to connect junior doctors in South Yorkshire to share information, educational resources and events
- [The Portfolio Clinic](#): Mentorship scheme for foundation doctors when applying for speciality posts

Maternity leave guidance

First trimester

Your maternity leave is organised with your employer (Trust) but you should also let your Training Programme director know as soon as you can, so they can plan your training rotations for your return. You need to officially notify your line manager of your intention to take maternity leave by the 25th week of our pregnancy. Human resources or your college tutor should be able to tell you who this is. It is generally sensible to tell people before this date, especially if you are struggling with symptoms from pregnancy as you may need an earlier risk assessment. Informing your educational supervisor and college tutor can be a good place to start. Your maternity leave is organised with your employing trust but you should also let your Training Programme director know so they can plan your rotations when you return from maternity leave.

You are entitled to a reasonable amount of time off to attend antenatal appointments, but this is not defined by law so check your employing Trust's policy.

Second trimester

This is the time to start making decisions around how long to continue on call work. This varies between individuals. Many choose to see how their pregnancy progresses rather than decide

at an early stage. Good communication with your ES/CT can help guide you with this.

Third trimester

29 weeks is the earliest that you can take maternity leave. If you give birth prior to your planned dates then HR can amend accordingly. You should inform your employer of your intended date to start maternity leave at 25 weeks but this can be changed with 28 days notice. This process should be made in writing and should include the MAT1B form which you get from your midwife or GP. Once they have been informed your employer must confirm your paid and unpaid leave entitlements, your remaining annual leave entitlement and expected date of return to work. This should be in writing within 28 days.

You should ensure that you have had an appraisal meeting within the last year leading up to commencement of maternity leave. If you haven't then your deanery can sort this for you.

KIT days – you need indemnity insurance in place for your KIT days and return to work.

Maternity pay

If you have completed 12 months of continuous service with the NHS by the 29th week of your pregnancy you are entitled to paid and unpaid maternity leave up to 52 weeks, providing you are planning to return to work afterwards. If you do not return for at least 3 months within 15 months of the start of your maternity leave, your employer is entitled to retrieve your maternity pay.

Maternity pay calculation is based on your pay between 17 and 25 weeks of pregnancy. If you use a form of salary sacrifice you may wish to stop this at 17 weeks to improve maternity pay.

Weeks 1-8: Full pay including SMP

Weeks 8-26: Half pay plus SMP or MA

Weeks 26-39: SMP or MA only

Weeks 39-52: Unpaid maternity leave

SMP = statutory maternity pay. This pay is 90% of full pay for 6 weeks and £124.88 a week for the remaining 39 weeks. You will receive SMP even if you do not intend to return to work but it

requires that you have been working within the same trust for 26 weeks of continuous service. If a recent change of trust precludes this your old trust pays this and your new trust pays OMP minus SMP.

NHS pension scheme – contribution to the NHS pension scheme should be automatic for the duration of paid leave.

Returning to Work

You are not permitted to return to work within the first 2 weeks after giving birth and require medical evidence of your fitness to return to should you wish to return within 6 weeks. The maximum time you are allowed to take off is 1 year. You must give at least 56 days notice of your planned return to work if it is less than 52 weeks you are entitled to.

[Supported Return to Training | Health Education Yorkshire and Humber](https://www.yorksandhumberdeanery.nhs.uk/Supported-Return-to-Training)
([yorksandhumberdeanery.nhs.uk](https://www.yorksandhumberdeanery.nhs.uk))

Adoption leave

Useful information - [Adoption pay and leave: Overview - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/topics/adoption-pay-and-leave)

Payslips and tax codes

Your payslip is a document from your employer that shows gross pay, tax code and deductions over a period, which is usually a month. It summarises your earnings for that period.

A tax code is used by your employer to determine how much tax you pay. Your tax code may change if you claim tax relief on your professional subscriptions and you may be put on an emergency tax code if you've changed jobs. This means you will pay tax on all your income above the basic personal allowance. An emergency tax code is temporary as Her Majesty's Revenues and Customs office (HMRC which is the

payments and tax authority) will usually update your tax code when you or your employer gives them your correct details.

You can find more information on the payslip with a detailed explanation of what it entails [here](#).

How to understand my payslip?

ASSIGNMENT NUMBER 12345678		EMPLOYEE NAME DR MEDICS MONEY		LOCATION St Richard's Hospital			
Department W280 C Paediatric		JOB TITLE Speciality Registrar (GPST1/GPS		PAYSCALE DESCRIPTION Speciality Registrar ST1 / SpR1			
SAL/WAGE 40257.00		INC. DATE		STANDARD HRS 40			
TAX OFFICE NAME SUSSEX AREA (CHICHES)		TAX OFFICE REF 334/CW2054		TAX CODE 1257L NONCUM			
PAY AND ALLOWANCE (- MINUS AMOUNT)		DEDUCTIONS (R INDICATES REFUND)					
DESCRIPTION	WTD/EARNED	PAID/DUE	RATE	AMOUNT	DESCRIPTION	AMOUNT	BALANCE C/P
Basic Pay	162.60	162.60	19.3013	3138.31	PAYE	517.60	
Addn Roster Hours NP	5.08	5.08	19.3013	98.07	Ni A	395.01	
Night Duty 37%	67.07	24.82	19.3013	478.99	NHS Pension 9.3%	392.01	
Weekend +1n2 -1n4				313.83	Student Loan	0	
Year To Date Balances (This Employment Only)				This Period Summary			
GROSS PAY	4029.20	TAXABLE PAY	3636.91	PENSIONABLE PAY	3138.31	TAXABLE PAY	3636.91
NI LETTER	A	TAX PAID	517.60	TAX PERIOD	5	NON-TAXABLE PAY	0.00
NI PAY	4029.20	PREVIOUS TAXABLE PAY	0.00	FREQUENCY	Monthly	TOTAL PAYMENTS	4029.20
NI CONTRIBUT	395.01	PREVIOUS TAX PAID	0.00	PERIOD-END DATE	31 AUG 2022	TOTAL DEDUCTIONS	1304.90
PENSIONABLE PAY	3138.31	PENSION CONTRIBUT	392.29	PAY DATE	24 AUG 2022	NET PAY	2724.30
SD REF NUMBER	87654321	EMPLOYEE NO	12345678	PAY METHOD	BACS		

- This is your employment number or payroll number
- This is your employer's PAYE reference with HMRC. This is very important and will be needed if you claim expenses using a Personal Tax Account or if you complete a Self-Assessment Tax return. number or payroll number
- These figures give your gross pay for the month. The figures shown here are:
 - Basic pay: one-twelfth of your basic salary for the year.
 - Addn Roster Hours NP gives your monthly payment for any additional hours in the month above the 40 standard hours.
 - Night Duty 37% is the pay for any hours receiving an enhanced rate of 37% of your hourly basic pay
 - Weekend allowance is the amount you are paid for working weekends based on the number of weekends per month you work ranging from 1 in 8 to 1 in 2
- This is your tax code.
- This is your basic salary for the year, the "nodal pay point" for your grade.

For further details see the links below:

<https://www.bma.org.uk/pay-and-contracts/pay/payslips/understanding-your-payslip-junior-doctors-on-the-2016-contract>

<https://madeinheene.hee.nhs.uk/Portals/14/LET%20payslip%20guide.pdf>

[FB1] You are often able to claim a tax rebate on costs of training like GMA fees, college fees and exams. Medics Money is a useful website to talk you through this process.

[Start your doctors tax rebate claim today - Medics Money](#)

Training Expenses

Expense claims for reimbursement can only be submitted after the event and must be submitted using the local trust expenses system (not via Accent Leave Manager). Medical Education will check that a study leave application has been approved before authorising expenses and will record the amount reimbursed against the application on ALM. Expense claims must be submitted within 6 weeks of the event taking place.

Travel and Subsistence:

- Overnight Allowance: This is to cover all expenses whereby overnight accommodation is required for one night or more. For single occupancy only, in the event of shared occupancy only 50% of the costs will be refunded. Up to £120 per night for overnight accommodation outside of London, and up to £150 within London and overseas. Night Allowance in Non-Commercial Accommodation (friend or relative's accommodation) is £25. This includes a meal allowance, and the address must be provided.
- Meals (where overnight accommodation required): £20.00 – max per 24hr period. Meals Allowance – for reimbursement, an employee shall certify accordingly on each occasion when meal allowance is claimed but a receipt is not required. This allowance can be claimed where an individual is away from home but does not stay overnight. Lunch (more than 5 hours away including the period between 12:00-14:00 HRS): £5.00

- Mileage: individuals may claim for travel in their own car by the most direct route at the rate of 30p/mile. Only the shortest mileage between base hospital and destination can be reimbursed. Tunnel and bridge tolls will also be reimbursed if receipts are provided. Parking charges at your destination will normally be reimbursed.
- Rail travel: Cheapest standard class rail should be claimed.

Education

CREST form

CREST stands for Certificate of Readiness to Enter Speciality Training. This form enables applicants for Speciality Training to demonstrate that they have foundation level competencies. The link for the 2021 form can be found [here](#)

Many International Medical Graduate doctors complete internships in their home country before coming to the UK. To enter speciality training in the UK, applicants must demonstrate that they have

- Achieved foundation level competencies and have
- Completed accepted clinical experience (usually 24 months in total).

By completing the CREST form an applicant (who has the necessary clinical experience) can demonstrate that they have achieved foundation competences and apply directly to speciality training. There are strict criteria regarding the completion of CREST forms with only certain people eligible to sign the form:

- Consultants
- General Practitioners (GP)
- Clinical Directors
- Medical Superintendents
- Academic Professors
- Locum Consultants with a CCT/ CESR
- They must have worked with you for a minimum continuous period of three months (whole time equivalent) within the last 3.5 years of the advertised post (job) start date for which you are applying.

If the person signing the form is not registered with the GMC then they will need to provide evidence of their registration with their respective medical regulation body – and if it is not in English, a certified translated copy must be provided.

Please ensure that your form complies with the latest guidance to avoid it being rejected

Portfolio

The e-Portfolio is used by doctors in the UK to collect and collate their evidence of learning and performance. It provides an overview of your current position on the journey to demonstrate progression in your speciality.

Engagement with the e-portfolio is mandatory for doctors in training as it is the basis for your Annual Review of Competence Progression (ARCP)

An e-portfolio can help you to:

- Keep documents together to evidence your progress and learning
- Reflect on your learning and clinical experiences
- Think about your personal development plan (PDP), encouraging you to think about what you need to do next to help you progress in your career
- Prepare for an interview: Some interviews for applying for training have portfolio as a separate 'station'
- Develop your CV

Sidra's Top tips to keep on top of your Portfolio!

- 01 CHECK WITH THE ROYAL COLLEGE**
Access your Royal College's curriculum to stay up to date regarding portfolio requirements and core competencies
- 02 BE ORGANISED**
Create an ARCP checklist and a folder that contains all the relevant forms, as this will significantly reduce stress levels near the ARCP deadline!
- 03 GET SUPPORT FROM YOUR EDUCATIONAL SUPERVISOR**
Speak to your ES about exciting training opportunities that spark your interest and are appropriate for your level of training
- 04 REFLECT**
Reflection is a key part of development and learning. Familiarise yourself with reflective practice, and evidence this in your portfolio
- 05 SLOW AND STEADY**
Portfolio work is best done little and often throughout the year. Clinical work is busy, but updating your portfolio regularly will make your life a lot easier before ARCP!

The e-Portfolio is above all a formative educational tool. It is designed to facilitate feedback and encourage the learning of new knowledge as well as reflection on existing knowledge, skills, and professional attitudes. With the help of your Clinical and Educational Supervisors, you can plan a personalised programme of learning so you can gain the necessary competencies for modern professional medical practice in the United Kingdom.

Each doctor will maintain their own learning login which they can record notes on such things as: significant clinical encounters, lectures attended, professional conversations, and any reading they have done. Each item is personal to you, the doctor, until such time as you permit it to be shared with your Educational Supervisor.

Developing your portfolio

Workplace based assessments

These are assessments done by a senior clinician, usually a Consultant, who would observe you performing clinical or non-clinical procedures. You would need to send a request to the senior colleague and request them to 'sign off' for a certain competency. The contents of the assessments differ according to your speciality. There is a requirement for a certain number of assessments for the ARCP and the details of these are available on respective Royal College Websites.

Multisource Feedback

This is a method of assessment using questionnaires to evaluate a doctor's professional performance based on feedback from peers and co-workers working at different clinical/ non-clinical levels like Consultants, colleagues, nurses, support workers, social workers, admin staff etc.

Quality Improvement

Involvement in any Quality Improvement project is mandatory for doctors in training and is a good learning experience for those in non-training posts. These might take the shape

of an [Audit](#), and there are a number of audits that the trust/department need to complete. Alternatively, you may prefer to plan and complete an audit on an area of clinical interest. Any completed audit projects and outcomes should be uploaded on the portfolio to evidence your impact and learning.

Library of evidence

Your portfolio will allow you to record any meetings that you have with your supervisor, and provide a space to store certificates of any courses or teaching sessions you attend, and record feedback received on presentations, publications, and compliments from colleagues or patients. More information about Portfolios can be found [here](#).

Reflections



Reflective practice allows you to analyse your experiences, behaviours, practice, clinical skills and knowledge and your interactions with colleagues and patients. An example of a reflective process is the [Gibbs'](#)

[Reflective Cycle](#), which was developed to give structure to learning from experiences.

Given its cyclical nature it is particularly useful to analyse repeated experiences, allowing you to learn and plan from experiences that either went well or didn't go well.

Study Leave

Postgraduate Doctors and Dentists in Training within NHSE (W,T & E) Yorkshire and the Humber must apply for Study Leave via Accent Leave Manager

(<https://accent.hicom.co.uk/Portal/Live/Web/>). Trainee Guidance is available here:

<https://www.yorksandhumberdeanery.nhs.uk/professional-support/policies/study-leave/alm-pilot-information-trainees>

- Prior to making an application in Accent Leave Manager Postgraduate Doctors and Dentists in Training must secure the time away from service with their Rota Co-ordinator using e-roster or via other local processes. They should also seek support from the appropriate supervisor ideally at their routine educational meetings so approval can be documented in the e-Portfolio.
- Study Leave requests must normally be submitted at least 8 weeks prior to the first day of leave to ensure the rota will not be adversely affected. A Trust may use its own discretion to consider requests from individuals that are submitted either retrospectively or within the 8-week notice period, as the responsibility to approve time off a rota is held at Trust level.
- Postgraduate Doctors and Dentists in training should wait for costs to be approved before making payments. If an applicant chooses to pay for a course prior to approval being granted they risk incurring costs which may not be refunded.

Where funding is to be reimbursed, Postgraduate Doctors and Dentists in training should follow local guidance at their place of work on claiming expenses.

Postgraduate Doctors and Dentists in training must update their portfolios with evidence of carrying out their study leave, and feedback on its value.

Where study leave is to be taken by a Postgraduate Doctor or Dentist in training on their non-workday or a weekend, this must be agreed by the responsible educational supervisor.

Although all Schools adhere to the overarching NHSE (W,T & E) guidelines on Study Leave, Foundation, Dentistry and General Practice do have some operational differences to Specialty Schools in Yorkshire and the Humber.

Postgraduate Doctors and Dentists in training are required to pay their expenses and will then be reimbursed as per deanery guidance (see NHSE (W,T & E) Yorkshire and the Humber Operational Study Leave Guidance) provided the original receipts are submitted within 6 weeks of the event. If a Postgraduate Doctor or Dentist in training pays above the maximum rates allowable, they will usually be required to meet any excess costs themselves
https://www.yorksandhumberdeanery.nhs.uk/sites/default/files/heeyh_operational_st

Professional Skills Courses

Booking a professional course on Maxcourse

NHSE (W,T & E) Yorkshire and the Humber has developed a range of courses for doctors and dentists in training, as well as trainers and SAS doctors. All courses are booked via Maxcourse medical: <https://www.maxcourse.co.uk/HEEYHME/guestHome.asp>, dental: <https://www.maxcourse.co.uk/YHPD/guestHome.asp>). You will need to set up an account in order to book a course.

- Select “New User? Start Here” and follow the instructions
- Once you have created your account go to “Account Details” and update your profession (you can select more than one) as well as your main occupation, specialty, and Trust.

You can search for a course using the search bar or view the course calendar. Some courses take place over several days – ensure you have been granted study leave for all days. If you are unable to attend one of the days you will need to rebook and attend the whole course again in order to gain a certificate.

Once you have attended a course, visit “My Courses” and there will be a link for you to complete feedback for the course. Once this has been actioned a link to a certificate will be provided for you to download and save to your portfolio.

Clinical Leadership

Clinical leadership is a key element in all curricula and has been demonstrated to improve patient care. NHSE (W,T & E) Yorkshire and the Humber run 2 courses for doctors in the region, both of which are booked via Maxcourse. They include:

- Leadership for Clinicians Early in Their Careers: 1 day course, for CT/ST1-4, GPST1-4.
- Leadership and Management: 3 day course, for ST5-ST8 and SAS doctors.

Equality, Diversity, and Inclusion Workshops

NHSE (W,T & E) Yorkshire and the Humber has set up a series of EDI workshops to provide safe spaces in which to learn and discuss. They include: Introduction to Diversity and Inclusion, Understanding the Fundamentals of Allyship, Unconscious Bias to Conscious Inclusion, Inclusive Language, Understanding LGBTQIA+ Inclusion, Myth busting Menopause, Conscious decision making. They are all available via Maxcourse.

Subject Specific Courses. Further subject specific courses can be found at:

GP courses https://www.yorksandhumberdeanery.nhs.uk/general_practice/gp_courses

SAS courses

https://www.yorksandhumberdeanery.nhs.uk/sas_doctors/doctors_teaching/course_advisor

Dentistry <https://www.yorksandhumberdeanery.nhs.uk/dentistry>

Core Medical Training

https://heeyh-deanery-live.azurewebsites.net/medicine/core_medical_training/regional_teaching

Educational Supervisor training

http://www.yorksandhumberdeanery.nhs.uk/faculty/educational_supervisor_training

Support

Clinical Supervisor

A clinical supervisor is a Consultant (usually one for each placement) who is responsible for ensuring that appropriate supervision of the trainee's day to day clinical performance occurs at all times, with regular assessment and feedback to both trainee and educational supervisor.

Educational Supervisor

A supervisor who is selected and appropriately trained to be responsible for the overall supervision and management of a specified doctor's educational progress during a training placement or series of placements. The Educational Supervisor is responsible for the trainee's Educational Agreement.

Your Royal College

In order to complete specialty training you will need, in some cases, to pass relevant membership exams. Eligible doctors who are not in a training post can also appear for these exams. These are widely regarded as challenging, and some candidates may need to sit exams more than once to be successful. You must also be aware of the demands of combining a full-time job with the level of study required to pass these exams.

NHS England (Workforce, Training & Education Directorate) (NHSE W,T & E)

NHSE is the national leadership organisation for education, training, and workforce development in the health sector.

Training Programme Director (TPD)

Your TPD works to support the professional development of trainees, manage progression and placements as well as encourage autonomy.

IMG support representative

Each Trust usually has a consultant and/or another doctor who would help and support International Medical graduates. This person is the appropriate contact for raising any queries related to IMGs.

Dr Jyothima Pippalapalli is the West Yorkshire IMG Trainee rep and can be contacted on Jyothima.Pippalapalli@nhs.net.

Staff Networks

There are many staff networks that you can access, through your trust or Nationally. These can be a great source of support and can make you feel more at ease in your transition to the

UK. We have included a few of the national organisations, but we encourage you to explore those available within your trust.

- [British Association of Physicians of Indian Origin](#)
- [Association of Pakistani Physicians of Northern Europe](#)
- [Sudanese Junior Doctors Association - UK](#)
- Medical Association of Nigerians Across Great Britain <https://mansag.org/>
- Nigerian Doctors in the UK
<https://en-gb.facebook.com/groups/Nigeraindoctorsintheuk/about/>

Career planning

At the beginning of your career in the UK, you have a huge number of things to consider, but it is also worth planning ahead. What are your plans for your career? How will you achieve them? Does it involve consultancy in the UK? It is important to think about and look for resources available to you early. For instance, consider speaking to your colleagues and college tutors if you would like to apply for a specialty training program. Thinking about subspecialty training and applications to get your portfolio and CV in shape early on, as competition is high for these posts. Consider out of program experiences and research if you are in training and discuss with your educational supervisor for advice. Think about what kind of consultant you want to be with which interests? Remember to consider your work life balance and think carefully about less than full time training if available to you.

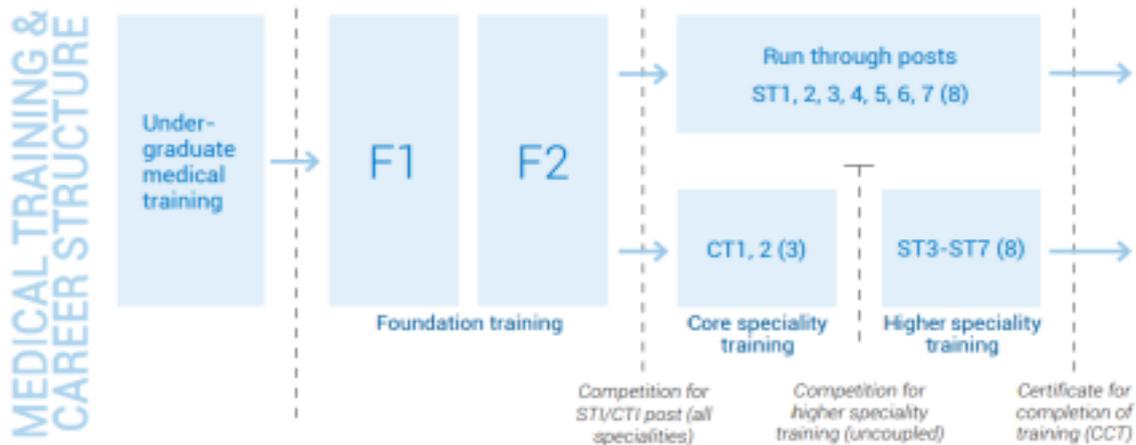
Applying for training posts/training timeline

Relaxation of visa eligibility requirements has meant that applying to training posts is much more accessible for International Medical Graduates. Applications for all training posts, irrespective of speciality or level of training, take place through a central application system called [Oriol](#). You will need to register for an account on this portal and prepare your profile so as to apply for a training post. A recruitment timeline is available online and published on the NHSE Specialty Training website.

The application window is usually between the first and last weeks of November, therefore you should aim to keep your application ready by the end of October. There

may also be opportunities to find posts at other times through re-advertisement, but the bulk of recruitment happens within the first round of recruitment.

It is important that you refer to the Person Specification guides for each specialty to ensure that you meet the eligibility criteria. These documents can help you build your application and are an excellent point of reference when preparing for interviews.



The Multi-Specialty Recruitment Assessment (MSRA)

Some specialities will require you to take Multi Specialty Recruitment Assessment (MSRA) entry exam to enter the training program. The MSRA is a computer based assessment, designed to assess some of the essential competencies outlined in the person specifications and is based around clinical scenarios.

Each specialty considers the MSRA differently as part of its selection process. It is recommended that you visit specific national recruitment websites to familiarise yourself with the appropriate guidance for that specialty.



Appraisals, ARCP & Revalidation

An appraisal is an annual review of your overall performance, where you can provide supporting evidence to demonstrate that you are meeting the principles and values as set out by GMC's Good Medical Practice. For doctors in training, this process is referred to as ARCP (Annual Review of Competence Progression). Within each yearly review period, you will also be expected to address previously identifies areas of development. The GMC requires doctors to undergo Revalidation at the end of each 5-year cycle of appraisals/ARCPs to maintain their registration and demonstrate fitness to practise.

Here are six types of supporting information that you must collect, reflect on and discuss at your appraisal:

- CPD - Continuing professional development (this includes making sure have recorded sufficient clinical evidence and WPBAs to your portfolio, and are up-to date with the latest guidelines)
- Quality improvement activity - Audit, service improvement projects, Poster presentation. Report and reflect on significant events or near misses
- Feedback from patients or to those to whom you provide medical services- not for those in training placement. Mainly at consultant level.
- Feedback from colleagues- also called MSF (multi source feedback) and Mini PAT.

Differential attainment.

This is the difference in outcome as a group where doctors or medical students from ethnic minority backgrounds or with other protected characteristics perform poorly compared to their White counterparts within the UK. These differences in outcomes are seen in recruitments, Annual review of competency progression, outcomes in specialty examinations as well as progression to senior roles. Further reading: [BMJ special issue on racism](#) and [Tackling disadvantage in medical education \(gmc-uk.org\)](#)

The Yorkshire & Humber deanery is committed to tackling differential attainment within the

Deanery. This has led to the initiation of several projects across different career stages of the medical workforce including the reverse mentoring scheme.

What is reverse mentoring? Traditional mentoring involves the education and sponsorship of junior colleagues by senior colleagues who are already advanced in their career and leadership position. Reverse mentoring inverts the paradigm with junior colleagues mentoring the senior staff, in this instance, junior doctors will act as mentors to senior doctors with the aim of addressing differential attainment. This will involve inviting trainees from the UK and International medical graduates from ethnic minority backgrounds to pair with trainers or consultants from all other ethnic backgrounds for a period of at least 6 months in-order to mentor trainers/consultants on their lived experiences. Read more here:

<https://www.yorksandhumberdeanery.nhs.uk/faculty/reverse-mentoring>

To indicate interests sign up here: <https://forms.office.com/e/VeVTGLnFSd>

For further information, please contact Theresa Ugalahi, Leadership Fellow on Differential Attainment for 2023-2024, on t.ugalahi@nhs.net or the Professional Support Team on england.professionalsupport.yh@nhs.net

Compliments and complaints.

For doctors not in training: Most Trusts will use their own appraisal software or system, which is different from the ePortfolio. Your Trust Revalidation Team will contact you and provide login details for this. You will have to provide evidence of your supporting information and complete all sections of the appraisal checklist. This can be a time consuming process, so please plan for it in advance. Your appointed appraiser will be able to give you some guidance in completing this before the date of your appraisal.

Information for SAS doctors

Mentoring and support for SAS doctors

Before you start your job or even during the interview process, check with your department what level of mentoring or support they can offer. Usually, you'll have access to a consultant or a more senior SAS doctor within your department to be your clinical supervisor/mentor. They would be able to guide you through your induction period and may be able to engage you in different audit, research, and quality improvement projects.

If you haven't been offered a mentor or a supervisor, speak with the SAS tutor or advocate at your trust to discuss this further with the management.

SAS tutor and SAS advocate

Most trusts across the country have the post of SAS tutor who is usually one of the senior SAS doctors with many responsibilities in supporting other SAS doctors at the trust. Either disseminating information about training opportunities for SAS doctors or discussing working conditions for SAS doctors with the trust board, they should be your first line of contact in case you have any questions or concerns about your post or career path. They are usually approachable and helpful.

An increasing number of hospitals are introducing the role of SAS advocate which is an addition to the support available for SAS doctors. They can be utilised as needed: either being a channel of communication between yourself and the management, for social induction to the trust and the local area, or even as an informal buddy to help you settle down.

Career planning

CESR

Certificate of Eligibility for Specialist Registration is considered one of the main routes if you'll be interested in progressing in your career to apply for substantive consultant posts. The process of completing a CESR is not straightforward and varies massively between different specialities and in different trusts across the country. However, more support is being offered

if you decide to embrace this pathway, but it's worth checking throughout the recruitment process what level of support will be available for you at the trust.

Autonomous practice

This is another way of recognising the work and contribution of SAS doctors to the healthcare system. Although it's quite difficult to get such a recognition from the start of your career at the NHS, it's worth keeping this in mind and checking with your clinical lead, clinical supervisor, and/or SAS tutor about the process and requirement to be recognised as an autonomous practitioner.

Applying for training posts

As a SAS doctor, you may be still eligible to apply for a training post. However, the requirements and eligibility criteria keep changing from time to time and in different specialities. If this is a pathway you would be interested in, check the requirements and any eligibility or exclusion criteria ASAP, so you don't lose valuable time in the process.

Looking at leadership opportunities

Leadership skills are absolutely integral to the role of future consultants. There are many ways that you can develop and demonstrate these. Is there a role within your department? Have you identified a need and can you fill that gap? More formal leadership opportunities include involvement on the Junior Doctors' Forum, the Trainee's Education Forum, the [Future Leaders Programme](#) (FLP), or the [Faculty of Medical Leadership and Management](#) (FMLM)

The Future Leaders Programme recruits once a year, sharing job vacancies on their website. Posts have a main project, but your time is divided between your project and personal development. You would have to apply for an Out of Programme Experience (OOPE) and it does not count towards your training progression. The FLP is open to allied health care professionals and doctors or dentists in training posts.

The NHS Leadership Academy is a part of the NHS People Directorate of NHS England. It offers courses to leaders at different stages of their careers within the NHS

[\(https://www.leadershipacademy.nhs.uk/programmes/\)](https://www.leadershipacademy.nhs.uk/programmes/).

Coaching

Coaching is about offering you time and space to think with an impartial coach who will support you and challenge you if necessary. It is not a remedial measure, nor is it counselling but rather, a tool to help you, as a high-achieving professional. Some things that might lead you to access coaching:

- There is something at stake, e.g. a challenge or development opportunity and you want to make the most of it
- Your work and life are out of balance, and this is having an unwanted impact - You would like to talk through decisions about your career
- You have yet to identify your key strengths and how best to utilise them.

You can read more about coaching, eligibility, and how to access coaching [here](#).

Wellbeing and resilience

Wellbeing encompasses a whole range of things such as one's physical, mental, professional, financial and social health. Moving to a new place and starting training can be a very exciting, yet stressful time. We hope that you will develop a robust network of friends and colleagues who can offer informal support but if at any time you feel that you need some extra support, here are a few avenues to start looking at.

Occupational Health

In addition to their role in the pre-employment checks, Occupational Health (OH) teams work to keep employees safe and well at work both physically and mentally. Occupational Health can help negotiate work adjustments, aid in providing specialist equipment to help do your job, and signpost to support such as counselling and therapy. You can self-refer or ask your clinical/educational supervisors to refer you to Occupational Health if needed.

SuppoRTT

Supported Return To Training ([SuppoRTT](#)) is an initiative to help doctors return to training after a period of spending time out of training for a variety of reasons (maternity leave, sickness, out-of-programme courses etc). Trainees can access personalised advice and support through their local NHSE (W, T&E) office, which would include formulation of a bespoke “return to training” package with their supervisors and the NHSE (W,T &E) SuppoRTT team. SuppoRTT resources include webinars, podcasts and trainee-centred events.

SuppoRTT have developed some video-immersive scenarios that can be accessed [here](#). You will need to register on the [NHS Learning Hub](#)

Counselling services

Moving to the UK and starting work in a new system is challenging and stressful. Some people may find that this takes a toll on their mental health. There are [sources of support](#) available. The services that you can access for counselling is dependent on where you are employed. You can self-refer to these, and support is confidential.

NHSE Social prescribing

The Yorkshire and Humber deanery have a dedicated service run by Humber Teaching NHS Foundation Trust to help support IMGs with moving to the area of their training programme, or relocating during training, wherever that happens to be throughout the Yorkshire and Humber region. The service has social prescribers that can offer you guidance and help to lead you through the initial transition into training, as well as throughout your programme.

The social prescribing service is tailored for medical and dental graduates who obtained their primary medical degree outside of the UK. It has been introduced to support doctors with a wide range of issues, concerns and challenges allowing you to focus whole-heartedly upon your training programme and academic goals. The social prescriber can support you with:

Adjustment and settlement into the UK or a new region (practically and emotionally)

- Financial concerns
- Anxiety and stress (professional and/or personal)
- Health and wellbeing
- Feeling out of your comfort zone
- Housing
- Lack of training progression
- Schooling & childcare

Confidential one-to-one appointments are available with a social prescriber and can be arranged to take place via MS Teams for your convenience. This support is open to all postgraduate doctors in training (and their direct family members) within the Yorkshire & Humber.

You can self-refer to make an appointment with the social prescriber, using the following contact details:

Email: hnf-tr.heesocialprescribing@nhs.net

Tel: +44 (0)800 9177752

Datix/exception reporting

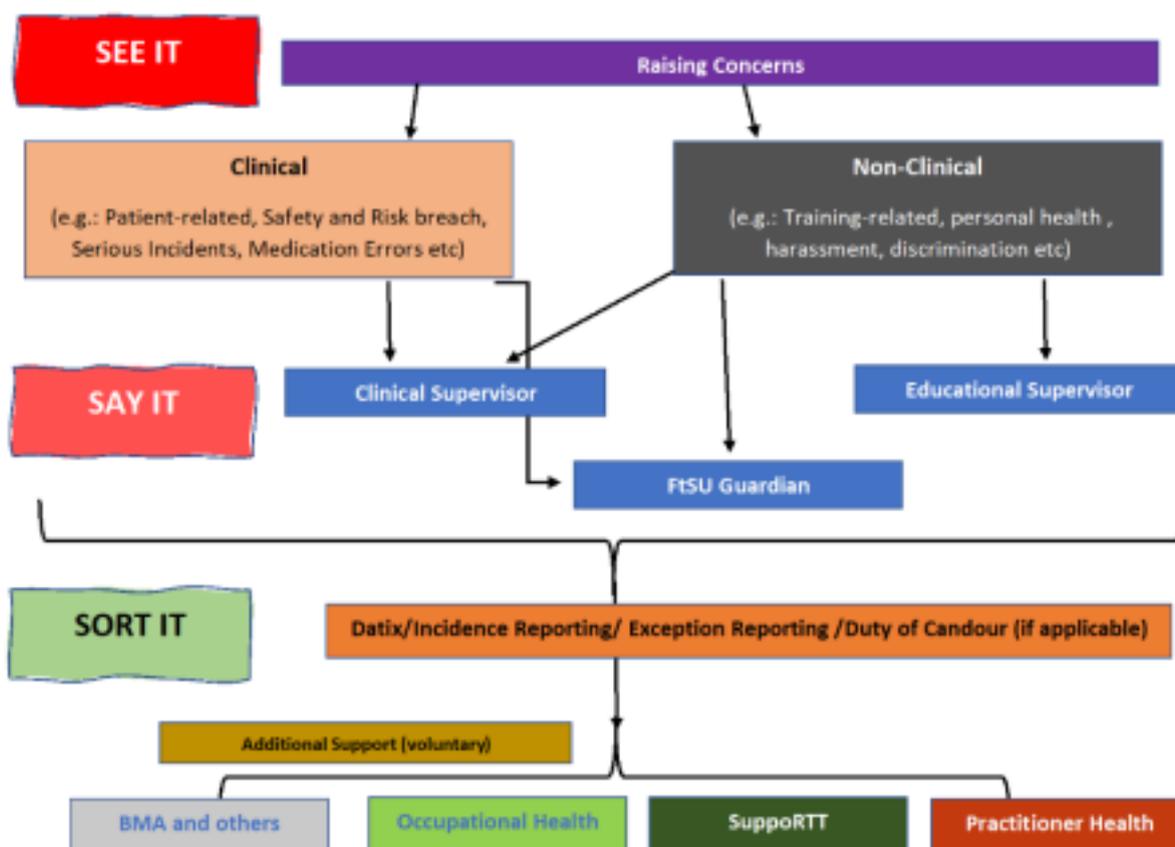
All healthcare professionals have a duty to report any adverse incidents that have the potential to produce unwanted effects, or any incident which has consequences or learning points. This is done through the Datix reporting system. Examples of incidents include clinical issues (infection issues, pressure sores), environment issues (accidents or violence and aggression), or services. Trusts have their own lists of what things should be reported through Datix and you should be trained in how to access the reporting system at your induction. You can read a bit more about it [here](#).

Exception Reporting

Exception reporting is a contractual mechanism which doctors in training can use to report patient safety, rostering and training concerns. You are encouraged to exception report anytime that you miss training opportunities, miss breaks, or stay over your

rostered hours (not including emergencies). It offers a record of where staff are under pressure, and helps with workforce planning. You should be aiming to exception report within 7 days if claiming payment for your excess hours or within 14 days for Time Off In Lieu. You are contractually entitled to exception report and you can read more about it [here](#).

How to raise concerns



This diagram gives some general overview of the avenues through which you can escalate concerns. These concerns may be related to patient safety, education or personal. The escalation pathways may be different in various trusts, but generally, it is recommended that you escalate to your Clinical or Educational Supervisors. If you feel you can not speak with your ES or CS, or feel your concerns are still unaddressed, then you are to escalate to your College Tutor, Director Post Graduate Medical Education, Medical Director, Training Programme Director and Head of School.

Role of the Freedom to Speak Up (FTSU) Guardian

Every trust must have a FTSUP Guardian to give independent support and advice to staff who want to raise concerns.

The FTSU Guardian can offer support and advice for staff who speak up or are supporting a colleague who is raising concerns. They can also give feedback on investigations and conclusions and can also take immediate action if patient safety is compromised in any way. Please note that the FTSU cannot carry out investigations, solve interpersonal disputes amongst members of staff or deal with concerns raised by patients and visitors.

In order to get the most accurate and up to date information relevant to your locality, please look at your Trust Intranet or contact your clinical supervisor.

Whistleblowing, Bullying and Anti-Racism Resources

You have a professional duty under GMC's Good Medical Practice guidance to raise concerns about anything that impacts patient safety or could impact patient safety.

<https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/good-medical-practice>

You should ordinarily raise your concerns with your supervisor. In the event that your supervisor does not approve, then escalate to one of the Training Program Director's. In cases of clinical concerns affecting patient safety, it may be more appropriate to raise concerns with a consultant in your department. Please see the pathway for escalating any concerns that you may have.

Any form of bullying, harassment, racist and/or undermining behaviour is unacceptable, and most trusts have zero tolerance for these sorts of behaviour. You can also refer to your trust policy to find out the local pathway for reporting such behaviours.

Every trust should have a Freedom to speak up guardian (see below) that you can escalate concerns to.

Experiencing micro aggressions and/or racism in the workplace can be a very traumatic process especially mentally, it is therefore very important to de-stress and debrief after being a victim of such behaviours for your own emotional wellbeing.

Sheffield Health and Social Care NHS foundation trust run regular sessions for doctors who identify as Black, Asian, or other minor ethnicities who have experienced micro aggressions or racism in the workplace. They are clinical psychologists working for the Workplace Wellbeing Service (WWB) and offer a safe, confidential healing space to promote emotional wellbeing. Any trainee working in Yorkshire and Humber can access these sessions. You can contact them by sending an email to wwbgroup@shsc.nhs.uk.

Reflections from other International Medical Graduates

Dr Abhijit Chakraborty, Consultant Physician and Geriatrician, FRCP.

I graduated from Calcutta University in India. I started my journey in medicine with the IELTS and PLAB-1 in Kolkata before coming to the UK. It was an intense couple of weeks in a coaching camp before I appeared for PLAB 2.

After being successful in PLAB-2, I started applying for clinical attachment. It was 2006 and there was a pandemonium with MMC. Securing a clinical attachment was extremely difficult during that time. After a lot of struggle I managed to get one in Geriatric medicine in North Wales. Here I gained valuable experiences and subsequently started my career as a FY1.

After a year I moved into Yorkshire for my SHO job and never moved out of Yorkshire ever since. My daughter was also born in the same year, in Halifax. Since then, I have worked at many hospitals in Yorkshire while completing my MRCP. I was fortunate to get a SpR rotation in Sheffield in 2012 and joined as a consultant in Huddersfield Royal Infirmary in August 2017.

Looking back, I feel a sense of accomplishment, realising that I have achieved my career dreams. Currently, I am an examiner of PLAB 2 – my very first test in this country and MRCP too. Recently I have been selected to be the local Foundation

training programme director (TPD) for my hospital.

Though working in the NHS is stressful at times (especially in the Covid pandemic) I still enjoy my work. It gives me immense satisfaction in looking after frail elderly people.

Dr. Muhmood Elnaiem, SHO Northern Care Alliance NHS Foundation Trust

It's important to be assured that it's only a matter of time before you completely settle into your first job or new department/hospital you'll be working in. However, it's the duration of the time it takes that depends on how you reflect on your initial performance and make the changes to quickly adjust yourself to keep up to pace with your colleagues. Prioritisation is

key within the NHS and I believe that once you fully tailor your work around the hospital with this objective in mind, you are definitely on the right track. You'll be dealing with unwell patients, discharge letters, referrals, investigations that need to be ordered earlier than late, all at once. And when you encounter this scenario, especially for the first time, it can be very overwhelming. But with time, you will gain the exposure and experience to then deal with these pressures using muscle memory.

Make sure that you know your limitations and inform your colleagues and seniors regarding this. Get to know your colleagues and don't shy from asking for their help and advice on how to deal with things around the ward, because remember, they were also in your shoes. Always reflect on your experience and how you will come in tomorrow with a different approach to streamline your management of patients around the ward.

And finally, do not stray away from your academic commitments (i.e QIPs, teaching, CBDs, potential research opportunities), make sure you have a plan in place to have these things done and discuss them with your supervisor at the first meeting, and make sure there are dates in place to have these things done, especially if you're intending on applying for specialty training very soon.

I wish you all the best

Dr. Mandeep Bhattarai, GPST1. Pennine GP Scheme.

I started GP training in the Pennine GP scheme in August 2021. After graduating from medical school in 2016, I worked as a house officer across various specialities back in my home country, Nepal. Even though I gained invaluable experience and honed my skills as a doctor working in hospital medicine, I couldn't see myself restricted to a specialty in the long run. I was attracted by the diversity, flexibility and work-life balance that general practice offers and that led me to the GP training pathway.

My story is a bit different from most of my colleagues, as I started as a GP registrar without prior NHS experience. Make no mistake, GP training is challenging for everyone but going straight into training with little idea about the system I was going to work in brought its own set of challenges. Settling into a new country while simultaneously adjusting to the healthcare system as well as the workplace culture was exciting and daunting at the same time. I was very fortunate to receive wonderful support and guidance from my deanery, supervisors, and colleagues, which made my transition in the NHS much easier than I had anticipated. The most important lesson I have learnt so far is to not shy away from asking for help. There is plenty of professional and pastoral support for trainees, all we need to do is ask.

To all my IMG colleagues considering GP training, I welcome you to GP land and wish you the best of luck.

Further links and resources

[Raising and acting on concerns - GMC \(gmc-uk.org\)](#)

[Enhancing Junior Doctors' Working Lives | Health Education England \(hee.nhs.uk\)](#)

[HEE Deans' Equality, Diversity and Inclusion Annual Report | Health Education England](#)

[Learning materials - GMC \(gmc-uk.org\) Road to UK - YouTube](#)

[dignity-at-work-policy---dc6612_pdf-58561807.pdf \(gmc-uk.org\)](#)

[Your wellbeing \(bma.org.uk\) Practitioner Health <https://youokaydoc.org.uk/>](#)

[Home - Doctors in Distress - Support For Healthcare Workers \(doctors-in-distress.org.uk\) Peer](#)

[Support and the Doctors' Support Network \(dsn.org.uk\)](#)

<https://students.leeds.ac.uk/essentialitems>

<https://www.bma.org.uk/advice-and-support/international-doctors>

<https://roadtouk.com/plab-2-visit/checklist-for-img-doctor-in-uk/>

<https://www.yorkshire.com/about-yorkshire/getting-around-yorkshire/transport/getting-to-yorkshire-from-overseas>

<https://www.ukcisa.org.uk/Information--Advice/Studying--living-in-the-UK/Health-andhealthcare>

<https://wessex.hee.nhs.uk/trainee-information/trainee-journey/international-medicalgraduates/>

<https://wessex.hee.nhs.uk/trainee-information/trainee-journey/international-medicalgraduates/>

<https://www.nhs.uk/nhs-services/dentists/who-is-entitled-to-free-nhs-dental-treatment-in-england/>

<https://www.gov.uk/browse/childcare-parenting/childcare>

<https://www.gov.uk/tax-codes/emergency-tax-codes>

Recommended Podcasts/ Audio-Visual resources (further links and resources)

[IMGUK Podcast Series by Dr Khan](#)

A 'Humans of New York' Style podcast showcasing the journeys of different IMGs, a very good listen to the emotions and reflections from other IMGs.

[SuppoRTT YH IMG Podcast Series by Dr Sim](#)

A series by a Future Leaders Programme Leadership fellow. This podcast aims to raise awareness of IMGs and their journeys in their transition in starting training/working in the NHS. It is also aimed at educators and other members of staff in the NHS, including HR teams.

[Road to UK Youtube channel](#)

Useful videos on tips training in the UK, financial tips for IMGs and portfolio tips by a couple who are IMGs themselves.

Areas for development of this handbook:

We recognise that this handbook will be missing information on some key resources, and it is not meant to be a comprehensive guide. How the transition from HEE to NHSE impacts the Induction process for International Medical Graduates remains to be seen, and our hope is that this document remains live and is continually improved and developed. We hope that subsequent iterations cover the following points as well as any further developments that are needed to keep this relevant and useful

- Refugee doctors experiences
- Junior Doctor Committees
- Role of the Dean and Deputy deans

You can feedback your thoughts about any required changes or updates to the handbook by completing this form [here](#)

Ms. Fiona Bishop, in her role as Deputy Dean will work with the Trainee Executive Forum EDI leads to ensure this document is updated on a regular basis.

