

Induction Guide for Trusts – International Medical Graduates

Introduction

The NHS is increasingly looking overseas for qualified doctors to help fill workforce gaps while maintaining the quality of training for all. The latest estimate is that this group of healthcare professionals accounts for over a third of the medical workforce and therefore represent a hugely important cohort of clinicians. These doctors arrive in the UK with a diversity of background experience and training, and many will not be familiar with the routine day-to-day practice within the NHS.

In a report by the GMC (Evaluation of GMC Welcome to UK Practice, Kehoe 2019), it was recognised that these doctors need additional support to adjust to working within the NHS. UK Hospital Trusts will already run induction programmes for new starters, but the additional needs for doctors joining from abroad also need to be taken into consideration. These processes will need to start even before the doctor arrives in the UK.

Doctors may arrive in the UK via one of the following routes:

- Widening Access to Specialty Training – WAST (<https://specialtytraining.hee.nhs.uk/wideningaccess>)
- Medical Training Initiative – MTI (<https://www.aomrc.org.uk/medical-training-initiative/>)
- Defined Route of Entry into Emergency Medicine – DRE-EM (https://www.rcem.ac.uk/RCEM/Exams_Training/UK_Trainees/DRE-EM/RCEM/Exams_Training/UK_Trainees/DRE-EM.aspx?hkey=cdf599f-9f6a-4d3b-bf30-c0ad77a74b37)
- International Medical Training Fellowship – via RCPE on tier 2 visa
- Foundation
- Primary care
- Global health programmes
- Independent Trust appointment

The following guidance has been compiled to support the planning of an induction programme for international medical graduates coming to work in the UK. Whilst there are generic principles covering language and communication, most doctors will need a more bespoke package to enable them to transition into a new culture of working.

This guidance should be read in conjunction with the NHS international recruitment toolkit: <https://www.nhsemployers.org/-/media/Employers/Publications/International-Recruitment-toolkit/NHS-International-recruitment-toolkit-200120.pdf>

Pre-UK arrival

1. Personal

- Advise doctor of following costs that they will need to cover (if applicable):
 - a. GMC registration
 - b. Visa
 - c. Flights
 - d. Initial accommodation (rent and deposit)

Induction Guide for Trusts Employing Trainees

2. Educational

- e-lfh online module (<https://www.e-lfh.org.uk/programmes/induction-for-international-doctors/>)
- GMC 'Welcome to UK Practice' online module (<https://www.gmc-uk.org/doctors/welcomeuklogin/Default.aspx>)
- PSA (Prescribing Safety Assessment) - <https://prescribingsafetyassessment.ac.uk/>
- Are any educational achievements required prior to starting a scheme? E.g. ALS/ILS
- Are specific competency equivalents needed? (e.g. Foundation competency)
- Become familiar with GMC Good Medical Practice - <https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-doctors/good-medical-practice>

3. Organisational

- Subject to contemporary national guidance surrounding COVID-19, each trainee should have a risk assessment to see if additional bespoke support will be needed for them. This will be done as part of their employment checks
- Can assistance be provided to obtain accommodation details prior to arrival? This will help with visa and immigration
- Is there a link with a local bank to facilitate setting up bank account prior to permanent address being acquired?
- Some banks offer international accounts (e.g. HSBC) which may be helpful
- Is there a link with local council/education authority to identify school spaces for any children accompanying doctor?
- English language competency (IELTS, PLAB, OEC)
- E-learning packages for IT systems
- Set up login details for essential IT systems (e.g. EPR) prior to arrival

4. Regulatory

- GMC registration and visa processes
- Understanding of revalidation

On arrival

1. Personal

- Social network – identify other local doctors and contacts who can support
- Buddy system – identify a person who can provide direct support on arrival
- Practical advice to be provided by host Trust
 - Advice on how to register with a GP
 - Advice on local schools, substantive accommodation etc. [may need support from host organisation]
 - Advice on how to register with utility companies, council tax, TV licence, home contents insurance etc.
 - Local authority language courses for family members
- Understand the need to update personal contact details (i.e. change of address for visa monitoring, revalidation purposes, employer)

2. Educational

- GMC Welcome to UK Practice half day and online module (if not already done)
- The GMC hold regular joint meetings with Colleges for new starters
- Attend programme specific face-to-face induction e.g. Foundation, Primary Care
- Nominated mentor - may be allocated by the specialty college

Induction Guide for Trusts Employing Trainees

- Nominated clinical supervisor – particularly if the mentor is from a different department/organisation
- Know who to go to for support

3. Organisational

- Named lead for International Medical Graduates in each Trust
- Survival guide
 - local terms/accents
 - NHS abbreviations
 - where to buy food
 - travel options, including parking
 - Personal safety
- Attend Trust face-to-face induction
- Supernumerary shadowing: may be bespoke to individual and depends upon on any previous UK experience. Recommended 3 days as minimum.

4. Regulatory

- Advice about professional organisations (e.g. GMC, BMA, Defence Union, Royal College)

After arrival

1. Personal

- Debrief about process – ideally by named Trust Lead for International Medical Graduates or nominated deputy

2. Educational

- Access to educational resources (e.g. local and regional teachings, clinical skills training)
- E-portfolio – if no bespoke e-portfolio available for specialty training, HORUS is the HEE e-portfolio which is free of charge - <https://horus.hee.nhs.uk/sign-in>
- Ongoing access to supervisors

3. Organisational

- Enhanced supervision period: may be bespoke to individual and depends upon on any previous UK experience. Recommended 4 weeks as minimum.
- No on-call until competency achieved
- Access to ongoing support, e.g. named Lead for International Medical Graduates

Appendix 1

Suggested content for e-learning/face-to-face induction programme

- working in the NHS and GMC GMP
- understanding of other key organisations (HEE, GMC, BMA, Defence Union, Royal Colleges)
- appraisal and revalidation
- how to raise concerns
- confidentiality
- duty of candour
- mental capacity assessment
- role of multi-professional clinical team
- cultural awareness
- reporting mechanisms
- prescribing and documentation
- role of doctor in complaints and incidents
- end of life care
- who to go to for support