

Name of Document	Medical Training Initiative (MTI) process for Deanery sign-off
Category	Standard Operating Procedure (SOP) This SOP is only applicable to relevant programmes within Medical Specialty Training.
Purpose	This document is one of a suite of Standard Operating Procedures to support the management of trainees across England. This SOP is aligned to the principles of 'A Reference Guide for Postgraduate Foundation and Specialty Training in the UK' (The Gold Guide) and 'A Reference Guide for Postgraduate Dental Foundation, Core and Specialty Training' (The Dental Gold Guide). Please refer to the most recent versions. Since 2020, Foundation Training is embedded within the Gold Guide. Therefore, the NHS England suite of SOPs applies to all doctors in training, including Foundation, unless specified otherwise. Within the SOP, whenever reference is made to the Postgraduate Dean, it refers to the NHS England English Dean/Postgraduate Dean or their nominated representative who will be responsible for managing the process on their behalf. Throughout the document, unless otherwise stated, the term 'trainee' refers to postgraduate doctors in training and also applies to public health trainees with a medical or non-medical qualification. This SOP is intended to be a guide to encourage consistency of practice across England. Due to the complex nature of training, there will be occasions where Postgraduate Deans will apply their discretion in enacting this SOP to take account of individual circumstances and varying local structures (e.g. Lead Employer). English Deans are committed to equality, diversity and inclusion (EDI), with a duty to eliminate discrimination, promote equality and ensure inclusive opportunities are available to all with regards to age, disability, gender, ethnicity, sexual orientation, religion or belief in the design and delivery of all our services. English Deans aim to meet and exceed their statutory obligations under the Equality Act 2010 by adopting a continuous improvement approach. This suite of SOPs will be routinely screened against relevant Equality and Diversity documentation.
Authorised by	Health Education England Deans (HEEDs), now English Deans
Date Authorised	11/10/2022

Implementation Date (current version)		01/10/2025	
Next Review Date		SOP to be reviewed in line with any future Gold Guide revisions, or every 12 months, whichever comes first	
Document Author		English Deans and Senior Managers Group (formerly HEED & HEED Senior Managers Group)	
Version	Date	Author	Notes Reason for Change, what has changed, etc
1	11/10/2022	HEED	Document signed off at HEED
2	19/07/2023	HEED	Document signed off at PGMDE Operational Oversight Group
3	17/10/2024	English Deans	Document signed off at PGMDE Operational Oversight Group
	23/09/2025	English Deans	Document signed off at PGMDE Operational Oversight Group

Key Documents

Academy of Medical Royal Colleges website ([About us - Medical Training Initiative](#))

NHS Employers website regarding MTI ([Medical Training Initiative | NHS Employers](#))

1. Background

As summarised within the Academy of Medical Royal Colleges (AoMRC) website ([About us - Medical Training Initiative](#))

“The Medical Training Initiative (MTI) scheme allows international doctors to come to the UK to train within the National Health Service (NHS). Suitably qualified International Medical Graduate doctors (IMG) can receive a maximum of two years training and development in the NHS. The knowledge, skills and techniques learned in that time can be used to improve patient care in their home country on their return”.

This SOP relates only to the MTI scheme linked to AoMRC for Medical graduates. There is an MTI scheme for dentists administered by the [National Advice Centre for Postgraduate Dental Education \(NACPDE\)](#); this website should be consulted for further information.

2. Responsibilities

The AoMRC is the national sponsor of the scheme and is responsible for issuing the Certificate of Sponsorship for immigration purposes. The responsibility of the Postgraduate Dean or nominated deputy is to approve the MTI *post*, while the responsibility to approve the *individual* is for the employing organisation. It The contract and salary are also the responsibility of the employing organisation rather than the Postgraduate Dean, noting the need for organisations to meet UK employment standards for equal treatment with regards to appropriate levels of pay.

3. Process

Colleges propose that the [application form](#) is completed in a two-step process:

1. The Postgraduate Dean (or nominated deputy) signs off the *MTI post in principle* and before a candidate is appointed by completing relevant sections of the online application form. No additional documentation will be required except in exceptional circumstances
2. The Postgraduate Dean's responsibility is to confirm that:
 - a. The post does not disadvantage UK trainees nor adversely affect the training of existing trainees in the training location
 - b. The post provides sufficient educational and training content, including the requirement for training to be supervised by fully qualified NHS medical consultants
3. Applications for approval of an MTI post must only be signed by someone on the [approved signatory list](#)
4. The KPI is to complete sign-off for MTI posts in principle within ten working days of receipt of relevant details on the application form

5. The employing organisation then completes all other parts of the application form once the candidate is appointed and returns the form with all other paperwork to the GMC sponsor for submission to the Academy.

3. Duration of Deanery MTI post approval

Once a post is signed off by the Postgraduate Dean as suitable for MTI, this approval is valid for six months. Should the post not be filled within that six-month period, further approval of the post will be needed from the Postgraduate Dean in case circumstances for UK trainees have changed in the interim.

4. Quality assurance

Deaneries are not responsible for the quality of the training environment for MTI doctors. These posts are overseen by the Medical Royal Colleges and this is a four nation process.

Postgraduate deans are required to ensure that the appointment of an MTI does not encroach on the training of a doctor in a UK training programme.