

Name of Guidance	Support for International Medical Graduates/EEA graduates
Category	Overseas Doctors
Authorised by	Postgraduate Dean's Senior Management Team
Date Authorised	April 2014
Next Review Date	April 2020
Document Author	David Eadington

Version	Date	Author	Notes Reason for Change, what has changed, etc
1	April 2014	David Eadington	New guideline
2	March 2016	Jill Hanson	Amended to meet new HEE branding guidelines
3	April 2017	Nick Sowerby	Review and minor amendments

Related Documents (hyperlinks)

N/A

Support for International Medical Graduates/EEA graduates

Despite increasing numbers of UK graduates many parts of the NHS remain reliant on doctors who have graduated overseas. These trainees have many different origins and cultures, and some of them will need additional support in adjusting to understand the expectations of colleagues and patients when working in the NHS, to prevent or minimise misunderstandings.

Recognising the added risks for these trainees, an induction course for overseas doctors new to the NHS has been provided. This is now run as a one day face to face event for any new trainee who has no previous NHS experience, mostly new F1 entrants, and held immediately before the four day pre-F1 shadowing period. It is organised by [Dr Mark Gibson](#), Foundation School Deputy Director, assisted by other senior Foundation School educators and other colleagues, including trainees. The day is very interactive, mainly group discussion and role play scenarios. Prior coursework is completed (and self-assessed) online so that trainees arrive prepared.

The main purpose of the course is to highlight areas that students may not yet have recognised as being important. These 'unknown unknowns' are the greatest threat to understanding how to work and train effectively. The course discusses;

- self-directed learning
- recognising learning opportunities
- adapting learning styles to the workplace
- the different hierarchies that exist and how to fit into them
- communication as a skill
- the importance of 'how we behave' as well as 'what we know'
- roles and responsibilities

Other subjects covered include:

- How the NHS works
- Working in the NHS
- Keeping good medical records
- Clinical incidents and complaints
- Clinical governance, Patient Safety, and Audit
- Care at End of Life
- When a patient dies; death certification and cremation papers
- Advice, appraisal and assessment