



Dr Timea Novak
IMG Lead



Dr Isaac Frank
IMG Support Fellow
TPD Fellow

Swindon Great Western Hospital



Great Western Hospitals
NHS Foundation Trust

Funding (Budget): From Deanery – no Trust contribution to budget

IMG support team consists of

IMG Support Registrar 0.5 WTE

IMG Support Consultant 0.5 PA

IMG Administration support 0.2 WTE

IMG Near Peer fellow

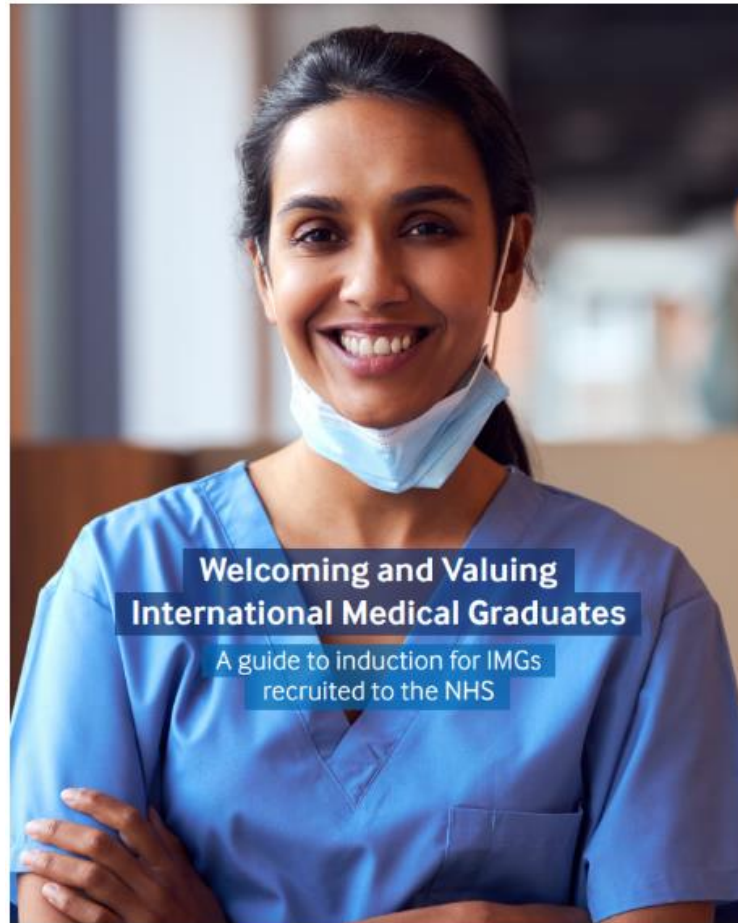


Swindon Great Western Hospital

Funding (Budget): From Deanery – no Trust contribution to budget

	Deanery NHS new 2023	Deanery NHS new 2024	Trust employed (LED) NHS new 2023	Trust employed (LED) NHS new 2024
F1	3	2	7	5
F2	0	2	13	0
GP trainee	3	5	0	0
Registrar	0	0	0	10
Specialist (Ass spec)	0	0	0	1
Consultant	0	0	0	3

Guidelines Used



International Medical Graduates in the South West

This guideline sets out the recommended standards for local education providers in the South West to provide an enhanced induction for IMGs who are naïve to NHS.



1 December 2023

Authors: Eng Ong and Claire Fox, Associate Deans in EDI, NHSE-SW, WT&E

Processes at Swindon Great Western Hospital

STEP 1

Recruitment Team – IMG support team Shared excel
Deanery email



STEP 2

IMG support team contacts NHS new doctor by email

- Emailing “Hello” + welcome video + IMG handbook
- arranges suitable date for induction

STEP 3

MS teams induction 4-6 weeks prior to start
(up to 2 hrs)

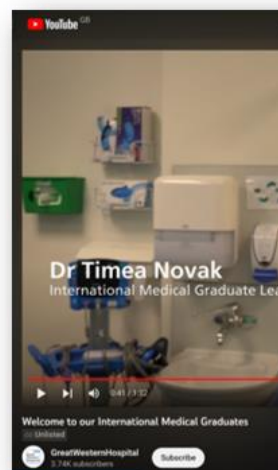
Adding to IMG whatsapp group
Buddy allocation

STEP 4

- Emailing Departments
- Emailing ES and CS - checklist

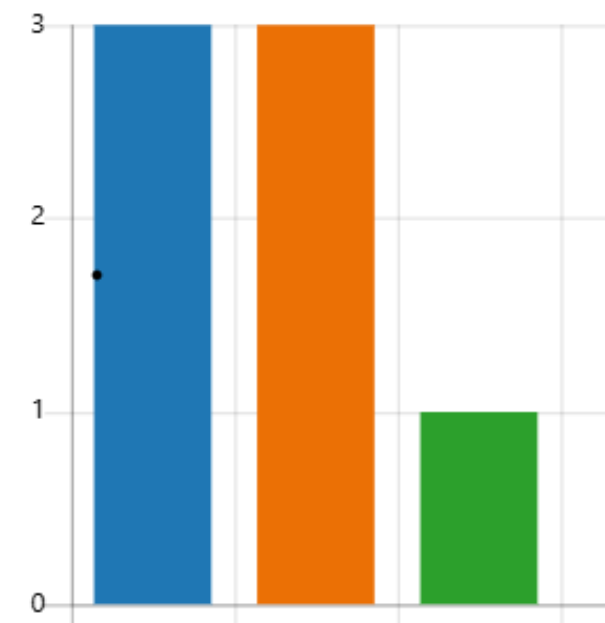
STEP 5

- On Arrival meet on first week
- Ongoing 1:1
- Weekly IMG teaching
- Bimonthly IMG forum
- Portfolio support
- Training or Job application support
- Social events – e.g. Xmas, IMG summer party



How would you rate the quality of your induction overall?

Very good	3
Good	3
Fair	1
Poor	0
Very poor	0
Didn't have induction	0



Initial Supervisor Meeting Checklist for New IMG Doctors

This checklist aims to support IMG doctors who are either newly arrived in the UK or have been working in the UK for less than 12 months. This Checklist should be used by the Educational Supervisor (appointed by the employing Trust) at their first meeting with the IMG trainee. This checklist covers areas of specific needs of new IMGs, as per feedback from previous IMGs and experienced educational supervisors. It is expected that this checklist will act as a driver for new international doctors to engage in focussed discussions with their educational supervisors, to build professional development plans and to undertake additional training to address their learning needs.

It is the responsibility of IMG doctor upload this checklist on their e-Portfolio / appraisal platform



	Information	To be completed with Supervisor at initial meeting
1	Name of Educational Supervisor	
2	Name of Clinical Supervisor	
3	Date of this meeting	
4	Has doctor received GWH IMG handbook? (if no, please contact gwh.pgmeteam@nhs.net)	
5	Signpost to GMC's <i>Welcome to UK Practice</i>	
6	Signpost to eLearning resources on eLfh.org.uk	
7	Departmental Induction discussed / completed	
8	Trust's Mandatory Training discussed / completed & access to learning hub	
9	Peer Buddy offered & allocated (Name). IMG Team can support if required.	
10	Membership of medical defence organisation / union	

11	Does the trainee have any concerns about their work?	
12	Shadowing & supernumerary period agreed (national recommendation two weeks)	
13	Will they be required to work on-call shifts within the first two weeks? (If yes, please consider calling Medical Staffing as this doctor may need to be supernumerary)	
14	Leave policy discussed (Study leave, special, annual etc) & how to book leaves	
15	Wellbeing Resources discussed	
16	Discussed work schedule, rota, on calls & Exception Reporting	
17	Royal College e-Portfolio, Work Based Placement Assessments & appraisal portfolio access discussed	
18	IT systems training booked	
19	Involvement in Quality Improvement Projects / Audits / Research discussed	
20	Discuss complaints & incident reporting	
21	Career Intention	
22	Agreed PDP	
23	Any other Comments by Supervisor and/or Trainee	

Trainee's Signature (upload document on e-Portfolio) _____



- **Trust employed IMGs (LED, SAS, Consultant)**
- **Struggling IMGs**
- **IMG SOP – Departments and responsibilities**

Support for GP Trainees at GWH

Bridging the Gap: A Pre-Induction Programme for IMG GP Trainees

*Providing a Soft Landing into the
NHS for International Medical
Graduates*



Pre-Induction for 'New-to-NHS' trainees

- July each year
- 4-hour online session via Zoom
- Timing that works for trainees worldwide

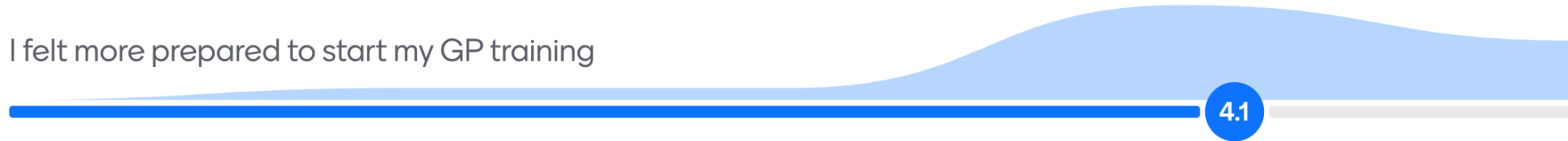


Time	Duration	Topic
13:00 - 13:05	5 min	Welcome and Introduction
13:05 - 13:20	15 min	Understanding the Structure of Primary and Secondary Care in the NHS
13:20 - 13:35	15 min	An Overview of GP Training
13:35 - 13:50	15 min	Introduction to e-Portfolio and Reflective Writing
13:50 - 14:00	10 min	Professionalism and Intercultural communication
Breakout Rooms		
14:00 - 14:20	20 min	What to expect at your Secondary Care Hospital
14:20 - 14:30	10 min	Life in your town
14:30 - 14:40	10 min	Top 5 Tips for a Successful Training: Advice from an ST3
14:40 - 14:50	10 min	Q&A
14:50 - 15:00	10 min	Reconvene, Feedback, Resource List, Other Inductions and Close



How would you rate the pre-induction session?

I felt more prepared to start my GP training



I felt more prepared to move to a new place or country



Strongly disagree

Strongly agree



“Well structured and impeccable timing”

“It was a well co-ordinated and interesting session, I feel better grounded and less anxious about starting training.”

“Having an IMG ST3 give tips was good”

“Breakout room for each region was good”

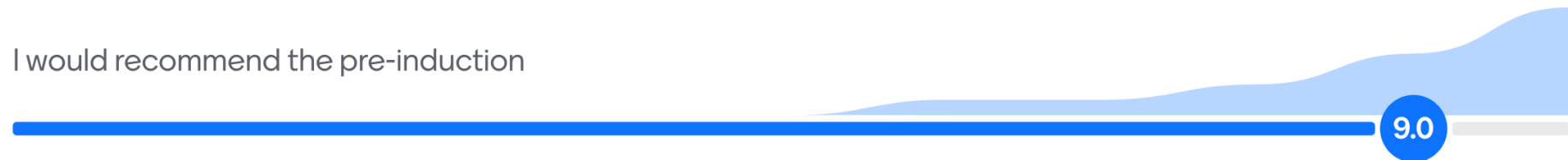
“Talking about intercultural issues was good”

“The slide about the training requirements was good and very useful. I also learnt a lot from listening to Alex, current ST3”

“Well structured and information was presented in a clear and concise way. Also adherence to time was impeccable”

“Good schedule and well-resourced persons and topics”

Would you recommend the pre-induction



Other support

- Near Peer Fellow, TPD, AD
- IMG Support Fellow
- ED&I Fellow



Thank you