

International Medical Graduate work

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Sharing Best Practice Event in South West: Supporting our IMGs

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A beginners guide to working, living and training in the UK- RCPsych SW website and is emailed to all new IMG's.

Describes grades of doctors

GMC registration, appraisals, revalidation

Highlights a few key issues which are a. work related like GMC registration, appraisal, revalidation, training, support available, confidentiality, Qip, Indemnity etc and b. living in the UK related eg renting or purchasing property, car insurance, TV license etc.

Needs updating.

IMG induction-6 monthly for half a day

IMG Trainee leads usually lead and chair

Portfolio and ARCP

Training and curriculum

Psychotherapy

QI

GMC SW advisor short presentation about role of GMC, training etc.

IMG trainee perspective.

Plan is to include topics relevant to doctors in non training posts based on the survey feedback and NHSE IMG induction guidance

<https://www.e-lfh.org.uk/wp-content/uploads/2022/06/Welcoming-and-Valuing-International-Medical-Graduates-A-guide-to-induction-for-IMGs-WEB.pdf>

WhatsApp and Informal Teams chat group

Informal chats

Sharing information or asking questions,

Organising socials.

IMG survey

17 completed 17.6% Trainee, 58.8% LED and 23.5% Speciality doctors

- Has the Trust induction helped IMGs gain confidence in day and day working.
- Shadowing opportunity
- Day to day practice discussed eg MSE, risk assessment, confidentiality.
- Whom to call for support during and out of hrs?

Differential Attainment supervisor survey ongoing

Focuses on supervision and feedback

Challenges faced when giving feedback

Awareness of training available on MaxCourse

Summary

- a. A beginners guide to working, living and training in the UK
- b. Biannual Deanery IMG induction.
- c. WhatsApp group
- d. Monthly informal Teams chat.
- e. IMG social meeting.
- f. IMG survey.
- g. Differential Attainment supervisors survey is currently ongoing.

At Devon Partnership NHS Trust

- a. Medical staffing liaise and forward relevant information to doctors prior to joining the Trust.
- b. Virtual 1 to 1 with all IMG's within 3-4 weeks of them starting in DPT- trainees and non trainees.
- c. Monthly IMG working group meeting with Med Ed manager Louise Downes, Med Recruitment, Dr Ampalam (Informal Buddy lead)
- d. Informal Buddy/mentors.
- e. Daisy (DPT intranet) IMG page-with resources and links
- f. Meet SAS doctors, Well being trainee reps, DME, provide informal support to IMG's or supervisors

At Cornwall Foundation NHS Trust

- Medical Education department liaises with IMG starting
- 1 to 1 meeting with IMG lead
- Deputy College Tutor and IMG lead to meet with LEDs-is being organised.
- Regular meetings with Alind and DME
- Quarterly IMG lead report for Medical Education committee meeting
- Provide informal support to IMGs and supervisors
- Link in with SAS Tutor