

# Sharing Best Practice in South West Conference - Supporting our IMGs and LEDs

Wednesday 26th February 2025, Taunton



# Making a Difference With A Team Approach



Torbay and South Devon  
NHS Foundation Trust



**Dr Indranil Dey**

Consultant Paediatrician, IMG  
Lead and SuppoRTT Champion

**Sam Meyer**

Head of Medical Education

*A journey of making a difference with a team approach, where each member contributes from their area of professional expertise*

# Background

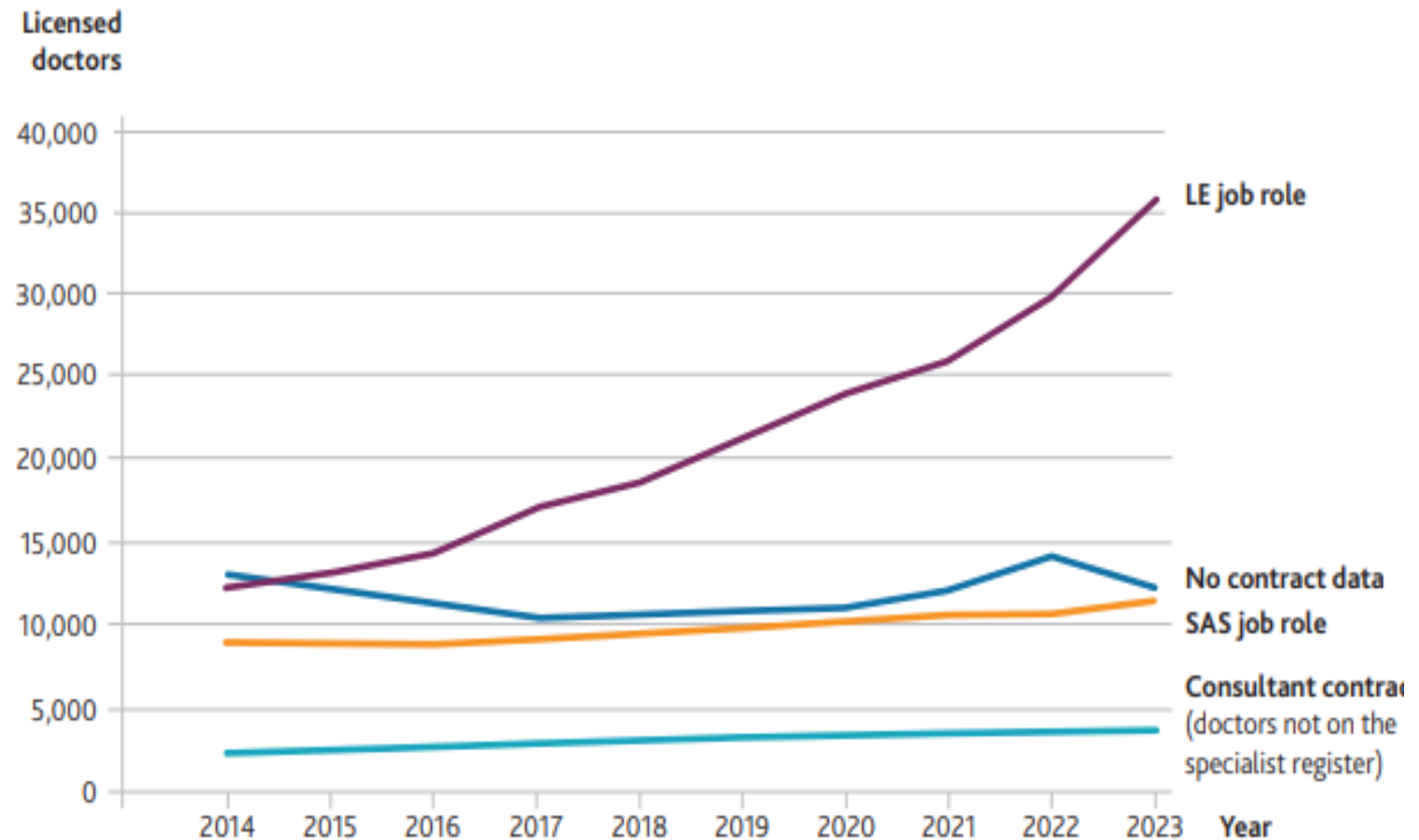
- May 2021 - National report on differential attainment (DA). Unconscious bias identified as a factor for influencing retention and progression for international graduates
- Sept 2021 - IMG Lead appointed
- January 2022 - Trust survey of regarding how best to approach supporting this cohort.
- March 2022 - IMG working group is born
- September 2022 - 18 Medical Support Workers appointed



# Medical Workforce Changes for IMGs and LEDs

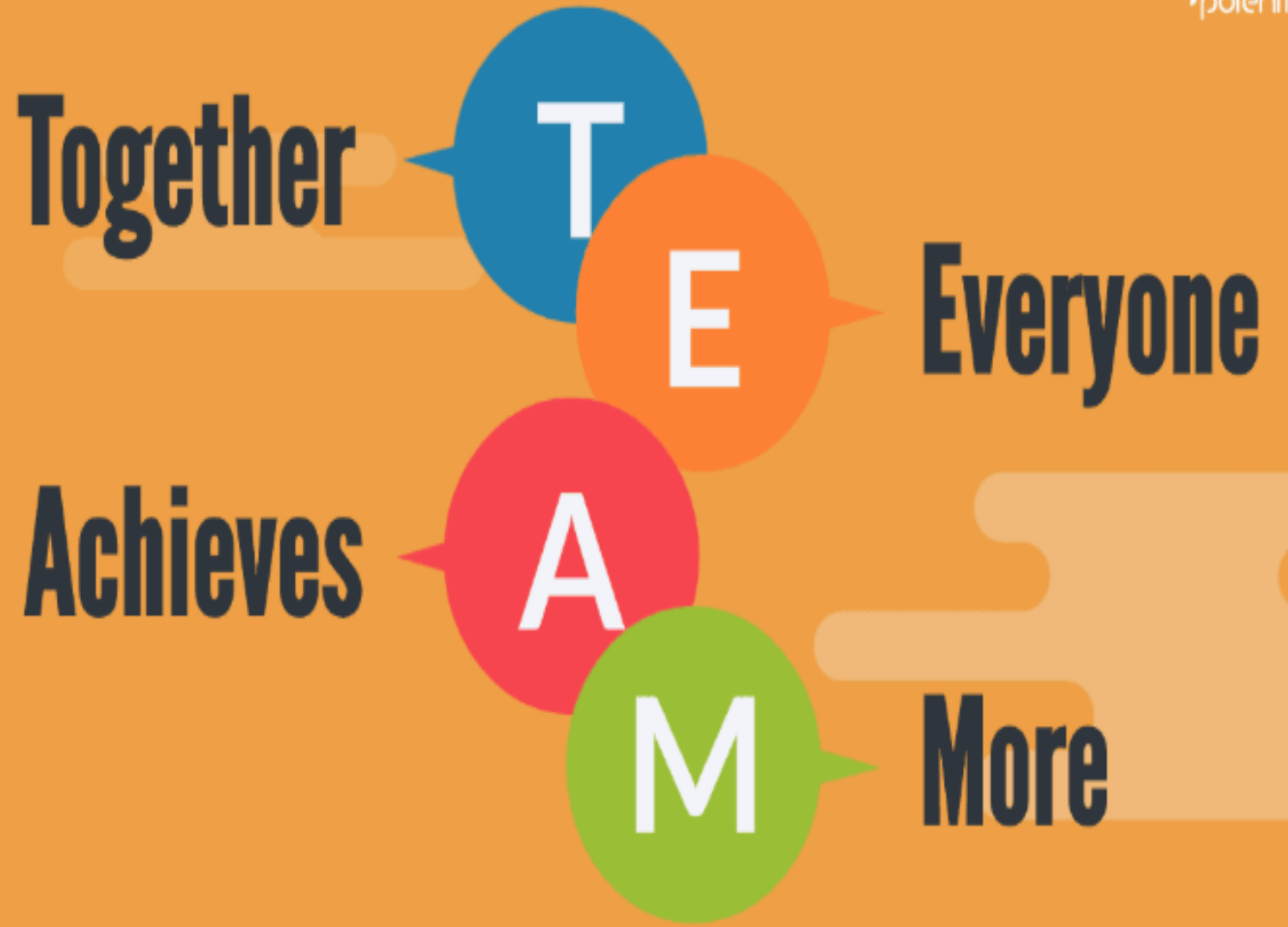
- Non-UK Graduates (PMQ from abroad)
- 2017 - 47%
- 2023 - 68%

Figure 2: Licensed doctors on neither register and not in training working in England and Wales by NHS contract job role, 2014–2023



# Working in a team

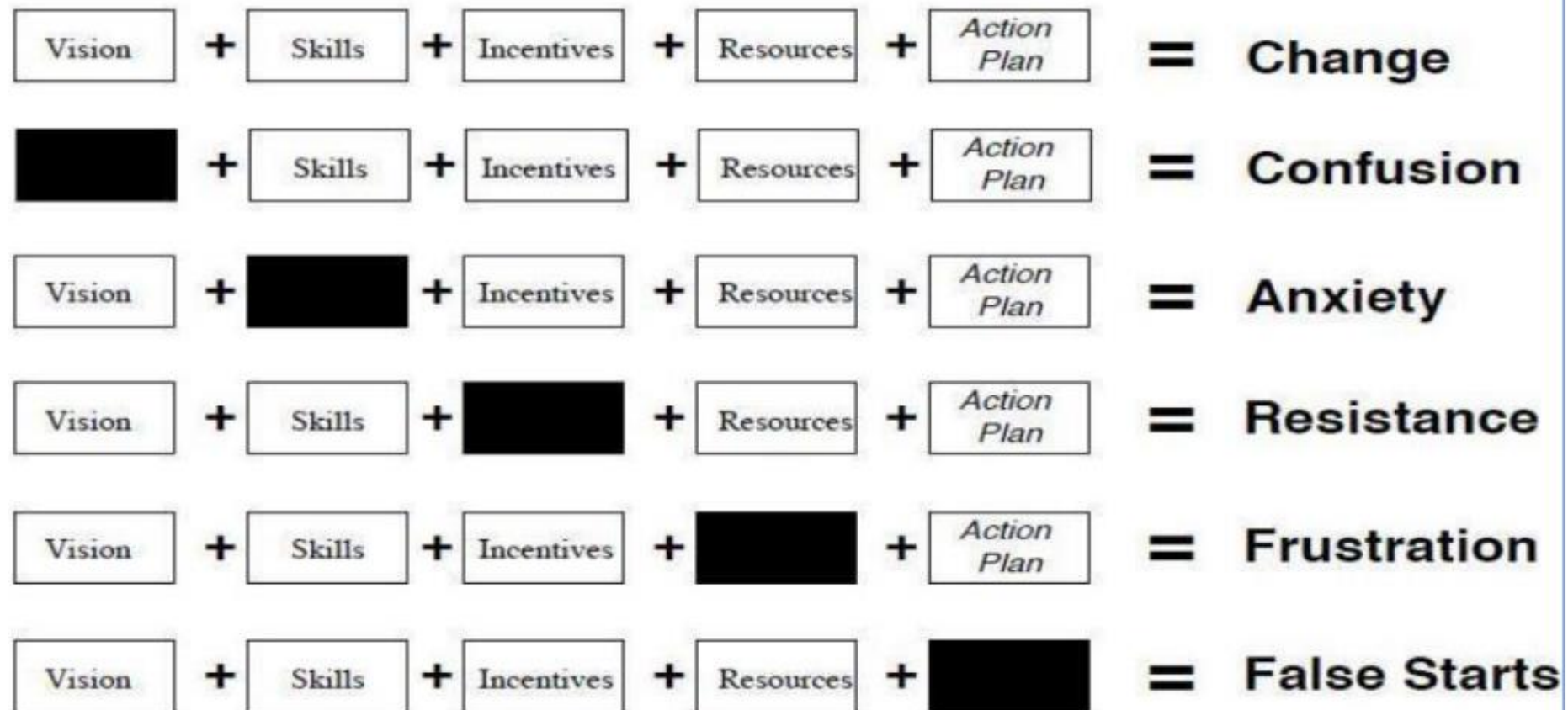
- Working collaboratively with a group of people to achieve a specific goal.
- Key components - active listening and open communication





# Theoretical model to implement change

## Managing Complex Change



Adapted from Knoster, T., Villa R., & Thousand, J. (2000). A framework for thinking about systems change. In R. villa & J. Thousand (Eds.), Restructuring for caring and effective education: Piecing the puzzle together (pp. 93-128). Baltimore: Paul H. Brookes Publishing Co.

# Our postgraduate medical education team

Postgraduate Medical Education Senior Leadership Team			
<p>Jacqui Rees-Lee Director of Medical Education</p> 	<p>VACANCY Associate Director of Medical Education for Support</p>	<p>Elizabeth Ginn Associate Director of Medical Education for Quality</p> 	<p>Sam Meyer Head of Medical Education</p> 

Postgraduate Medical Education Leadership Team										
Adam Revill Foundation Programme Lead (F1)	Guru Dua Foundation Programme Lead (F2)	VACANCY Foundation Programme Development Lead	Indranil Dey SuppoRRT Champion and IMG Lead	Simon Barnes Locally-Employed Doctors Lead	Nicola Burke SAS Tutor and SAS Advocate	Adam Carpenter Simulation Clinical Lead	Kat Blackmore Postgraduate Pastoral Tutor	Surajit Sinha Postgraduate Pastoral Tutor	Bijal O'Gara Postgraduate Pastoral Tutor	Sony Augustine Clinical Leadership Mentor

Postgraduate Medical Education Admin Team and Postgraduate Fellows								
<p>Jeremy White Postgraduate Medical Education Manager</p> 	<p>Stephanie Dooley Postgraduate Medical Education Administrator</p> 	<p>Mandy Jones Foundation Programme Administrator</p> 	<p>Mandy Turner Foundation Programme and Dental Foundation Coordinator</p> 	<p>Claire Westwood Coordinator for Locally Employed Doctors</p> 	<p>Darrion Foulkes GPST Programme Coordinator</p> 	<p>Sam Taylor Core, Specialty and Higher Specialty Programme Coordinator</p> 	<p>Maw Ni Postgraduate Teaching Fellow</p> 	<p>Stephanie Eeckelaers Supported Return to Training (SuppoRTT) Fellow</p>

- Meets monthly
- Email: [tsdft.imgteam@nhs.net](mailto:tsdft.imgteam@nhs.net)
- Team of dedicated professionals improving induction and support for IMGs:
  - IMG Lead
  - EDI Lead
  - Medical Education
  - PG Teaching Fellow
  - Medical Workforce
  - LED Lead
  - Research
  - Resident doctor representatives
  - SAS doctor and consultant representatives

<https://icon.torbayandsouthdevon.nhs.uk/areas/medical-education/Pages/International-Medical-Graduates.aspx>





# What support do we offer?

- IMG Lead
- LED Lead, SAS Tutor and SAS Advocate + PGMEC
- Onboarding by Medical Education team – LED Coordinator (bespoke support)
- 10-day supernumerary non pro-rata policy at start
- IMG working group – monthly meetings
- TSDFT IMG Handbook
- Near-peer PG Teaching Fellow support – career advice, application, top-up-teaching, signposting



# Common Platforms

- WhatsApp group led by PG teaching fellow
- Enhanced induction training and education events
- Buddy system
- Non-core, local teaching programme
- Monthly resident doctor review meetings
- STorMS, Doctors Mess and RDRC
- Social events
- Pastoral Tutors



# How?

- Creative use of placement tariff
- Culture of support and joint working
- Empowering resident doctor body through RDRC and education opportunities
- Key Leads with commitment of Exec team
- Funding bids
- Surveys aimed at feedback
- Commitment to retention, learning culture and career pathways
- Recognition of medical workforce:  
Resident Doctor Award, SAS Award  
Celebration Event



# Challenges and development ideas



- Clinical Attachment pathways
- Short, fixed term LED contracts v locum
- Measuring impact of support offer and career pathways
- WTE for PG Teaching Fellow post – for local teaching programmes and near-peer support
- LED career pathway into SAS
- Portfolio Pathway/CESR



## TEAM WORK

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Coming together is the  
*beginning*

Keeping together is  
*progress*

Working together is  
*success*

- [Torbay and South Devon welcomes international doctors - Torbay and South Devon NHS Foundation Trust](#)
- [The state of medical education and practice in the UK Workforce report 2024](#)
- [MWRES-DIGITAL-2020\\_FINAL.pdf](#)
- [Tackling differential attainment - GMC](#)

# Thank you for listening

*Please find us today if you have any comments or questions, or email: [samantha.meyer@nhs.net](mailto:samantha.meyer@nhs.net) or [indranil.dey@nhs.net](mailto:indranil.dey@nhs.net)*