
IMG Welcome Support Inspire

Dr Henna Khattak

Workforce changes

GMC report 2024

UK has more ethnic minority than white doctors for 'first time', says GMC



Figure 1: Year-on-year percentage change in the number of licensed doctors, 2012–2023

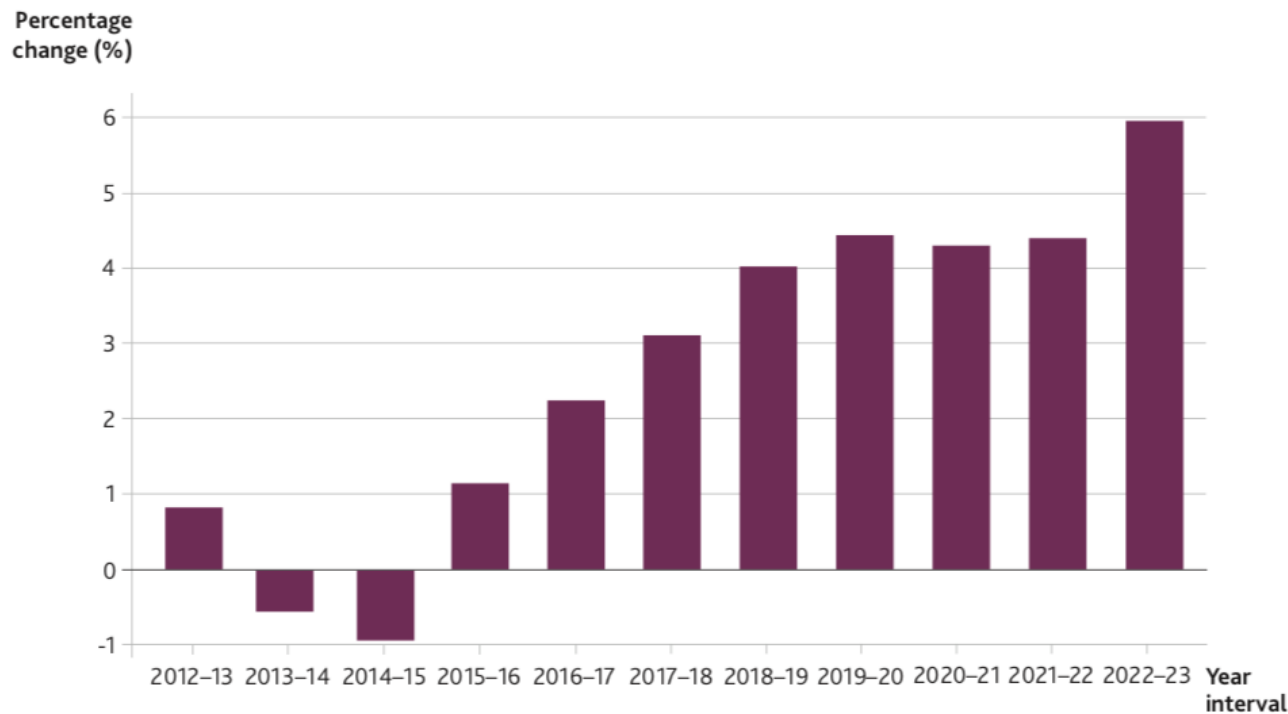
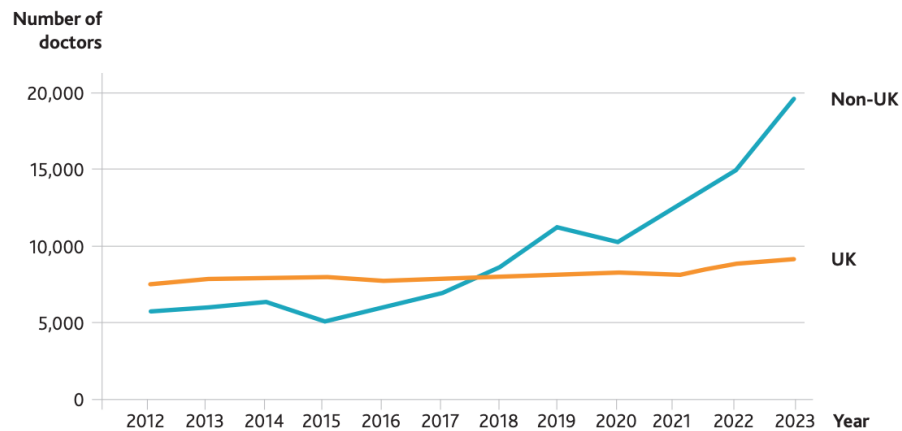


Figure 21: Doctors joining the workforce, by primary medical qualification region, 2012–2023

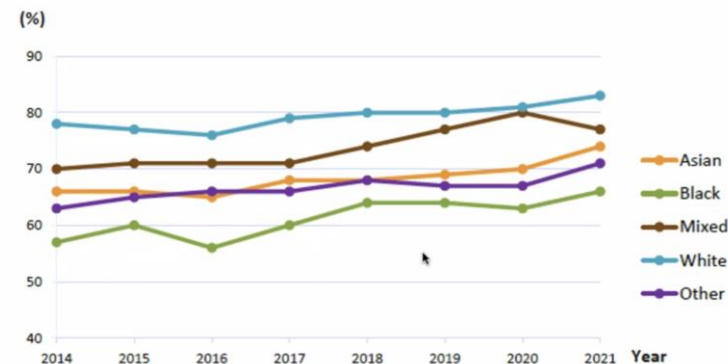


The most common route for joining the workforce for the first time in 2023 was through the Professional and Linguistic Assessments Board (PLAB) test

Positive progress

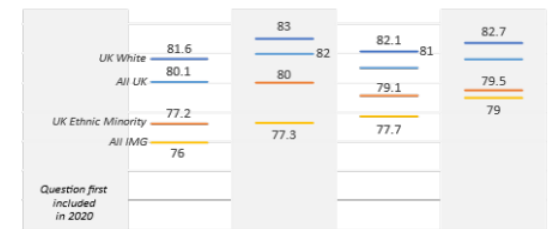
- Increasingly diverse workforce = increasingly crucial to tackle DA and develop inclusive workplaces for sustainability of NHS
- IMG and UK non white doctors frequently perform worse than UK White counterparts throughout career
- Strongest predictor of DA remains
Place of medical primary qualification
Ethnicity

Figure 1: Specialty exam pass rates for UK trained doctors by ethnic group, 2014 – 2021

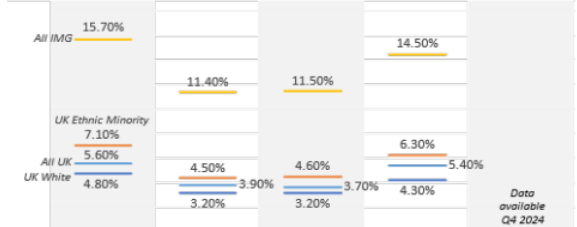


Doctors n= 13,721 (2014); 13,739 (2015); 14,511 (2016); 14,565 (2017); 14,502 (2018); 14,668 (2019); 10,913 (2020); 16,049 (2021) "no information on ethnic group" removed

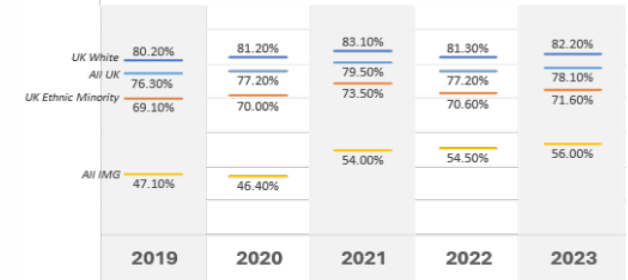
Postgraduate – inclusive environments (NTS)



Postgraduate ARCP outcomes

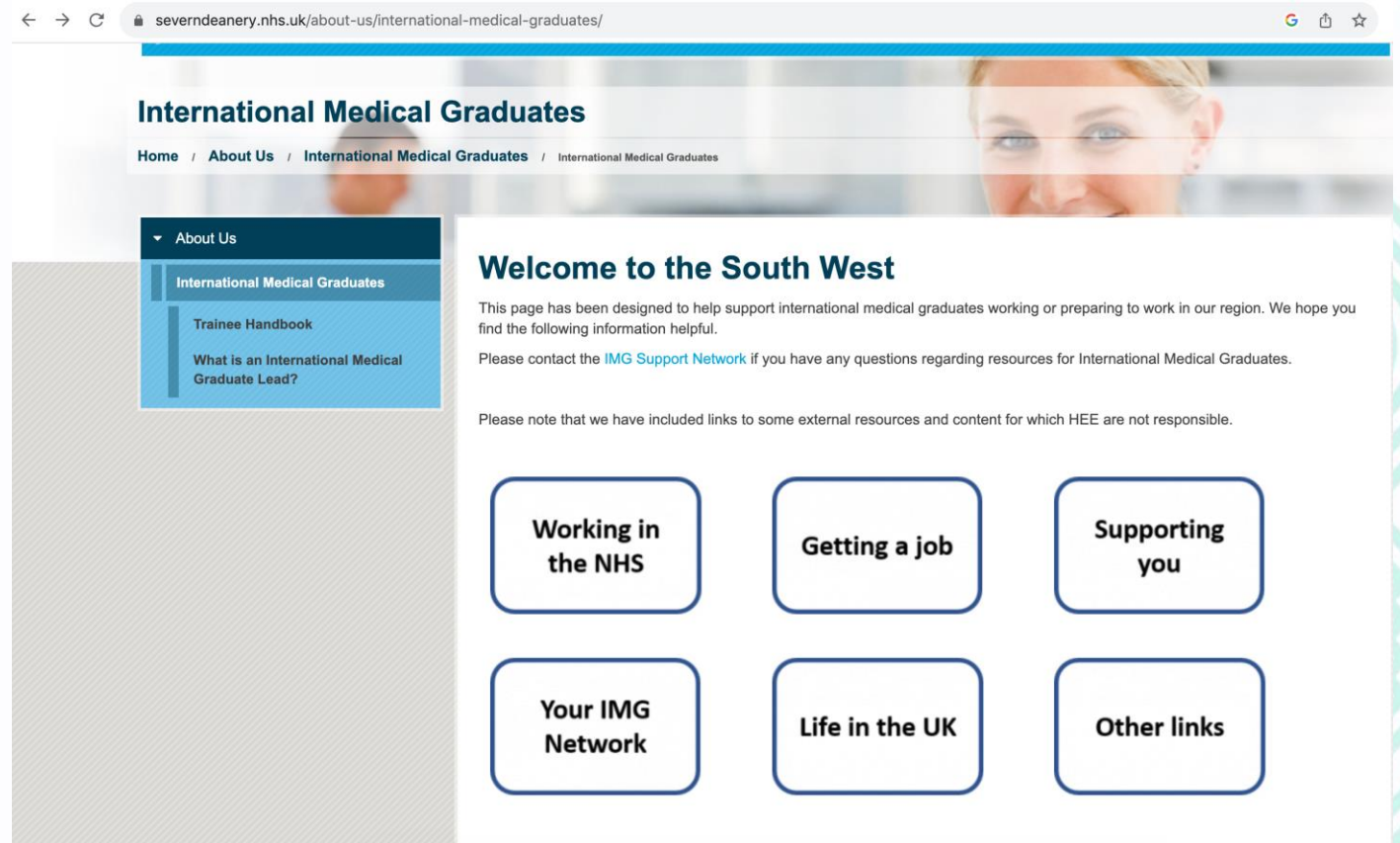


Postgraduate specialty exams



Brainstorming

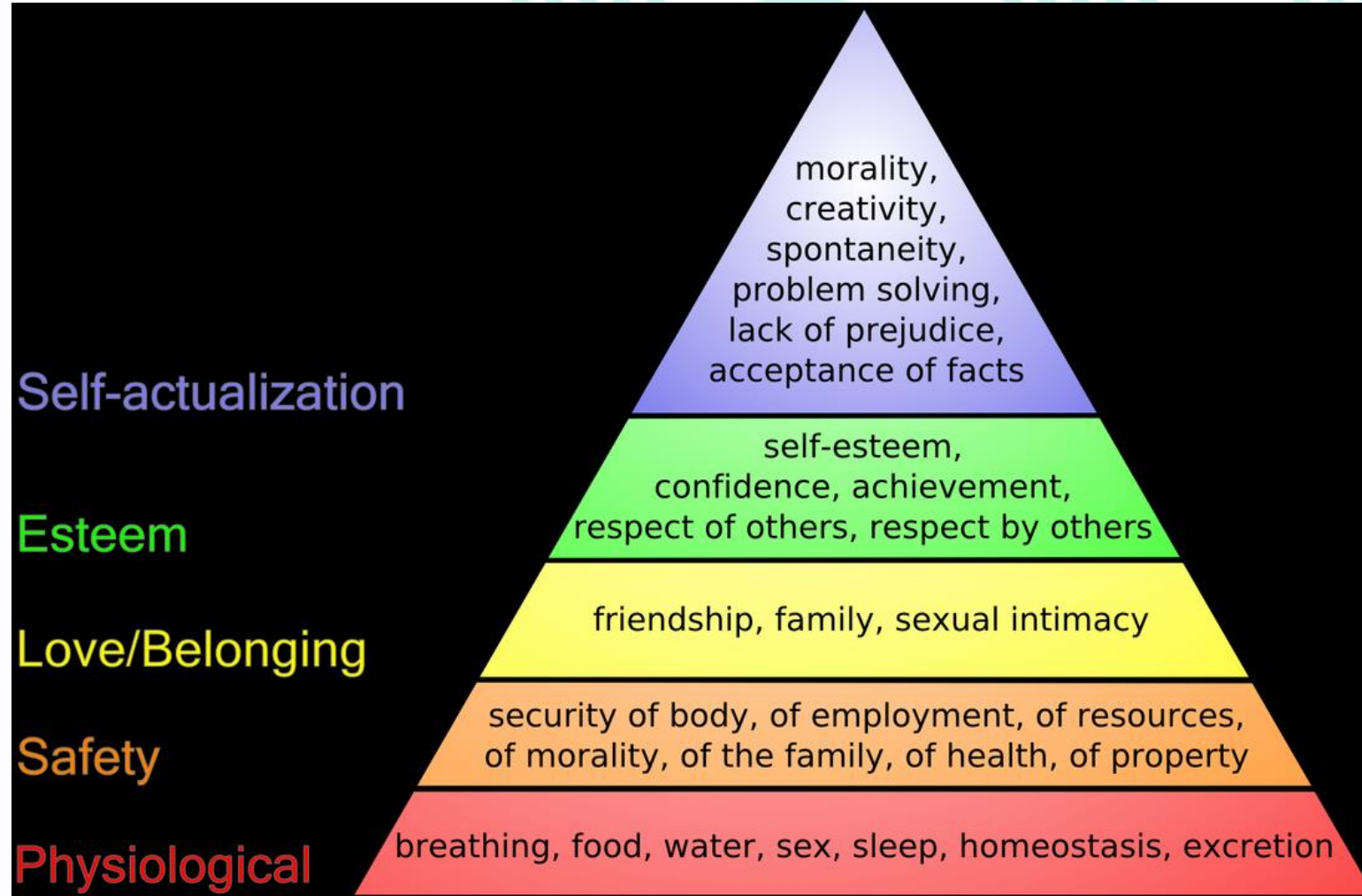
- Supervisor, IMG doctors
- Poll on IMG Network WhatsApp
- Postgraduate website
- NHS England EDI Best Practice
- NHS England DA toolkit



Social theory of learning



**FIGURE ONE: COMPONENTS OF A SOCIAL THEORY OF LEARNING:
AN INITIAL INVENTORY. SOURCE: ETIENNE WENGER.**



Welcome

IMG-online website: interactive online platform for community, relationships, sharing promoting resources

Welcome / week one checklist

Support

Inclusion Calendar

Culture Share

Early Warning scoring system

Educational session/ series: complaints, ethical dilemmas, interview skills

Inspire

Podcasts

IMG-Online

➤ www.img-online.co.uk





IMG Online

The online platform for international medical graduate doctors in the southwest

For educational opportunities, information about training, welcome handbook, welcome checklist and more- please click on links below.

 Welcome Handbook [link to another website]	 Continuing Professional Development (CPD)	 Educational resources	 Welcome to the NHS- videos	 Podcasts
 Welcome checklist	 Personal Development Plans (PDPs)	 E-Portfolios	 Avoiding and handling complaints	 Culture share
 About the Southwest	 Working in the NHS	 Educational Events	 Discussion forum	

Welcome Checklist



**CONGRATULATIONS
ON YOUR NEW JOB,
WE LOOK FORWARD TO
YOU WORKING HERE!**

**HERE ARE SOME IMPORTANT STEPS BEFORE YOU START
(Please note this is a guide, and not exhaustive)**

- ☐ **OBTAIN YOUR BIOMETRIC RESIDENCE PERMIT/ VISA**
- ☐ **COMPLETE YOUR PRE-EMPLOYMENT CHECKS AND DOCUMENTS**
- ☐ **OPEN A UK BANK ACCOUNT**
- ☐ **ORGANIZE YOUR ACCOMMODATION**
- ☐ **JOIN A MEDICAL DEFENCE ORGANISATION OR INDEMNITY PROVIDER**
- ☐ **REGISTER WITH A GENERAL PRACTITIONER (GP) AND DENTIST**
- ☐ **REGISTER WITH SPECIALTY ROYAL COLLEGE (IF NEEDED)**
- ☐ **READ IMG INFORMATION AND TRAINEE HANDBOOK ON SEVERNDEANERY.NHS.UK or PENINSULADEANERY.NHS.UK WEBSITES**
- ☐ **CONSIDER JOINING IMG-ONLINE WEBSITE AND IMG NETWORK WHATSAPP GROUP**

MORE INFORMATION ON THE NEXT PAGES...



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REGISTER WITH SPECIALTY ROYAL COLLEGE

Royal Colleges oversee training and development for specialty doctors. Trainees must join to access online portfolios, exams and resources. More details are on the postgraduate medical education websites and IMG-online.

IMG INFORMATION AND TRAINEE HANDBOOK ON POSTGRADUATE MEDICAL EDUCATION WEBSITES

The **postgraduate medical education website** has vital IMG resources including welcome videos and contact details for IMG Leads. **QR codes** available below for easy access.

IMG ONLINE WEBSITE AND IMG NETWORK WHATSAPP GROUP

IMG-online.co.uk offers resources, courses, and a chat area for IMGs in the southwest- free to register via the QR code.

IMG Network WhatsApp connects you with fellow doctors and educational events. Join via IMG-Online website or contact your postgraduate medical education team



Peninsula postgraduate education IMG area



Severn postgraduate education IMG area



Trainee Handbook



IMG-Online Website



➤ First week checklist

Support

- Chat area on IMG website
- Culture share/ Inclusion calendar
- Promote existing courses
- Networks e.g.
IMG Network WhatsApp group,
LGBTQ+ Facebook group,
Trust EDI networks
- Bulletin- promote PSW

March 2025						
Other dates for March						
RAMADAN (28/2/25 TO 28/3/25)						
NINETEEN DAY FAST (1/3/25 TO 19/3/25) Baha'i						
LENT (5/3/25 to 17/2/25) Christianity						
NGBT Adoption and Fostering Week (3/3/25-9/3/25)						
MON	TUE	WED	THU	FRI	SAT	SUN
					1 NATIONAL WHEEL-CHAIR USER DAY	2
3	4	5 ASH WEDNESDAY (CHRISTIAN)	6	7 MAHATAMA NEW YEAR (BUDDHIST) ETHIOPIAN CHRISTMAS DAY (RASTAFARIAN)	8 INTERNATIONAL WOMEN'S DAY	9
10	11	12	13 HOLIKA DAHAN (HINDU) PURIM (JEWISH)	14 HOLI (HINDU) HOLA MOHALLA (SIKH)	15	16
17	18	19	20 NOROUZ (IRANIAN) NAW RUZ (BAHA'I)	21 WORLD DOWN SYNDROME DAY	22	23
24	25	26	27	28	29	30 EID (MUSLIM) UGADI/TELAGU (HINDU) DAYLIGHT SAVING MOTHERS DAY
31 INTERNATIONAL TRANSGENDER DAY						

Culture Share Area

Opportunity to share your culture with fellow IMG doctors



Irish Soda Bread

Shared by Henna
February 2025

My mother's family are from Tipperary in the Republic of Ireland and my grandmother (nana) always made soda bread. It is quick and easy, and does not need and kneading or any yeast. It tastes delicious warm with butter, or dipped into soup!

Plain Flour: 500g (you can use 250g plain + 250g wholemeal if you rather)
Buttermilk: 400ml
Granulated sugar: 2-3 tablespoon
Salt: 1 teaspoon
Unsalted Butter: (cold) 50g cubed
Bicarbonate of soda: 1 teaspoon

Support

- Scoring “Early Warning” system to detect DiT likelihood for successful training outcomes
- Educational session/ series:
Avoiding and handling a complaint,
Ethical dilemmas,
Interview Skills
- Cultural knowledge and competency training

General
Medical
Council

Differential Attainment case study

How Health Education East Midlands (HEE EM) are using early performance indicators to provide tailored support for GP trainees



UNIVERSITY OF
LINCOLN

How is performance at selection to general practice related to performance at the endpoint of GP training?

Report to Health Education England

Dr Vanessa Botan, Dr Nicki Williams, Prof Graham R. Law, Prof
Aloysius Niroshan Siriwardena

April 7, 2022

RESEARCH ARTICLE

Dealing with foreign cultural paradigms:
A systematic review on intercultural
challenges of international medical graduates

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Abstract

Objectives

An increasing number of International Medical Graduates (IMG), who are defined to be physicians working in a country other than their country of origin and training, immigrate to Western countries. In order to ensure safe and high-quality patient care, they have to take medical and language tests. This systematic review aims to (1) collect all empiric research on intercultural communication of IMGs in medical settings, (2) identify and categorize all text passages mentioning intercultural issues in the included studies, and (3) describe the

Inspire

➤ INSPIRE-IMG PODCAST

Interview podcasts – sharing experience to overcome challenges

- IMG doctors/ DiT
- IMG Leads
- ?TPDs



