

IMGs Induction

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Are you an IMG?

1. Yes
2. No

Have you had a trainee who was/is an IMG

1. Yes
2. No

Overview

- What is Induction/Enhanced Induction?
- Why are we talking about Induction for IMGs?
- What is happening – Nationally/Regionally/Locally?
- Where is it going?

What is Induction?

- The process through which employees adjust or acclimatise to their new jobs and working environment.
- Onboarding is helping the new recruit from before their formal start date through to their integration into the team.

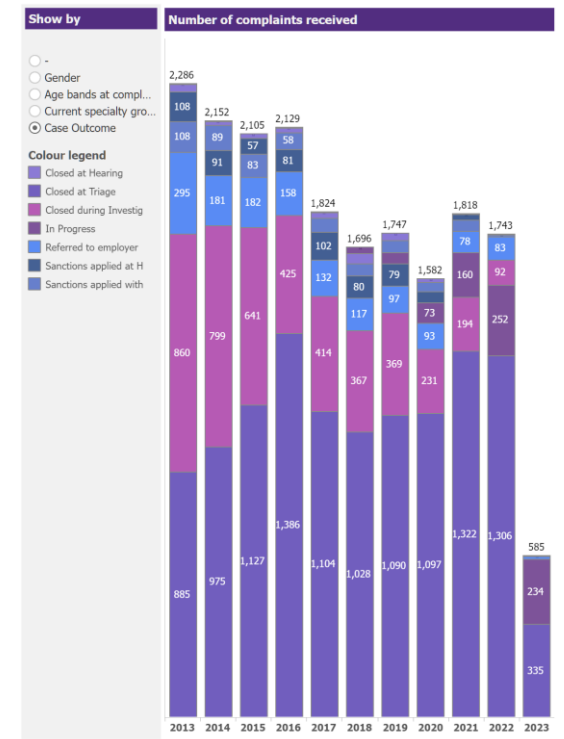
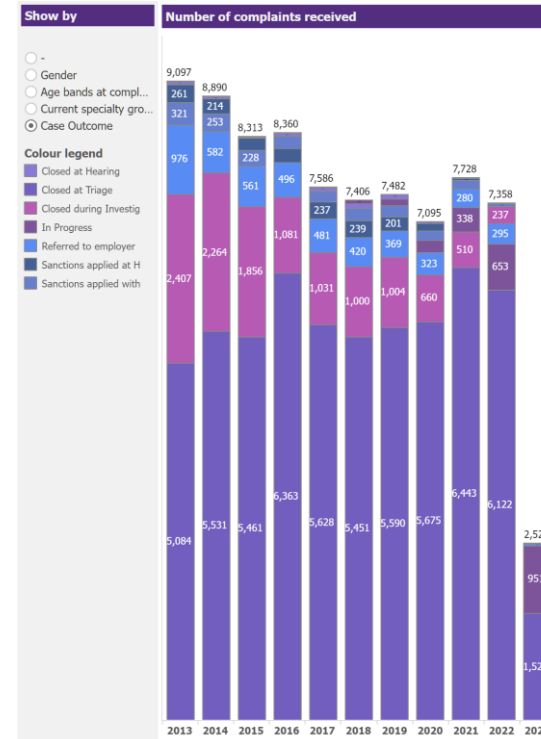
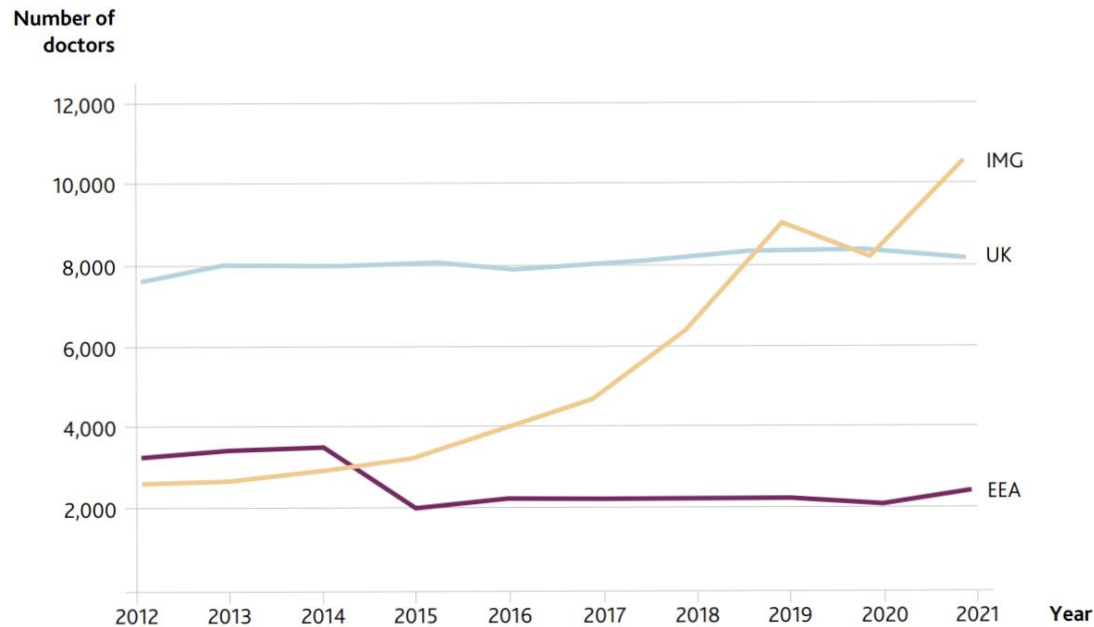


Why are we talking about
Induction for IMGs?

What helped you the most in settling into a new hospital?

Why Enhanced Induction?

Figure 2: Doctors joining the workforce by PMQ region per year



Fair to Refer Report 2019 (2012-2017)
 Reported to GMC –
 1.2% IMGs vs 0.5% UKG
 1.1% non white doctors Vs 0.5% White doctors



The Story of
11002 BC

West Suffolk Hospital Experience

- Touch base prior to coming to the country
- Handbook sent out
- Guideline – Shadowing for 2 weeks at least
- Supervisor for all at foundation level – including LEDs

Majority of complaints are against IMGs.....you could say this group of doctors are incompetent or lack skills or you could add a racial note. This element will not go away whether you accept it or deny it. This is human nature. It exists..... Coming to complaints – they will always be against the outsider as that is easy.....

I did not know there was a cardiac failure nurse..... We did not do VTE assessments in India.....

The consultant came to pick me up from the station. It was distressing and I will never forget this'

I was confused what I am supposed to do.....The juniors treated me like a senior...the nurses treated me like a junior doctor.....the consultants ignored me'

I felt valued as they could pronounce my name.....

National Guideline Launch 17/6/2022

4 broad areas

- Welcome and pastoral Induction
- Induction to professional medical practice in the UK
- Induction on Language and communication
- IT and electronic patient records and coding Induction

Welcome and pastoral induction

- Making new doctors feel welcome, on arrival
- Assisting them with basic practical matters
- Placing them within a social/professional peer group and pair them up with a buddy
- Getting feedback from them to help improve induction
- Ensuring they all have clinical supervision and a mentor

'Isolation and loneliness were common, and interactions between UK staff who were largely perceived as indifferent or even hostile, and IMGs are limited to work-related communications'

Induction to Professional Medical Practice in the UK

Knowledge, Skills and Performance	Safety and Quality	Communications, Partnership and Teamwork	Maintaining Trust
<p>Develop and maintain their professional performance</p> <p>Apply knowledge and experience to practice</p> <p>Record their work clearly, accurately and legibly</p> <p>*consent</p>	<p>Contribute to and comply with systems to protect patients</p> <p>Respond to risks to safety</p> <p>Respond to risks posed by their own health</p>	<p>Communicate effectively</p> <p>Work collaboratively with colleagues</p> <p>Take part in teaching, training, supporting and assessing</p> <p>Ensure continuity and coordination of care</p> <p>Establish and maintain partnerships with patients</p>	<p>Show respect for patients</p> <p>Treat patients and colleagues fairly and without discrimination</p> <p>Act with honesty and integrity</p>

Induction on Language and Communication

- As soon as possible after IMGs take up their new posts, supervisors should offer them the opportunity to review their language and communication skills and to consider any immediate learning needs.
- IMGs should also be provided with any supplementary materials relating to specialty specific models of communication, and a glossary of NHS acronyms and abbreviations.



"The Doctor will see you now. Here's your medical jargon dictionary."



I.T. AND ELECTRONIC PATIENT RECORDS AND CODING INDUCTION

- Comprehensive training on all trusts' e-systems
- Electronic Discharge Documents
- Summary Care Records
- Understand Clinical Coding

Specialty Induction

Deanery Offer

- Enhanced Induction days
- So far 6 with 3 more planned this year
- 320 participants
- Feedback

Workshops

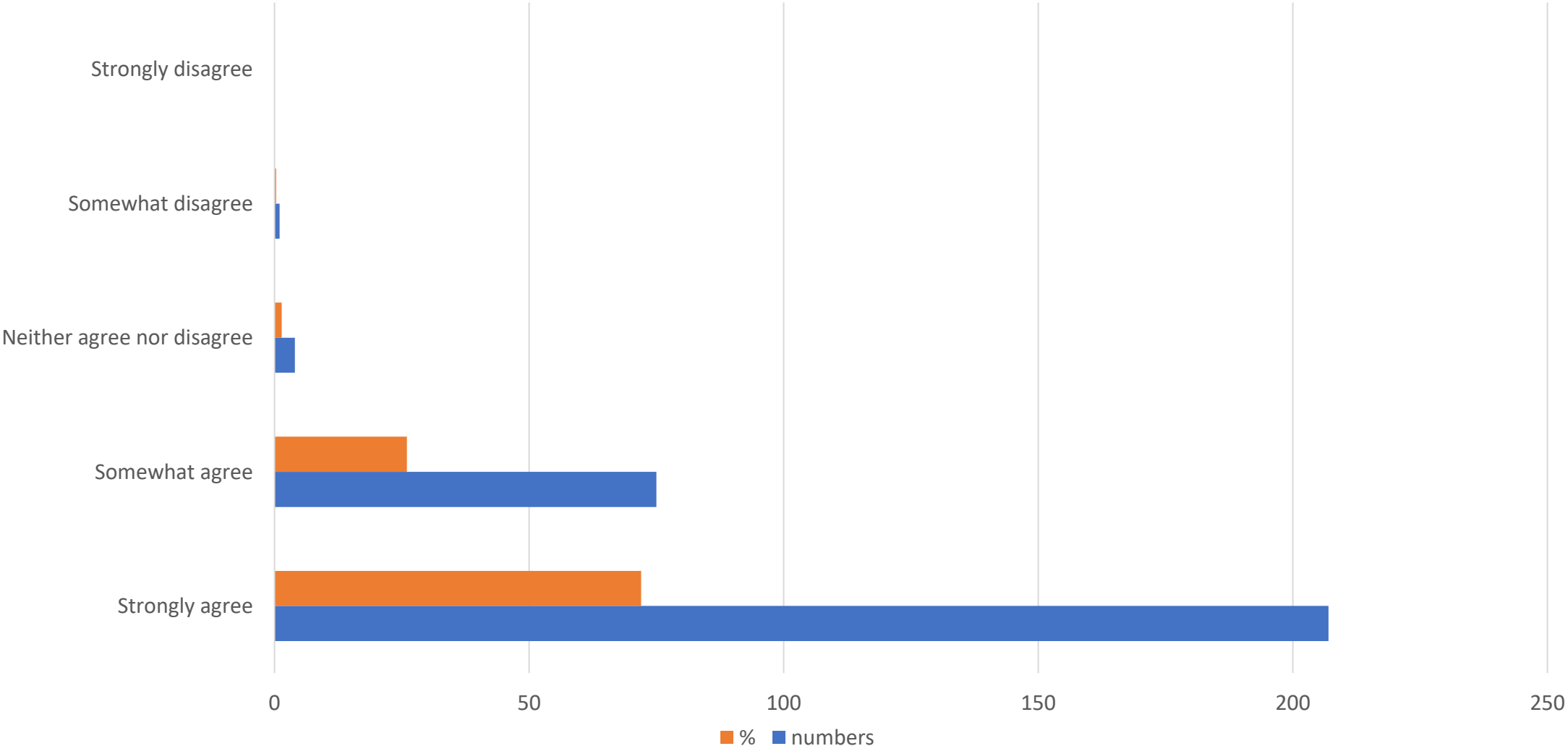
The group will be divided in two and sent into breakout rooms (50 mins) either doing workshop 1, then 2 or starting with workshop 2 before moving into 1.

Agenda

08:30	Registration	
08:45	Welcome and introduction	Paul Wright Head of School
09:00	Welcome to UK practice	Chris Lawlor Senior Regional Liaison Adviser
11:55	Workshop 1 or 2	See below
12:45	Lunch	
13:15	Workshop 1 or 2	See below
14:05	Our stories <ul style="list-style-type: none">Nikki Tee (paediatrics)Christopher Osuafor (geriatric medicine)Ibtisam Salim (obstetrics and gynaecology)Chioma Duru (general practice)	Malini Prasad Associate Dean
15:15	Use of electronic portfolios...what's the point?	Paul Wright Head of School
15:45	Wrap up, debrief and feedback	Paul Wright Head of School
16:00	Close	

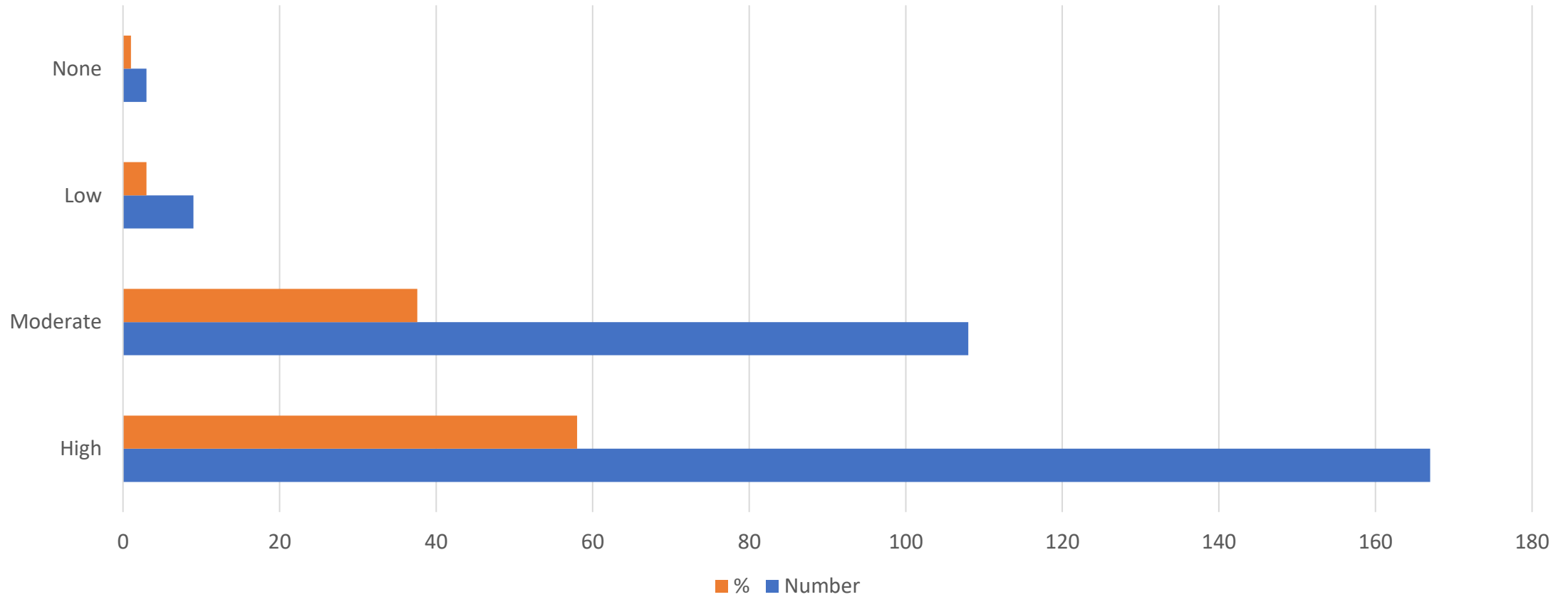
Workshop 1	When times get tough... human factors <u>professional support and wellbeing</u>	Malini Prasad Associate Dean
Workshop 2	Cultural communications	Paul Wright Head of School

Feedback - To what extent do you agree or disagree that those objectives were met? N=287



Feedback –n=287

How would you assess the impact that the induction will have for you personally on your career in the NHS



Which of these should be offered at deanery level

Pastoral care
Practical skills
GMC
NHS
Local know how
E care
Language and communication
Governance
Anything else?

Which of these should be offered at trust level?

- Pastoral care
- Practical skills
- GMC
- NHS
- Local know how
- E care
- Language and communication
- Governance
- Anything else?

What Next?

- Survey those who have attended the enhanced induction days, see what has helped and tweak the agenda
- Decide what should be delivered locally/deanery
- ‘Thriving in the UK’
- Soft skills – Synergy; Time management; Mindfulness/Resilience; Situational awareness

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What else have we done/doing within the region

- Trainee focus
 - Trainee led forum
- Peer Mentoring
 - Reciprocal mentoring – educatorsfaculty.eoe@hee.nhs.uk
- Educator focus – careers workshop on 27/6/2023 pm – half day
- Differential Attainment – buddying; Enhanced Induction; Gap analysis
- Raising Concerns
- Data and quality
- Regional handbook - <https://heeo.ee.nhs.uk/medical-training/want-train-east-england/international-medical-graduates>

The best ally and mentor may be someone who does not look like you

Wrapping up.....

- What can you do to help?
 - As an individual
 - As a member of your organisation
 - What happens in your trust?
 - Help your trust to drive change



Resources

- <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>
- https://www.gmc-uk.org/-/media/documents/workforce-report-2022---full-report_pdf-94540077.pdf
- <https://heeo.ee.hee.nhs.uk/medical-training/want-train-east-england/international-medical-graduates>

- Open to discussion.....

