

International Medical Graduate Fellow's Newsletter

Wessex

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I would like to welcome you to our first IMGF newsletter which explains who an IMG is and why the fellowship was developed. It also features the fantastic work the individual fellows are working on which would be taking place across the region. I hope that as well as providing updates on the work being done to improve support for IMGs, this would also inspire you to get involved and support the projects in your area.

Dr Nkolika Anyabolu (Editor)

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Who is an IMG

International medical graduates (IMGs), are defined by the GMC as doctors who obtained their primary medical qualification outside the UK and the European Economic Area. IMGs historically have had remarkably diverse backgrounds. They come to the UK from diverse cultures around the world to work as specialty trainees, GPs, Surgeons, Physicians, SAS Doctors or Trust doctors. These doctors are and will continue to be a fundamental part of the UK health care delivery system. They are also more likely to fail postgraduate assessments and have poorer outcomes in recruitment compared to UK graduates.

Differences in the average performance of groups with and without protected characteristics is called *differential attainment (DA)*. Though it is important; unfortunately evidence shows that the causes of the differential attainment gap are not very well understood but are likely to operate at micro (individual), meso (institutional) and macro (policy) levels. It also shows that this differential is unlikely to be due to examiner overt discrimination or unconscious bias or the individual deficit model whereby differences are attributed to deficits in students/junior doctors.

The main challenge is for the UK to recognise that IMGs are fully trained, committed, and highly motivated doctors who seek only the opportunity to give their best for patient care. While they may not have fluency in the English language, they may not be conversant with the cultural norms in the UK, and they may have little understanding of the systems at work in the NHS; it must be remembered that they have studied medicine, and have taken some form of the Hippocratic Oath, taking a vow of ethics, patient centred care, and confidentiality. It is worth considering the challenges that a UK medical graduate would face if they emigrated to ply their trade in Saudi Arabia, or China, for example - this is akin to cultural and societal dislocation felt by recent emigrants to the UK, working in the NHS.

What is the Fellowship about

From data collected both locally and nationally, it is known that proportionately more trainees from a non-UK background fail postgraduate assessments and have poorer outcomes in recruitment compared to UK graduates.

The key risks to positive outcomes for IMG trainees stem from the learning environment and relationships within it and include:

1. Problematic relationships with seniors (lack of trust and support).
2. Perceived bias in recruitment & workplace-based assessments.
3. Lack of support in and outside work.

The International Medical Graduate Fellowship was thus developed to devise lasting tailored support for IMG's living and working in Wessex.

Wessex has a designated DA team consisting of a lead associate Dean, 5 IMG fellows and a senior educator/mentor. The team started in September 2018 with a needs analysis phase followed by planning and implementation.

The 2019/2020 fellowship will shortly be advertised and will start in Sept 2019. Two new IMG fellows will be appointed to continue the work started by the current fellows and to support the lead associate Dean with improving support for IMGs.

To find out more about the fellowship please visit http://www.wessexdeanery.nhs.uk/international_med_graduates/img_fellowship_programme.aspx

Medical Educators Forum

This came up 4 months into the fellowship and it was a very unique opportunity for the fellows and their mentors to talk about the work they had done till date and the projects they were working on.

The theme of this year's forum was '[Celebrating a New Kind of Doctor](#)' which laid a lot of emphasis on how important and often life changing the role of an educator is. The talks from the inspirational speakers challenged the attendees as well as being thought provoking with regards to what could be done to be better educators.

The issue of Differential Attainment was also discussed and local and national data was shared showing in vivid pictures that a lot of work needs to be done to address this problem.

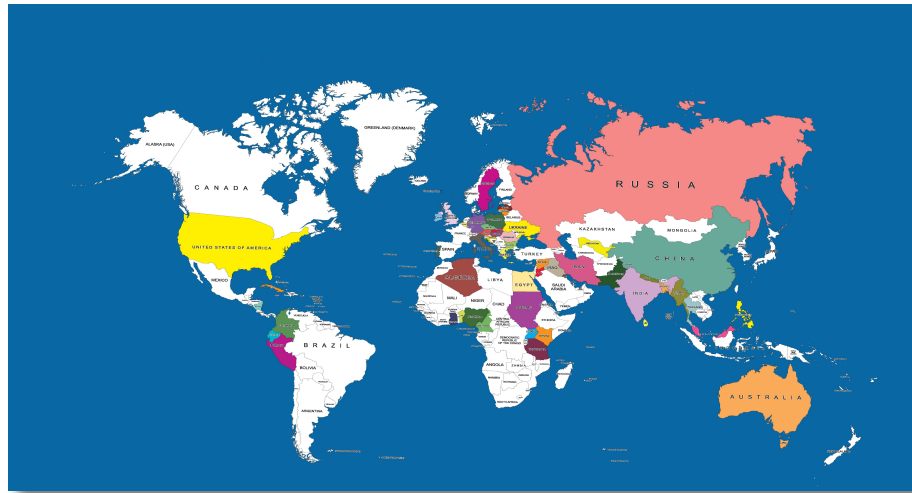
This paved the way for us to share our proposed framework to address Differential Attainment which is based on the five GMC themes

1. Supporting educators/trainers
2. Supporting Trainees:
3. Learning environment and culture:
4. Educational governance and leadership:
5. Developing and Implementing Curricula and assessments

To find out more about the forum and see the individual presentations please visit http://www.wessexdeanery.nhs.uk/about_wessex/wessex_medical_educators_forum/educators_forum_-_2019.aspx

Programme (PDF)- [http://www.wessexdeanery.nhs.uk/pdf/Programme%20\(pdf\).pdf](http://www.wessexdeanery.nhs.uk/pdf/Programme%20(pdf).pdf)

Interesting Facts



1

168 IMG trainees currently working and living in Wessex

2

They emigrated from 56 Countries

3

Languages spoken in Wessex include English, Welsh, Yoruba, Igbo, Arabic, Bengali, Greek, Aymara, Romanian, German, Polish, Russian, Dutch, Swedish, Guarani, Spanish, Portuguese.

Handy Tips for IMGs

Here are a few tips from IMGs who have successfully navigated through the NHS

- ▶ Have a plan
- ▶ Ask lots of questions
- ▶ Start very early to prepare for whatever exams you would want to sit for. If the general advice is 3 months, double it because it is often more difficult to manage with all; the other added responsibilities.
- ▶ Find other IMGs to share experiences and struggles with.
- ▶ If struggling, Ask for help. Most people are willing to help but the help may not be offered unless you ask.
- ▶ Learn to mix up with other non-IMG colleagues because there is so much you would learn just by watching and practicing with them.

Useful Resources

- ▶ Induction for International doctors (INT) E-learning for Healthcare module <https://portal.e-lfh.org.uk/Component/Details/407637>
- ▶ An RCGP guide for overseas doctors and their families about living and working in the UK as a GP <https://www.rcgp.org.uk/training-exams/discover-general-practice/overseas-doctors-guide.aspx>
- ▶ Welcome to UK Practice, a useful learning tool from the GMC (General Medical Council) <https://www.gmc-uk.org/doctors/welcomeuklogin/Default.aspx?ReturnUrl=/doctors/welcomeuklogin>
- ▶ Free workshops from the GMC designed to help doctors new to the UK, by offering practical guidance about ethical scenarios you may encounter, and the chance to connect with other doctors coming from abroad. <https://www.gmc-uk.org/about/what-we-do-and-why/learning-and-support/workshops-for-doctors/welcome-to-uk-practice>
- ▶ Online Information sharing resource from the BMA for all overseas doctors who are looking to work in the UK. <https://www.bma.org.uk/%E2%80%A9?audience=Overseas+qualified+doctor>

Forthcoming Events

Induction Programme For Doctors New to the NHS

A 2 day interactive course for doctors new to the NHS including IMGs who have recently started/starting a training/non-training post in Wessex. It is open to all those already in post but think they might benefit from the topics covered.

- ▶ July 25th & 26th- Southern House, Otterbourne
- ▶ August 13 & 14th- Queen Alexandra Hospital, Portsmouth
- ▶ Sept 26th & 27th- The Ark Conference Centre, Basingstoke.
- ▶ March 23rd & 24th, 2020- Hampshire Hospital, Basingstoke

Training Programme Directors Training Sessions

Facilitated half day workshops for Training Programme Directors on having difficult conversations especially those related to cultural differences, ethnicity, disability and sex/gender.

- ▶ 2nd of September
- ▶ Nov 4th Royal Bournemouth and Christchurch hospital
- ▶ Nov 14th 2019 Dorset Healthcare

Recognition of Trainers: Supervising IMG Workshop

A half day workshop for Wessex Educational and/or Clinical Supervisors who are supervising International Medical Graduates (IMGs). It aims to explore the differential attainment gap, root causes and solutions.

- ▶ August 22nd- Hampshire Hospital, Basingstoke
- ▶ September 20th- Southern House, Otterbourne
- ▶ March 5th, 2020- Southern House, Otterbourne

Exam Up-Skilling Course

This interactive course will be co-facilitated with the Professional Support Unit. It is aimed at focusing on preparation for exam success. There would be small groups of delegates to allow for an in-depth focus on practical preparation for exams including verbal and non-verbal communication skills, developing study skills and exploring cultural factors that may impact on success. The session on advanced communication skills shares techniques that make a real difference to how you are perceived in oral exams. These are invaluable life-long skills for managing consultations and presenting to others in the workplace.

- ▶ September 27th- Southern House Otterbourne
- ▶ December 6th- Southern House, Otterbourne

To book a place please visit http://www.wessexdeanery.nhs.uk/courses_conferences.aspx

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