**Induction for International Medical Graduates (IMGs) new to the UK**

## HEE NW Good Practice Guidance and Checklist

### Version 2: February 2023

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**Welcoming and Valuing International Medical Graduates: A National Guide to Induction for International Medical Graduates**

Since the first version of the HEE NW Good Practice Guidance was introduced in July 2021, a national guide to induction for International Medical Graduates (IMGs) has been developed, entitled “Welcoming and Valuing International Medical Graduates”.

The resources available include:

* A detailed guidance document on general aspects of induction (pastoral, professional practice, language and communication, IT systems).
* Specialty-specific induction guidance for Psychiatry, Anaesthetics, Emergency Medicine, Paediatrics, Obstetrics and Gynaecology, and Surgery.
* An e-learning module for IMGs, their employers and educators.
* Supplementary resources to support induction to professional medical practice in the UK.

Full details are available at: <https://www.e-lfh.org.uk/programmes/nhs-induction-programme-for-international-medical-graduates/>

**HEE NW Good Practice Guidance and Checklist: Purpose and Overview**

The purpose of this summary guidance and induction checklist is to help trusts identify and support training grade doctors who are either newly arrived in the UK or have been working in the UK for less than 12 months.

Some aspects may also be useful for trainees who have worked in the UK previously e.g., in locally employed or SAS posts, where this is their first training grade post.

This good practice guidance highlights some specific aspects of the national IMG induction guidance, and it is advised that you consult that document for more in-depth information.

Trainees new to the UK, or who have been working in the UK for less than 12 months, should be offered an enhanced induction programme and access to a peer buddy to help them settle into their new post and to thrive in their work. The enhanced induction should be provided **in addition to** the usual trust, departmental and (where applicable) Specialty School inductions.

The Induction Checklist (pages 5 and 6) should be used by the Educational Supervisor at the induction meeting with the trainee. It supplements the induction meeting form on the e-portfolio, which should also be completed.

It is recognised that some trusts already have good practice in supporting international doctors who are new to the UK. Some of the elements outlined in this guidance may, therefore, be in place already.

**Identifying Postgraduate Doctors in Training who are new to the UK**

At present the system for identifying Postgraduate Doctors in Training who are new to the UK is still evolving. The Lead Employer identifies IMG doctors who are appointed to training programmes having applied from outside of the UK and provides them with specific information. This includes pre-employment guidance and information about settling into the UK. Further details are at: <https://leademployer.sthk.nhs.uk/international-colleagues>

The application process for training programmes asks doctors whether they have been in the UK for 12 months or less. However, this isn’t a mandatory question, and some doctors don’t answer.

Hence, when making initial contact with trainees e.g., to send information about trust induction, trusts are advised to ask all trainees to answer the following questions:

1. **Are you new to working in the UK? Yes/ No**
2. **Have you been working in the UK for less than 12 months? Yes/ No**

If a trainee answers “Yes” to either of these questions, they should be provided with the enhanced induction and support outlined in the rest of this document.

Trusts may also wish to ask trainees whether this is their first training post in the UK, or if there has been a gap since they last worked in clinical practice. Any trainee who has been away from clinical practice for 3 months or more, or if this is their first UK training post, can access the Supported Return to Training (SuppoRTT) resources. Further information is available at: <https://www.nwpgmd.nhs.uk/supported-return-to-training>.

**Enhanced Induction**

This should be provided in addition to the usual trust, departmental and (where applicable) Specialty School inductions, and should consist of the following components:

1. **GMC Welcome to UK Practice:** <https://www.gmc-uk.org/about/what-we-do-and-why/learning-and-support/workshops-for-doctors/welcome-to-uk-practice>
2. **HEE Induction for International Medical Graduates**

* GP trainees should contact [gpsupport.nw@hee.nhs.uk](mailto:gpsupport.nw@hee.nhs.uk) for details of the next induction session.
* Foundation, core and specialty trainees should contact [imgsupport@hee.nhs.uk](mailto:imgsupport@hee.nhs.uk) for details of the next induction session.

1. **Enhanced Specialty School Induction (where available)** Details available via the relevant Specialty School team. May include, for example: use of e-portfolio, ARCPs, reflective practice, specialty examination preparation and support, experiences of a current IMG trainee.

**Practical Support**

Trusts may wish to consider offering some, or all, of the following to welcome trainees who are new to the UK. However, it is recognised that not all aspects may be feasible.

* Airport pickup
* Assistance with accommodation
* Help with registering for a bank account and National Insurance number
* Guidance on registering with a GP
* Advice regarding local amenities e.g. supermarkets, leisure facilities
* Welcome pack with basic groceries

**Shadowing Period and Enhanced Supervision**

Trainees who are new to the UK will benefit from a period of shadowing. As a minimum they should work under the close supervision of a named senior doctor (SAS or consultant) for at least the first 2 weeks of their placement. Some trainees may require a longer period of enhanced supervision, depending on their previous experience and how quickly they settle in to working in the UK.

**Pastoral Support**

Trainees who are new to the UK may come from a cultural background and healthcare system very different from the UK and may not have any local support network unless they have friends or relatives who are already in the country. Educational Supervisors should therefore be aware that such trainees may need additional pastoral support and guidance throughout their placement.

* Where available, the trainee should be offered a peer buddy. An experienced IMG Peer Buddy will be a supportive colleague and friendly face and will help the new IMG trainee to understand workplace culture and facilitate social rooting.
* The trainee may wish to join an IMG support network e.g. Facebook has an “International Medical Graduates in the UK” group. There are also a number of specialty and country-specific groups for IMGs. If there are several new IMGs in a trust or specialty, they may wish to form a Whatsapp group for support.
* The Educational Supervisor should consider meeting with the trainee on a more frequent basis than they might do with other trainees, particularly in the first few months of their post.

**Useful Links**

BMA Toolkit for Doctors New to the UK: <https://www.bma.org.uk/advice-and-support/international-doctors/life-and-work-in-the-uk/toolkit-for-doctors-new-to-the-uk>

GMC Welcome to UK Practicecourse:<https://www.gmc-uk.org/about/what-we-do-and-why/learning-and-support/workshops-for-doctors/welcome-to-uk-practice>

HEE NW International Doctors webpage: <https://www.nwpgmd.nhs.uk/careers_advice/careers/international_doctors>

NHS Induction Programme for International Medical Graduates: <https://www.e-lfh.org.uk/programmes/nhs-induction-programme-for-international-medical-graduates/>

Valero-Sanchez I, McKimm J, Green R. A helping hand for international medical graduates. BMJ (2017): <https://www.bmj.com/content/359/bmj.j5230>