

**INTERNATIONAL MEDICAL
GRADUATES
PERSONALISED TRAINING AND
INDIVIDUALISED APPROACH**

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ST5 GENERAL ADULT PSYCHIATRY

IMG REPRESENTATIVE TO RCPSYCH (PTC)

12-11-2020

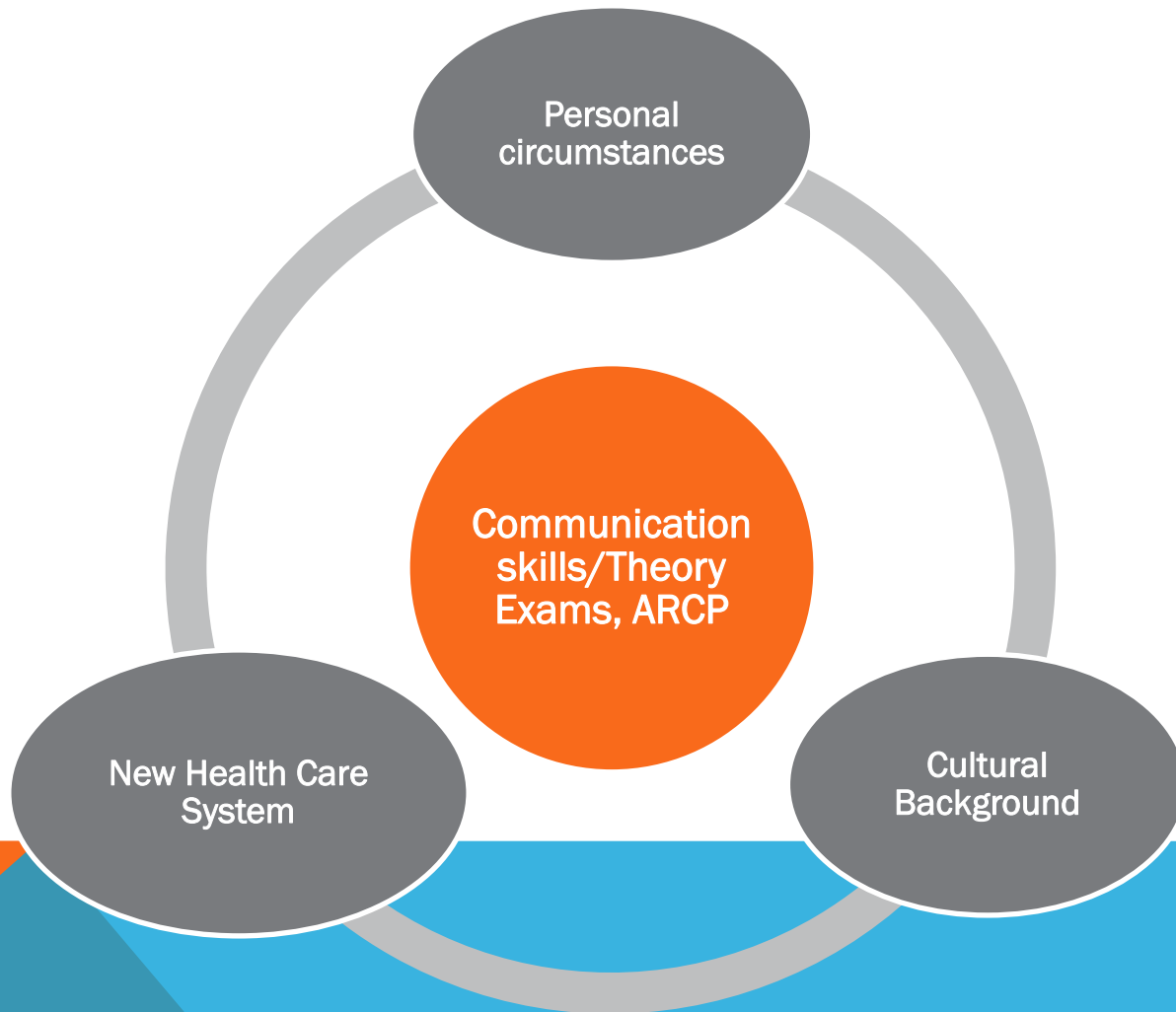
SOUTH YORKSHIRE

- You have to know the past to understand the present.

Carl Sagan



NEEDS/CHALLENGES: UNIQUE & SPECIFIC






STRENGTHS



DIFFERENTIAL ATTAINMENT

- Total percentage of IMGs in Psychiatry is over 40% but disproportionate spread
 - >80% Non-Consultant grade doctors are IMGs
 - Under-represented at Consultant level
 - IMGs in Psychiatry more likely to fail summative and formative exams
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PASS RATES:

❖ Paper A 2019:

- UK graduates working in the UK (65.3%)
- Overseas graduates in training posts (20.4%)
- Overseas graduates in non-training posts (41.9%)

❖ CASC 2019-1 First attempt

- UK graduates (88.5%)
- Overseas graduates in training posts (31.8%)
- Overseas graduates in non-training posts (38.1%)

PASS RATES:

❖ Different Ethnic Groups :

- White (78.5%)
- Total non-white doctors (29.6%) OR 74.7% when adjusted for graduating in the UK

❖ Country wise(first attempt only)

- UK graduates (86%)
- Indian subcontinent (30.1%)
- Central Africa (20.7%)

CASC RESULTS 09-2020 FROM ETC MEETING

Overall Pass Rate : **67%** Highest ever

Last year pass rate : **64%**

Differential Attainment : Improved but Still significant


Previously nearly **40%** difference

This year **30%**



NON UK QUALIFIED DOCTORS AND GOOD MEDICAL PRACTICE: THE UNIVERSITY OF WARWICK REPORT FOR GMC FEB 2009

❖ Areas of Concerns identified:

- Lack of relevant information about legal, ethical and professional standards
 - Variable levels of training and support specifically in the areas of communication and ethical decision making
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THE UNIVERSITY OF WARWICK REPORT

- Isolation in non training posts.
- The key difference between Non UK qualifiers and UK qualifiers is the emphasis on individual autonomy and shared decision making in the UK while more paternalistic model of the patient doctor relationship in non UKGs.



RECOMMENDATION GIVEN:

1. Development of a web based portal for ethics information prior to registration for Non UK qualified doctors
2. Development of specific resources including information about the cultural context of the UK professional regulatory framework.

RECOMMENDATIONS :

3. Provision of appropriate, formal induction to include specific consideration of the legal, ethical and social context of health care in the UK.
4. **Mentorship schemes for all Non UK qualified doctors during the first two years of employment.**

TISTA CHAKRAVARTY-GANNON, HEAD OF WELCOME TO UK PRACTICE GMC , 08-09-20

How a piece of Warwick University research identified the need, formed basis for GMC's 'Welcome to UK Practice workshops' and discusses how the overseas doctors finding it useful.



GMC: FAIR PATHWAY REORT 28-04 -2016

Key findings from qualitative research UK BME and IMG trainees face increased risks to progression compared to white peers

1. Relationships with seniors crucial to learning but these were more problematic for BME UKGs & IMGs.
2. Perceived bias in recruitment & assessments.
3. Lack of autonomy about geographical location of work, separation from personal support networks leading to poor work-life balance compounds risks.

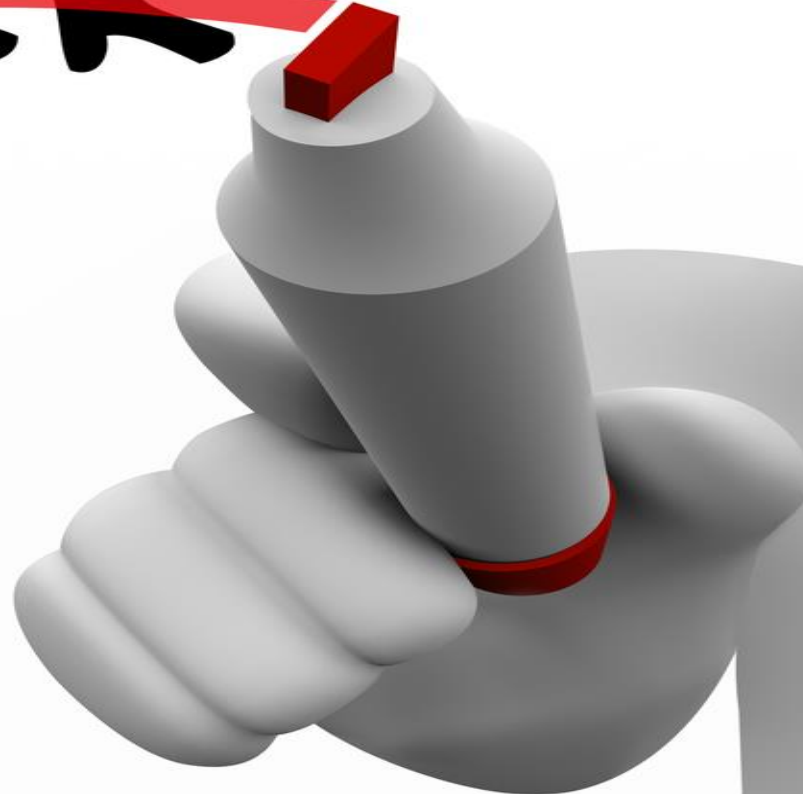
GMC research published 23-11-19: 'Supporting successful medical training for Black and Minority ethnic doctors'

Factor group	Success factors
Working & learning environment	1: Valuing diversity
	2: The learner as an individual
Who supports learning	3: Inspirational seniors
	4: Supportive trainers
	5: Peer support
What supports learning	6: Work arrangements
	7: Maximising learning
	8: Career clarity
	9: Navigating exams
	10: Motivation and drive

WHAT CAN BE DONE?

ACTION!

~~TALK~~



WHAT AN IMG SHOULD DO?

Be Proactive!



WHAT SHOULD SYSTEM DO? TRAINEE CENTRED APPROACH/ FOCUSED PDP




What should system do?

HEE/College/Deaneries/Local Trusts/GMC

- Ensure support structures and safe psychological spaces are in place to facilitate conversations and develop supportive bond between a trainee and trainer.
- HEE should make arrangements for trainers to acquire knowledge, skills and attitudes to support IMG and BAME trainees.
- There is need to ‘train the trainer’ for individualised culturally competent approach, should be able to identify needs/strengths and to make arrangements accordingly

WHAT SHOULD SYSTEM DO?

- Arrangements might include need for intense induction, exam guidance, reschedule their work schedule to create space to practice communication skills /theory etc
 - Believe in a trainee and encourage to achieve their goals, be honest to provide feedback.
 - Appoint IMG/BAME champion/Mentors
 - GMC to continue to assess the standards.
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IMG GUIDE : PTC/TSG

FOR ALL SPECIALITIES

- 1- Introduction to NHS
- 2- Introduction to The Mental Health Act
- 3- Introduction to The Mental Capacity Act
- 4- Visa Process
- 5- Cultural Induction into living in UK for IMGs

PSYCHIATRY

- 1- Structure of Psychiatric services in UK
- 2- Portal of entry and career pathways
- 3- Application process to core and higher training for IMGs
- 4- Examination Guide (MRCPsych)
- 5- Key terms used in Psychiatry

Thanks

