



Royal College of Psychiatrists

MTI Scheme – Guidance for Employing Bodies

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1. Introduction and General Overview

The Medical Training Initiative (MTI) is designed to enable a small number of International Medical Graduates to enter the UK to experience training in the NHS for up to two years before returning to their home country. Under the scheme, training capacity not required for planned UK training numbers is made available for overseas doctors who meet the required eligibility criteria.

The paid posts are approved by [authorised individuals from Deaneries/LETBs](#) and the Royal College acts as sponsor for the purpose of registration with the General Medical Council (GMC). The Academy of Medical Royal Colleges (AoMRC) acts as the UK Sponsor to enable participants to apply for a Tier 5 visa (Temporary Worker) with the UK Borders Agency, within the scheme the visa is used for training posts only. The AoMRC also set the [national standards](#) for the MTI scheme.

The RCPsych MTI Scheme is for psychiatrists who have qualified in their own country and worked for at least three years in psychiatry but want to further their expertise in psychiatry by acquiring additional skills in their own specialty or in a subspecialty. It is not for new trainee psychiatrists, which is the main difference from previous overseas doctors' schemes.

Between October and January of each year, interested candidates can apply to join the scheme, for MTI posts that begin in August. The eligibility criteria for doctors can be found on the [RCPsych website](#). In the Spring of each year the RCPsych interview the shortlisted candidates to determine their suitability. Successful candidates are provided with RCPsych sponsorship to join the GMC medical register. NHS bodies who are interested in employing an MTI International Fellow can apply to the RCPsych by sending a completed [MTI Employing Body Submission Form](#) to mti@rcpsych.ac.uk. This year applications for Employing Bodies open on 01 January 2022 and close on 21 March 2022.

During March/April of each year MTI candidates and Employing Bodies are matched, based as much as possible on the MTI's location and/or specialty preferences. Once all parties are in agreement, an application is made to the AoMRC who issue a Certificate of Sponsorship (CoS) which allows the doctor to apply for a UK Tier 5 Visa. Please note that the AoMRC application form must be signed by an [authorised Deanery/LETB signatory](#), before the application can be made to the Academy.

2. Employing Body Application to RCPsych

Vacant CT3 training posts can be filled by an MTI International Fellow, if authorized by the appropriate Deanery/LETB. MTI International Fellows are employed as doctors (in training posts) and the Employing Body is their GMC designated body. As the MTI is a training scheme, International Fellows on the MTI scheme cannot be used to fill service posts.

Employing bodies are required to complete an [MTI Submission Form](#) to provide details of the post, supervising consultant, relocation package available and whether the post has been authorised by the Deanery/LETB for MTI use. These details will be passed onto the applicant.

Following the matching process, the RCPsych will introduce the MTI International Fellow to the Employing Body via email. The Employing body may like to carry out their own interview, although this is not a requirement of the scheme.

3. Practical Preparations

Once the Employing Body and the doctor agree the placement details, an [AoMRC MTI Application Form](#) must be completed by the Employing Body and sent to the doctor along with an employment offer letter. The Employing Body will also need to complete their own employment checks, such as overseas references and police checks. The MTI International Fellows should be offered a contract and salary equivalent to CT3 level, setting out the terms and conditions of employment (the RCPsych has a contract template available, if needed). The Tier 5 Visa is for up to 24 months and Employing Bodies are asked to employ an MTI International Fellow for the full 24 months. It is possible for an MTI International Fellow to transfer to a different Employing Body during their time in the UK. The AoMRC and the RCPsych must be informed of any transfer.

The [AoMRC MTI application form](#) will contain details of the post and applicant, and is used to obtain a Certificate of Sponsorship for the Visa. Employing bodies confirm that they will offer the MTI International Fellow the following:

- An educational contract
- Access to facilities and training opportunities (including paid study leave)
- Appropriate appraisal and assessments
- An appropriate Responsible Officer, from within the NHS Employing Body, for the period of the placement
- A total funding package that is appropriate for the role to be undertaken and has been agreed with and accepted by the doctor

Details of any pre-employment checks should be sent to the doctor before they arrive in the UK so that they are prepared for any delays in starting work.

4. Pastoral Care

All MTI International Fellows should be offered support and advice as they relocate to the UK. Details of any re-location information and/or financial support should be sent to the MTI International Fellow before their arrival.

Employers should be aware that MTI International Fellows are moving to a new country with a different culture, often with young families, and may need additional pastoral and professional support during their first few weeks in the UK.

The doctors may require support in the following areas:

- Locating temporary and/or permanent accommodation – most doctors will require support to set up accommodation prior to arriving to the UK
- Quarantine arrangements, if necessary
- Support/advice with airport arrivals and travelling to their accommodation
- Collecting their British Residence Permit (BRP)
- Opening a UK bank account – doctors often require paperwork from their employers to complete this
- Guidance to apply for a National Insurance number – provide the required employment letter
- Orientation to the local area and services
- Meeting the team
- Taxis – doctors who don't have an international driving licence/access to a car, may need taxis while on call/moving between sites

5. On Arrival

On arrival to the UK, and before they can start clinical work, MTI International Fellows must attend a GMC identity check appointment (these are currently suspended due to the ongoing coronavirus pandemic). Due to Covid regulations, doctors may also be required to quarantine upon arrival to the UK. We suggest that employers use this time to introduce themselves to the MTI International Fellow, carry out their own pre-employment checks, deliver virtual inductions and if possible, arrange for the doctor to shadow colleagues and make sure they have all necessary information about daily work procedures.

To support MTI doctors with relocation, the RCPsych have created an [MTI Induction Booklet](#) and the AoMRC have produced a useful [Relocation Guide](#). These are both sent to all doctors on the scheme.

When beginning their placement in the UK, MTI International Fellows should be offered an MTI induction (organised by RCPsych), an induction at their Employing Body and a departmental induction. While we aim to have MTI International Fellows in post by August, delays are common and the usual inductions may be missed. Employers are expected to

provide the necessary induction information to these doctors. Please consider that MTI doctors may require a more detailed induction as they are new to NHS systems and processes.

Within two weeks of the MTI International Fellow beginning work, the Employing Body must complete and submit the following to mti@aomrc.org.uk and mti@rcpsych.ac.uk:

- An [AoMRC Starter's Report](#)
- Copy of doctor's Biometric Residence Permit, signed by the employer as true copy

We recommend that Employing Bodies allow 4-8 weeks for International Fellows to become accustomed to NHS systems before being put on-call. We encourage the provision of an induction plan to prepare doctors for on-calls, including shadowing colleagues who are on-call during this period. Employers should also consider whether any refresher courses in physical health examinations are required.

As there are sometimes delays in obtaining National Insurance (NI) numbers for new international doctors, alternative arrangements should be made for salary payments, security clearance and swipe cards until an NI number is received. We suggest that Employing Bodies advise doctors to begin their application for a NI number as soon as they arrive to the UK and provide the required employment letter for this.

MTI International Fellows should have access to the same training opportunities as other trainees at their level. As the MTI doctors are in the UK for training purposes, they should attend departmental and regional post-graduate teaching sessions. Appropriate study leave budget should be allocated for each MTI doctor.

MTI International Fellows are not required to pursue the MRCPsych while they are in the UK, but many choose to do so. Such doctors will need a UK trainer to sign off their psychotherapy experience and this may involve liaising with trainers in their home country to establish what level of psychotherapy training they have received. The RCPsych Professional Standards Department can advise on the processes that should be followed (email mti@rcpsych.ac.uk for further advice).

MTI International Fellows often apply to the MTI scheme with specific training goals and/or seeking exposure to a specific subspecialty, and the RCPsych endeavours to link them with Employing Bodies that can offer these opportunities. If these experiences aren't on offer immediately, we recommend employers be considerate of these requirements and expectations.

6. Recording Progress

The RCPsych has agreed that the existing mechanisms are the best way of recording their progress. MTI International Fellows are registered as [Pre-Membership Psychiatric Trainee \(PMPT\)](#) with the RCPsych and have access to the [Portfolio Online](#).

MTI International Fellows should use the same systems for recording knowledge skills and performance as other doctors in their Employing Body. MTI International Fellows do not have national training numbers, and thus are not required to have formal appraisal or go through the Annual Review of Competence Progression (ARCP). However the RCPsych and the GMC agree that the ARCP is a good mechanism for tracking MTI progress and recording outcomes of Workplace Based Assessment (WPBA), although no formal ARCP outcomes need to be issued.

Employers should register their MTI International Fellow on GMC Connect and they should be included in the Annual Organisational Audit (AOA) returns and appraisal compliance figures. The Employing Body is the International Fellow's GMC designated body.

Doctors in the MTI scheme should engage in the revalidation process, even if their date for revalidation never comes up whilst they are working in the UK. MTI International Fellows need a Responsible Officer and should engage in an annual trust appraisal process and collect supporting information exactly as any other doctor should. To avoid duplication of effort, evidence collected as part of the ARCP process can be used to feed into the employer's appraisal system for the purpose of revalidation.

An MTI International Fellow experiencing difficulty should have targeted training and supervision, although they are not expected to be formally referred to the local Deanery/LETB. The RCPsych should be informed of any difficulties and will be available for advice if difficulties cannot be resolved locally by the educational supervisor and college tutor/Training Programme Director.

7. Transfers between Employing Bodies/Visa Extensions

In some circumstances, MTI International Fellows may request a visa extension and occasionally an MTI International Fellow will transfer to a new MTI post with a different Employing Body. Both visa extensions and transfers between Employing Bodies, must be approved by the AoMRC before any changes take place. [The AoMRC Application for an extension or transfer form](#) must be completed and returned to the AoMRC at least one month before the planned transfer / extension.

8. The End of Placement

When the MTI International Fellow comes to the end of their training time, a completed [AoMRC End of Placement Report](#) should be sent to mti@aomrc.org.uk and mti@rcpsych.ac.uk. This form must be received within ten working days of the doctor's final working day.

All Employing Bodies and doctors will be sent a survey regarding their experience of the RCPsych MTI scheme once the posts have ended. MTI International Fellows will receive a certificate from the RCPsych once they have completed their post.

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