

Medical Training Initiative

Information for Employing Bodies: An Overview



Induction

A formal and considered induction should be developed for MTI doctors. Please remember that MTI doctors are new to the UK system and ways of working so will require a more in-depth induction process than UK trainees.

Attendance at Training and Study

All MTI doctors must be given access to the training, support, and study days required to fulfil their personal development plan. Employing Body rotas should allow time for access to training opportunities and MTI doctors should attend the same departmental and regional post-graduate teaching sessions as their UK counterparts.

On-Call Duties

We recommend allowing at least one or two months for your MTI to become accustomed to NHS systems before putting them on-call. A thorough induction plan and shadowing opportunities will help prepare MTI doctors for on-call duties.

Recording Progress

MTI doctors are registered as Pre-Membership Psychiatric Trainees (PMPT) with the RCPsych and have access to Portfolio Online. Whilst no formal ARCP outcomes need to be issued, the ARCP framework is a good way to track MTI doctor progress and record WPBA outcomes.

MTIs in Difficulty

MTI doctors experiencing difficulty should have targeted training and supervision and are not expected to be formally referred to the local Deanery/LETB. RCPsych should be informed of any difficulties and can advise if these can't be resolved locally by the Educational Supervisor and College Tutor/ Training Programme Director.

Pastoral Support

All MTI doctors should be offered support and advice as they relocate to the UK. MTI doctors 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. Please consider that they may need support with arranging accommodation, airport transportation, opening a bank account, collecting their British Residence Permit (BRP), getting a National Insurance number, transportation and more.

Revalidation and Appraisal

MTI doctors must be registered on GMC Connect and should engage in the revalidation process, even if revalidation isn't due during their placement. MTIs should complete annual appraisals and collect supporting information in the usual way.

Development and Assessment

The amount of support, development and training an MTI doctor requires will depend on what they are hoping to get out of the scheme. Please ensure they are quickly allocated an Educational Supervisor who can develop a personal development plan in their first month. The MTI doctor should receive regular assessments to review progress.

Exit Interviews and Quality Assurance

Conducting an exit interview at the end of the MTI placement will give the MTI doctor a chance to share feedback on their experience. This feedback should be shared with the Educational Supervisor, Postgraduate Dean and Lead Consultant of the hosting clinical team. MTIs should be able to follow the same complaints and mediation procedures as UK trainees.

It is important to remember that the MTI scheme is a training programme, and this is reflected in the Tier 5 visa status of the programme. UK Visa and Immigration is able to revoke this visa route without notice if they believe it is being used inappropriately to cover rota gaps.