Guidance for Trusts Employing an RCPsych MTI International Fellow

Contents:

1. Introduction and General Overview
2. Trust application to RCPsych
3. Practical Preparations
4. On Arrival
5. Recording Progress
6. The end of the placement

1. Introduction and General Overview

The Medical Training Initiative (MTI) is designed to enable a small number of International Medical and Dental 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/EEA training numbers is made available for overseas doctors and dentists who meet the required eligibility criteria.

The paid posts are approved by Deaneries/LETBs and the Royal College act 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 with the UK Borders Agency. 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 who wish 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.

Interested candidates can apply to join the scheme between October and January each year. The eligibility criteria can be found on the RCPsych website. In February/March of each year the RCPsych interview all eligible candidates to determine their suitability. Successful candidates are provided with a certificate of sponsorship which allows them to complete their application with the GMC to join the medical register.
Trusts who are interested in employing an MTI International Fellow can apply to the RCPsych by sending a completed MTI Trust Submission Form to mti@rcpsych.ac.uk.

During March and April of each year MTI candidates and Trusts are “matched”. Once all parties are in agreement, an application is made to the AoMRC who issue a Certificate of Sponsorship which allows the doctor to apply for a UK Tier 5 Visa.

2. Trust 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 Trust doctors (in training posts) and the Trust 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.

Trusts are required to complete the MTI Trust Submission Form with details that will be passed on to the applicant. The RCPsych tries to match a doctor with every vacant training post, but it is common to have many more vacancies than MTI International Fellows to fill them.

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

3. Practical Preparations

Once the Trust and the doctor are in agreement, 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, please contact mti@rcpsych.ac.uk for further information). The Tier 5 Visa is for up to 24 months and Trusts 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 Trust during their time in the UK. The AoMRC and the RCPsych must be informed of any transfer.

As a participant in the RCPsych MTI scheme, the Trust completes an AoMRC application form with details of the post that is used to obtain the necessary Visa. Trusts 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 Trust, 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 send to the doctor before they arrive in the UK so that they are prepared for any delays in starting work at the Trust.

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

In the first instance, MTI International Fellows will require support in finding accommodation and having the necessary paperwork from the Trust to set up a bank account in the UK. MTI International Fellows who do not have an international driving license and/or access to a car, may need to use taxis while on call/moving between sites.

4. **On arrival**

On arrival to the UK, and before they can start clinical work at the Trust, MTI International Fellows must attend a GMC identity check appointment. We suggest that Trusts use this time to introduce themselves to the MTI International Fellow, carry out their own pre-employment checks and if possible arrange for the doctor to shadow colleagues and make sure they have all necessary information about the Trust.

The AoMRC has produced a useful Relocation Guide which is sent to all doctors on the scheme.

On starting in the UK, MTI International Fellows should be offered an MTI induction (organized by RCPsych), a Trust induction and a departmental induction. While we aim to have MTI International Fellows in post by August, delays are common and the usual Trust inductions can be missed. Trusts are expected to provide the necessary induction information to these doctors.

Within 2 weeks of the MTI International Fellow beginning work, the employing Trust must complete and submit the following to MTI@aomrc.org.uk and mti@rcpsych.ac.uk:

- An AoMRC Starter’s Report form
- Copy of doctor’s Biometric Residence Permit, signed by the Trust as true copy

We recommend that Trusts allow 4-8 weeks for International Fellows to become accustomed to NHS systems before being put on-call. Trusts may like to consider arranging for the MTI International Fellow to shadow colleagues who are on-call during this period. Trusts 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.

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. Trusts should allocate an appropriate study leave budget for each MTI doctor.

MTI International Fellows are not required to pursue the MRCPsych while they are in the UK, but many are choosing 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’s 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 links them with Trusts that can offer these opportunities. While Trusts may not be able to offer these experiences immediately, they should be considerate of these requirements and expectations.

5. **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 Trust. MTI International Fellows do not have national training numbers but the RCPsych and the GMC agree that the Annual Review of Competence Progression (ARCP) is a good mechanism for tracking their progress and recording outcomes of Work Place Based Assessment (WPBA). Although no formal ARCP outcomes need to be issued, the ARCP will be used by the RCPsych to confirm the MTI International Fellow's training and development in order to complete their end of post certificate.

The Trust should register the MTI International Fellow on GMC Connect and they should be included in the Annual Organisational Audit (AOA) returns and appraisal compliance figures. The employing Trust 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 appraisal process and collect supporting information exactly as any other doctor should. To avoid duplication of effort, evidence submitted as part of the ARCP process can be used to feed into the Trust 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.

6. **The end of the placement**

When the MTI International Fellow comes to the end of their time at the Trust, a completed AoMRC Exemption form 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 Trusts 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.