

'Spotlight on' series

Welcoming international medical graduates

The contribution and diversity of experience that international medical graduates (IMGs) bring are invaluable to the NHS and it is imperative the right support is in place to support this workforce. Follow these tips to ensure you offer a welcoming culture and inclusive environment.

1



Become familiar with the national standards for welcoming and valuing IMGs¹

2

Implement measures to tackle bias in recruitment and workplace practices



Consider whether NHS experience is an essential criteria for job applicants, as this can be a significant challenge for newcomers to the UK.

Ensure IMGs have access to study budgets for training.

3



Ensure a comprehensive induction for IMGs starting work in the NHS

Consider the range of linguistic, cultural and professional challenges IMGs may face.

If possible, send resources prior to IMGs commencing employment at your hospital.

Have a period of observation before IMGs commence independent clinical practice.

4

Assign international doctors in training an educational supervisor



Engage IMGs in focused discussions to build their individual personal development plans and identify training needs.

Use an e-portfolio, for example, the RCR's e-portfolio system risr/advance, for IMGs at trainee level.

Ensure trainers have had training on unconscious bias.

5

Establish a mentorship programme

Give senior IMGs time to be mentors for newer arrivals to offer insight, guidance and encouragement based on their own experiences.



6

Encourage IMGs to attend relevant training sessions at the earliest opportunity



All IMGs should attend the free GMC 'Welcome to UK practice' workshop.

Communication skill courses are also extremely valuable, focusing on both team working and communication with patients and relatives.

Provide links to e-resources for IMGs to follow-up their initial induction.

7

Offer practical support and advice



This can include housing, banking and salary arrangements, IT and phone support, transport, council tax, GP registration, medical indemnity providers and childcare.

Social prescribing schemes may be available locally to support IMGs.

Ensure HR teams have been specifically trained to onboard IMGs.

8

Introduce IMGs to peer support



A 'buddy' and a group of other IMGs (for example, via a WhatsApp group) can provide vital support.

Help IMGs connect with their community and peers locally.

9



Appoint a CESR specialist to help trainees progress their career

10

Regularly evaluate the effectiveness of the support programme for IMGs



Seek feedback from IMGs on challenges they face and suggestions for improvement.

Make adjustments to ensure you remain responsive to the evolving needs of IMGs.

References/Useful links

1. www.e-lfh.org.uk/wp-content/uploads/2022/06/Welcoming-and-Valuing-International-Medical-Graduates-A-guide-to-induction-for-IMGs-WEB.pdf

www.gmc-uk.org/about/what-we-do-and-why/learning-and-support/workshops-for-doctors/welcome-to-uk-practice

www.e-lfh.org.uk/programmes/nhs-induction-programme-for-international-medical-graduates/

www.healthcareers.nhs.uk/explore-roles/doctors/information-overseas-doctors

www.youtube.com/watch?v=8ieJ7AqKvuM – induction to the NHS for IMGs

www.nhsconfed.org/publications/acronym-buster

www.nhsemployers.org/publications/working-and-training-nhs

<https://roadtounk.com/>

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