International Doctors in CMFT

CMFT International Support Programme

Dr. Sujesh Bansal
Trust International Tutor
NHS employs staff from more than two HUNDRED countries - including American Samoa and even Timor

- Records show that more than 1 in 10 NHS workers are from overseas
- 25 per cent of doctors and 11 per cent on nurses are recruited from abroad
- India, the Philippines and Ireland are the top three suppliers of foreign staff
- Doctors have warned this could affect healthcare due to language barriers
- Lack of UK doctors might have forced the NHS to recruit foreign staff

By SOPHIE BORLAND


The NHS employs staff from more than 200 different countries, including Azerbaijan, Zambia, Indonesia, Poland, and American Samoa, according to official figures.

The records, recorded by the Health and Social Care Information Centre show that more than 1 in 10 workers are from overseas, including 25 per cent of doctors and 11 per cent of nurses.

India is the biggest supplier of staff with 18,424, followed by the Philippines with 12,744, then Ireland and 12,613 and Poland, with 5,507.
Doctors by World Region of PMQ

- UK: 63%
- IMG: 26%
- EEA: 10%

Figure 14: Gender and place of primary medical qualification of doctors training in specialties across the UK in 2013

The vast majority of doctors in foundation training were UK graduates (95%), with the remainder split almost equally between IMGs and EEA graduates.

- ACCS = acute care common stem.
- Includes EEA graduates and IMGs.

29% of doctors training in obstetrics and gynaecology were non-UK graduates and 79% were female doctors.

27% of doctors training in paediatrics and child care were non-UK graduates and 74% are female doctors.

29% of doctors training in pathology were non-UK graduates and 65% were female doctors.

Non-UK graduates doctors made up 43% of doctors training in psychiatry, and female doctors made up 59%.

Number of doctors in training:
- 10,000+
- 5,000–9,999
- 1,000–4,999
- 100–999
- <99
“doctors with a PMQ from outside the UK were more likely to be referred to NCAS, or be excluded or suspended from work (by NCAS), than UK medical graduates”
Foreign doctors 'must be trained to work here': Watchdog steps in as fears over patient safety grow

By FIONA MACRAE

Last updated at 7:53 PM on 16th September 2011

Foreign doctors should complete a basic training course before starting to work for the NHS, the medical watchdog has ruled.

Many overseas doctors arrive with 'little or no preparation' for working in the UK and need more support to practise safely, said the General Medical Council.

It is to run induction courses for all doctors new to the Health Service, including graduates from British medical schools and those arriving from abroad, including the EU.
### RISK FACTORS

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female + 30–50 years</td>
<td>0.5%</td>
</tr>
<tr>
<td>Male + 30–50 years + UK graduate</td>
<td>1.5%</td>
</tr>
<tr>
<td>Male + 30–50 years + IMG graduate</td>
<td>3.0%</td>
</tr>
<tr>
<td>Male + 30–50 years + EEA graduate</td>
<td>2.6%</td>
</tr>
</tbody>
</table>
"lack of relevant information about legal, ethical and professional standards and guidance prior to registration....."
“Overseas qualified doctors need better support”
Enhanced Support for International Doctors
To what degree were you satisfied with the induction provided to you at the start of the first job in the UK?
An induction program consisting of suggested sessions/modules would be helpful to a new doctor before they start practising in the UK.
‘Online’ Induction
'Online' Induction

INCREASED SUPPORT

Supervisors

Peer ‘Buddy’
Online training is a resource efficient method
Welcome to Central Manchester e-learning Portal

Course categories: Induction & Corporate Mandatory Training / Doctors Induction

Discharge Summaries

Discharge Summaries e-learning program for trainee doctors.

Doctors Clinical Adults Induction 2014 - 2015

Doctors Clinical Children's Induction 2014 - 2015

F1 Induction Programme 2014

This course is for all new F1 doctors that have completed the North West Deanery Induction Programme. In this programme there are a selection of Corporate and Clinical Modules, as well as IT systems which must all be completed.

Induction for International Doctors

The Induction for International Doctors Programme contains 16 modules in total. You do not have to complete this all in one go. Each module contains an evaluation form which will not appear until you have completed that module. It is vital that we gather your feedback to enable us to continually improve our programmes.

Trainee Doctors Induction 2014

This induction programme is to be completed by doctors in Deanery training posts only. All other doctors must complete Corporate Induction 2013-2014 in order to be deemed compliant.
The internet based online induction programme below introduces international doctors to a range of cultural, social, ethical, legal and patient safety aspects of UK clinical practice and provides a platform to facilitate allocation of volunteer ‘Buddy’ within the Trust.

As designed by:
Central Manchester University Hospitals NHS Foundation Trust

**Induction programme for International (non-UK qualified) Doctors**

**Welcome to International Doctors**
- Introduction by Director PGME & International Tutor
- Demographic Details Form to facilitate a buddy programme

**Introduction to working in CMFT**
- Welcome to the Trust
- Working in the Trust
- Role of the Junior Doctor

**Social aspects to UK clinical practice**
- Interpersonal Communication Skills

**Patient safety aspects to UK clinical practice**
- Human Factors
- Patient Safety
- Risk Management
- Use of BNF and Safe Prescribing
- Completing a Trust Prescription Chart
- Infection Prevention and Control

**Ethical and Legal aspects to UK clinical practice**
- Good Medical Practice
- Consent
- Medical Ethics and Mental Capacity Act
- Information Governance
- Death Certification and Coroners

**Professional aspects to UK clinical practice**
- Professional Organisations
- Structure of UK Medical Training
- Introduction to Portfolio, Appraisal and Revalidation
Feedback

- Content of the modules were good to excellent = 96%.
- Information was presented in logical manner in the programme = 100%
- Useful to understand the social, legal, ethical or professional aspect of UK Clinical Practice = 95%
Has the online International Induction Programme helped you?
Peer ‘Buddy’ Support System
Prison gates mentor plan for released inmates

Every prisoner released in England and Wales should have a mentor to help get his or her life back on track, the justice secretary says.

Chris Grayling said the plan would be coordinated by private and voluntary sector groups who would be paid if re-offending was reduced.

The mentors would help with finding housing and training opportunities.

Probation officers welcomed the idea but expressed doubt about whether enough mentors could be found.

Almost half of adult prisoners are re-convicted within a year of release and, like his predecessor Ken Clarke, Mr Grayling has made tackling reoffending a priority as justice secretary.

Chris Grayling, Justice Secretary: “You have a cycle of re-offending which does none of us any favours”
Views of new International doctors

• 95% new International doctors wanted a Trusted Friend

• >65% not supported by another doctor in the Trusts
  – Another 10% supported by friends/family

• 85% wanted the peer support to be ‘1 to 1’
  – (not in group setting)

• 66% wanted to be in touch with ‘Buddy’ with face to face or emails
Each new International doctor recruited into the Trust is to be offered a buddy to support them as they settle into UK clinical practice.
DATABASE
Data collected to facilitate Buddy allocation

6. What is your preferred email address?

7. What is the country of your primary qualification?

8. What is your first language?

9. How long have you worked in the UK?
   - Less than 6 months
   - 6-12 months
   - 12-24 months
   - More than 24 months

10. If you have worked in the UK before, have you ever had an induction specific for non-UK qualified doctors?
    - Yes
    - No
    - Not sure
    - Not applicable

11. What is your specialty?

12. Do you know the name of your Developmental/Educational Supervisor?
    Choose...

13. We will provide you with a ‘buddy’ for support/informal advice and networking opportunities. Would you prefer this person to be from your home country?
    - Yes
    - No
    - It does not matter
Workshop conducted to develop skills to support international doctors

• Survey: 86% not trained in supporting/coaching/mentoring others

• After Workshop:
  – 100% of participants felt that they now knew the issue faced by new International doctors.
  – Skills in supporting and mentoring international doctors improved after the workshop, with 75% feeling more comfortable in taking up the role
What was your experience of the peer 'Buddy' support system?
Role of Educational Supervisors
• Mandatory to have a Educational Supervisor for new International doctor based in the department

• International Tutor has close links with divisional educational leads to ensure help/support
What was your experience of the Developmental Supervisor Support System?
Challenges

• Financial Resources
• Developing appropriate modules requiring expertise
• Training of support network (Buddy and Supervisors)
• Technical glitches
• Identifying new international doctors
• Uptake of programme by new doctors
• Keeping programme ‘up-to-date’
UK wide interest and spread of CMFT International Programme

• Communicated and shared with
  – General Medical Council team
  – Academy of Medical Royal Colleges (AoMRC) MTI Coordinator
  – MTI Leads of all Medical Royal Colleges
  – Royal College of Paediatrics & Child Health
  – Royal College of Ophthalmologists
  – REACHE –NW

• Presented at
  – HEENW Medical & Dental Conference, Sept 2014
  – LHA Awards, Feb 2014, Improving Services through Training & Development
  – National Medical Leadership Conference, March 2013
  – 12th National Annual Anaesthetistic Scientific Meeting, Oct 2013- 1st Prize
Future Developments

• Impact of CMFT International Programme on
  – professional development of international doctors
  – Patient care

• Induction programme for new International Nurses
  – Trial of selected modules for usefulness
Foreign doctors' training stepped up, says GMC

Foreign doctors in the UK will face a more rigorous assessment, after figures showed a high proportion of doctors who are disciplined are from overseas.

In the last five years, 63% of doctors either struck off or suspended by the General Medical Council (GMC) were trained outside the UK.

Yet they make up only 36% of doctors on the medical register.

The GMC said new reforms included an induction programme, better checks and a review of the present testing system.

Niall Dickson, chief executive of the GMC, said: "We absolutely acknowledge that when it comes to the serious end of the scale, those from overseas are more likely to appear, and we have set about a series of reforms to address this."

A new induction programme for all arriving doctors is due to launch as a pilot scheme in early 2013.
Thank You

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