

Supporting Doctors New to NHS in HEE KSS

International Medical Graduates (IMGs) are one of the groups who have the greatest gap in attainment in ARCP and exams compared to white UK graduates in postgraduate training.

IMGs join the majority of specialty training programmes in HEE KSS – e.g. they are 50% of the intake to GP training.

HEE KSS want to provide this group of trainees with as smooth a start in their training as possible.

+ Initial Support for IMGs new to NHS

1. ALL IMGs new to NHS are offered one week (paid) of extra shadowing before they start their first post. This is funded by HEE KSS
2. This group are also invited to attend 2 day course in the first 3 months of their post. This course covers NHS Structures and functions, what is the GMC purpose , communication in NHS – within clinical teams and with patients, safety, audit and quality in the NHS etc. (funded by HEE KSS)
3. Trusts are asked to ensure this group of trainees are offered assessment of their prescribing abilities early on in their first placement.

Other measures IMGs reported most helpful when they start:

Directory of Trust contacts for support, explaining roles of each

Buddying with trainees in higher years on the programme.

Support from their ES