

KSS Differential Attainment Project

Supervising clinicians from diverse language and cultural backgrounds

PSU Podcast 'Culture and Professionalism' - IMG voices

Note: this podcast also forms part of the main slide presentation but could be used in a shorter, stand-alone session of supervisors or trainees

In this podcast you will hear IMGs and their educators discussing some of the challenges of adjusting to professional practice in the NHS.

The podcast was made by the Specialist Clinical Communication and Linguistic Service of the Professional Support Unit, HEE London and KSS.

[Culture and Professionalism - YouTube](#)

Questions for discussion (select as appropriate)

Before you watch:

- What are some of the challenges that internationally-educated doctors/health professionals might face as they transition to the NHS?
- Have you ever lived or worked in another linguistic or cultural environment? What challenges did this bring for you?
- In your opinion what level of language skills is required to function effectively and professionally?
- How far is good medical practice universal? What aspects of practice might differ across cultures?

As you watch:

- What do you notice about the IMGs' English language skills?

After watching:

- What were the most significant messages for you?
- Which issues did you anticipate? What surprised you?
- Has your understanding of the issues changed in any way?
- What *implicit* learning needs might IMGs have? What about their educators?
- How far does proficiency in English protect against misunderstandings?
- How might you now adjust your approach to supporting IMG colleagues?
- What might need to be discussed at the start of a learning relationship?