

Worksheet

Perspectives of working in the NHS as an International Medical Graduate

Introduction

In this audio podcast we capture the experiences of an International Medical Graduate (IMG) moving to the UK and working in the NHS for the first time and the insights of an educational supervisor who supports those new to the NHS.

Reflections

In this podcast Kapil outlines the importance of valuing the wealth of experience that IMG doctors bring to a team and the importance of, as a supervisor, supporting them to develop their non-clinical skills and the value of doing this early.

A question to consider:

- *Can you think of a circumstance where you provided early support has helped an IMG doctor under your supervision and as a result this has helped them adjust to clinical practice in the UK?*

In this podcast, Reham describes how her supervisor went above and beyond to collect her from the airport, provide an initial meal and introduce her to the area.

A question to consider:

- *What support mechanism do you have in place in your trust for members of staff moving to the UK for the first time e.g., transportation, opening a bank account, finding accommodation?*

In certain areas of the UK, IMGs may feel isolated or experience discrimination from members of the public, patients or staff.

A question to consider:

- *What pastoral support does your Trust offer doctors who might be feeling isolated and/or discriminated against?*

Reham converses with her mother about returning to the UK and her mother impresses on her that if she declines, her decision will impact on the impression people have on IMGs from her country of origin.

Questions to consider:

- *What might be the impact on IMG doctors feeling that people from their background will be judged based on their decisions and behaviour?*
- *What could be the cost or additional pressure to carrying the weight of that responsibility?*

Begin well and carry on!

In this podcast, Reham describes how she made a compromise with her own cultural and religious values to socialise with her team.

Questions to consider:

- *What are your views on this comment?*
- *How could this impact Reham's career progression?*

Closing

Having listened to this podcast, what have you identified as your key learning points when supervising IMG doctors in your team.