

Hospital induction and training experiences for International medical graduates new to the NHS

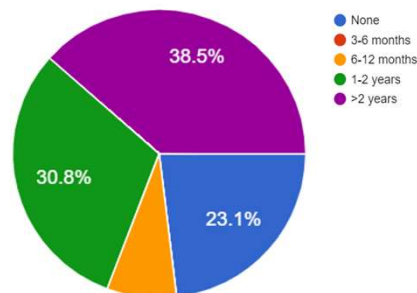
By Anmol Patel

The NHS is the largest single employer in the UK, employing over a million people, five per cent of the UK's working population. With the ever-growing healthcare demands and workforce requirements, the NHS often relies heavily on overseas recruitment. Many international medical graduates relocate to the UK with the aim of gaining experience and furthering their medical training. These doctors are often unfamiliar with working in a healthcare system such as the NHS, and so individual employers are responsible for offering adequate induction training, in order to maintain a high quality of care to patients.

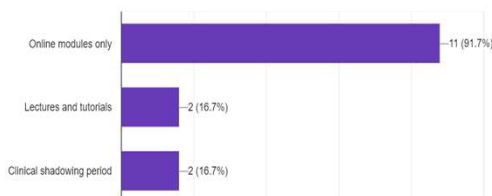
Aims: This cross-sectional study aims to evaluate the induction training and learning experiences of international medical graduates who have newly commenced work in the NHS, allowing us to identify ways in which these doctors' training can be better supported.

Methods: 13 international medical graduate (IMG) doctors new to the NHS were surveyed, all currently working within an NHS trust. They were asked to complete a survey anonymously asking questions regarding their induction period (training received before commencing/at the start of their job) as well as ongoing training and support.

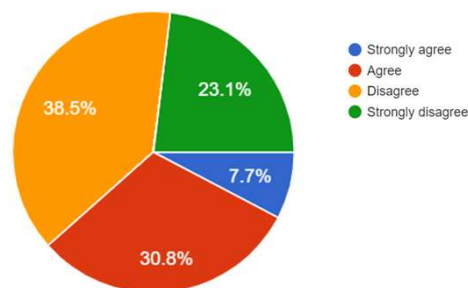
How many years of postgraduate working experience have you had outside of the UK?



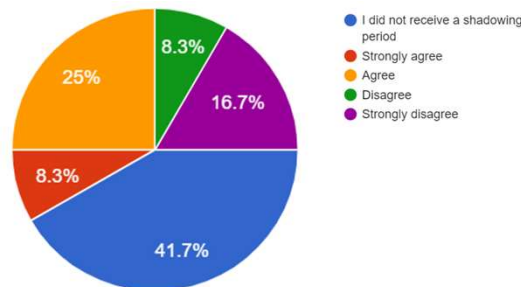
At your current trust, what form of induction did you receive?



After your trust induction, you felt confident to safely manage patients in the clinical setting you were placed in

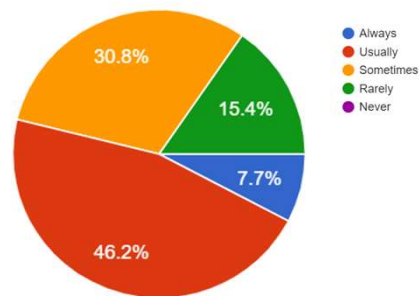


Did your shadowing period make you feel more confident in undertaking your role?

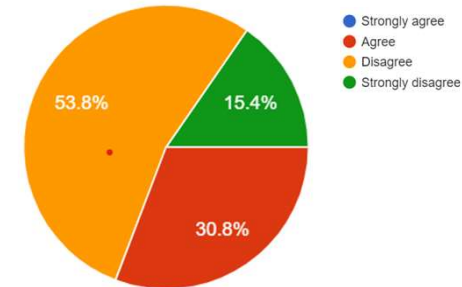


76.9% of IMG doctors requested a formal shadowing period before commencing active work duties. Only 41.7% received a shadowing period

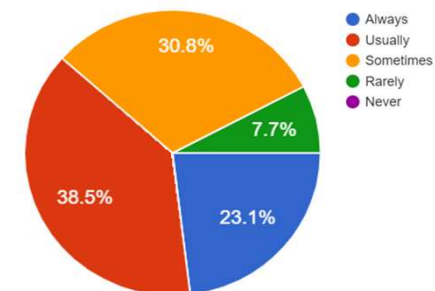
You were asked to complete tasks that you did not feel trained/prepared for



You were signposted to all relevant resources required to complete clinical tasks



You received appropriate clinical supervision at work



This study clearly highlights the need for increased support and training for IMGs who are starting out their careers in the NHS, to maintain good patient safety, provide a safe working and learning environment for IMG doctors, as well as promoting retention of doctors in the NHS.

69.2% of the IMG doctors said they have or would consider leaving the NHS. The main reasons cited were the workload, poor induction training, insufficient learning opportunities and inadequate supervision