

FELLOWSHIP PROJECT

Supporting IMG trainees



WHAT HAVE I DONE?

1. Research on current support for IMG
2. Flyer design for gp trainee day
3. Facilitated the “its good to be me” celebration day
4. Supported AKT workshops online
5. Attended monthly DA/IMG meetings
6. Held a focus group for the IMGs
7. Contacted practices for feedback
8. Attended “bridging the attainment gap” workshop
9. Looked at options for a 360 degree video for trainee induction
10. Created a trainee passport
11. Created an information pack for GP practices
12. Facilitated ST1 induction afternoon



WHY LOOK AT GP INDUCTION:

- Trust inductions comprehensive, available to all
- Specific training and resources available to all GP trainers
- There seems to be a gap in education for other staff members
- Aim to develop a pack to educate all GP staff on how to support IMG trainees



INITIAL THOUGHTS FROM PRACTICES

- I asked three questions to practices to get some initial information:

1. Do you currently or have you had IMG trainees in the past?

2. How confident would you say staff were at supporting IMG trainees specifically? Particularly those involved in trainee induction.

3. Do you have a practice policy on inclusion and is this included in trainee induction?



RESPONSES

- Responses from 7 practices
- Six of the practices had had IMG trainees in the past / had them currently
- It was felt that the Partners/ trainers and Practice managers were all confident in being aware of the challenges and differences facing IMGs but the rest of the staff were less confident
- All said they do have an inclusion policy but most said it was not routinely discussed at trainee induction



It's Good To Be Me

Celebrating diversity
in GP training

Would you like to spend the day by the Thames with colleagues and have a free lunch?

Would you like to learn more about the power of your personal experiences and strengths?

Come and celebrate with us and enjoy our interactive workshops, networking and positive stories. Making GP training better together.

This event is primarily for GP trainees who have a primary medical qualification from outside of the UK

WHEN: Thursday 2nd March

TIME: 10.00-16.00 Lunch included

WHERE: Voco Oxford Thames Hotel, Henley Road,
Sandford-on-Thames
Oxford OX4 4GX

HOW TO REGISTER: please complete the form through link below by Monday 9th February 2023

[CLICK HERE](#)



IMG AWAY DAY- CELEBRATING DIVERSITY

- Used this opportunity to get feedback from the trainees about my idea to develop a pack to educate all GP staff on how to support IMG trainees
- Asked them three questions:
- Who was involved in your induction to your GP practice?
- Did you feel your induction was tailored to you?
- Did you feel integrated into the team?



OUTCOME

- Multiple staff involved in their induction- GPs, Partners, Practice manager, Business manager, Nurse lead, Admin lead, social prescriber, Pharmacists, Receptionists, Paramedics, Safeguarding lead, Rota manager
- In the majority of cases it was not felt to be a tailored induction
- Issues arose- Rooms to breast feed, rooms to pray, hearing issues, dyslexia, pronouncing their name correctly



This led to me thinking about developing a personalised trainee document that could follow the trainee round any placements, with useful individualised information on it. Along a similar premise to the Educational healthcare plans that children can have for school.

Things that I thought might be useful to have on this:

- anything that would affect access to work- dyslexia, disability, hearing or vision impairment
- need for space for any reason- religious worship, pumping, etc
- dietary factors
- preferred calling name
- languages spoken ?I'm not sure about this one
- space to add about home situation?

- I emailed the trainees who had attended the workshop to get their feedback on this



- The aim would be for trainees to fill in this personalised plan and give it to the practices that they are attached to before they start
- This could be used for their secondary care attachments also
- It could form the basis for conversation starters for induction
- The information on it would be optional, they could include as much or as little as they wanted
- Whilst being developed for IMG trainees it could be used for any trainee to help induction be more individualised



PERSONALISED PLAN

- Name
- Preferred calling name
- Educational adjustments
- Any hearing or vision needs
- Transport situation
- Are you a Carer/ have any dependents
- Dietary requirements
- Need for additional space ie for worship or pumping
- Other additional needs
- Special skills ie languages spoken
- About me:



FEEDBACK

- From GPs
- Change to say OH adjustments ,I am not sure that a trainee would understand the term 'educational adjustments'
- Wonder if it might be nice to add an other positive (as well as special skills) just to balance it out, maybe something a little silly like - what three words would your partner/parent/friend use to describe you?
- Will be good to finish on a positive.
- I wonder if 'support with breastfeeding/ infant feeding' may be better than pumping (may have other meanings)
- and for worship might 'religious observance' be better?



- From Fellows
- do you need to ask a question about gender? what do they identify as?
- What about adding preferred pronouns as well?
- Are you allowed to put any info about medical diagnoses - eg if they are having chemo, neurodiversity, mental health an unseen disability etc?
- Would transport include mobility difficulties?
- Would it be worth mentioning if first language is not English.
- I just wanted to say that I absolutely love this idea! I have been recently speaking with the AD about neurodiverse trainees. This would be amazing for them.
- I think your headings are great and I especially love that you have asked about special skills alongside needs.



- From trainees
- Sounds helpful. Would be good to get it integrated into 14fish portfolio.
- Compared to other specialties, perhaps within GP training, there are higher proportion of docs who have children/IMGs/LTFT (for whatever reason)/returners(?) so I think it probably helps for various placements.
- helpful to have that on the portfolio perhaps.
- the idea of a personalised sheet/folder of this kind would be very helpful.
- I think the list of things to include you have suggested is very thorough and I can't think of anything additional to add.
- My only suggestion would be that the home situation section is relatively detailed. I know a lot of the trainees on the Oxford VTS have children and quite complex childcare arrangements etc, so it would probably be useful for training practices to be aware of this.



NEXT STEPS

- The name trainee passport emerged as the best option
- Refined the options to put on the form
- How do I want the form to look?
- Longer term, could this be inbedded into their e portfolio etc
- Should it be an online form that staff can then access?



FINAL LIST

- Name
- Preferred calling name
- Preferred pronouns
- Any mobility considerations
- Any educational needs
- Any hearing or vision needs
- What's your transport situation
- Are you a Carer/ have any dependents
- Dietary requirements
- Need for additional space ie for infant feeding or religious observance
- Special skills ie languages spoken
- About me:
- What three words would your friend use to describe you:



DESIGN IDEAS:

NHS


This is my hospital passport

For people with a learning disability coming into hospital

My name is:


If I have to go to hospital this book needs to go with me. It gives hospital staff important information about me.

It needs to hang on the end of my bed and a key should be put in my notes.



This passport belongs to me. Please return it when I am discharged.

Nursing and medical staff please look at my passport before you do any interventions with me.



→ Things you must know about me

→ Things that are important to me

→ My likes and dislikes

Hospital Passport

To be completed by individual (with help if needed) before coming into hospital
Call Southmead Hospital Learning Disability Liaison Nurses: 0117 283 1234

My name is:

My date of birth:

I would like you to call me:  

My address: 

My NHS number: 

My telephone number: 

My religion: 

My preferred language: 

My closest family representative:

Their relationship to me: 

Their address:

Their telephone number:

My GP: 

My GP telephone number:

Professionals involved in my care:


Name	Role	
		



H My Health Passport H

! If you are a health care professional who will be helping me, **PLEASE READ THIS** **!**
before you try to help me with my care or treatment.

My full name is: _____
 I like to be called: _____
 Date of birth: ____ / ____ / ____
 My primary care physician: _____
 Physician's phone number: _____



Attach
your
picture
here!

This passport has important information so you can better support me when I visit/stay in your hospital or clinic.

Please keep this with my other notes, and where it may be easily referenced.

My signature: _____ Date completed: ____ / ____ / ____

You can talk to this person about my health: _____

Phone number: _____ Relationship: _____

I communicate using: (e.g. speech, preferred language, sign language, communication devices or aids, non-verbal sounds, also state if extra time/support is needed)

My Health Passport

 **If I have to go to hospital this book needs to go with me, it gives professionals important information about me.**

This passport needs to stay with me.

Name: _____

Nursing and medical staff please look at my passport before you do any interventions with me.

This passport belongs to me. Please return it when I go home.

Things you must know about me

These things are important to me

My likes and dislikes




Widgit Health © Widgit Software 2012 - 2021 | GIG NHS | Bristol School of Hospital Management | University of South Wales

912

Things you must know about me

Name: _____

Like to be known as: _____

Phone: _____ **Address:** _____

Email: _____

Date of birth: _____

Nursery / School / College / Workplace: _____

How to communicate with me: _____

My preferred language: _____

My communication aid: _____

Who is important to me: _____

Date completed: _____

Completed by: _____

Widgit Health © Widgit Software 2012 - 2021 | www.widgit-health.com | 913

These things are important to me

How I drink: (Diet avoid, allergies, disliked foods, etc.)

How I sleep safe: (Bed rails, support with challenging behaviors, etc.)

Behaviour Care Plans:

Personal care: (Dressing, washing, etc.)

How I use the toilet: (Continence aids, help to get to toilet, etc.)

Sleeping: (Sleep pattern/schedule, sleep system in place)

Date completed: _____

Completed by: _____

Widgit Health © Widgit Software 2012 - 2021 | www.widgit-health.com | 914

My likes and dislikes

Likes: e.g. what makes me happy, things I like to do, watching TV, reading, music, routines. Environmental factors or sensory.

Dislikes: e.g. don't shout, food I don't like, physical touch.

Things I do like:

Please do this:

Things I don't like:

Please don't do this:

Date completed: _____

Completed by: _____

Widgit Health © Widgit Software 2012 - 2021 | www.widgit-health.com | 915

Trainee Passport



Name:

Preferred calling name:

Preferred pronouns:

Any mobility considerations:

Any educational needs:

Any hearing or vision needs:

Are you a carer/ have any dependents:

What's your transport situation:

Any dietary requirements:

Need for additional space ie for infant feeding or religious observance:

Special skills ie languages spoken:



Extra information:

About me:

What three words would my friend use to describe me:



INFORMATION PACK FOR PRACTICES

- After feedback from the trainees, they felt it would be useful but didn't need to be lots of information, they felt it would be more useful to help practices have more individualised inductions
- Aim to develop a brief resource that could be distributed to practices with links to more detailed information if they wanted to look at it
- Consolidate information



PRESENTATION / PACK FOR PRACTICES

- <https://prezi.com/view/UicaLa3QbQBUsCH2DfXB/>



USEFUL LINKS FOR PRACTICES

- <https://www.e-lfh.org.uk/programmes/nhs-induction-programme-for-international-medical-graduates/>
- <https://medical.hee.nhs.uk/medical-training-recruitment/medical-specialty-training/general-practice-gp/how-to-apply-for-gp-specialty-training/international-induction-programme>
- <https://gp-training.hee.nhs.uk/cornwall/your-training/imgs/>
- <https://www.gmc-uk.org/about/what-we-do-and-why/learning-and-support/e-learning-resources/patient-journey-to-gp-practice>
- [Working and training in the NHS - a guide for international medical graduates | NHS Employers](#)



- <https://wessex.hee.nhs.uk/trainee-information/trainee-journey/international-medical-graduates/>
- <https://www.england.nhs.uk/gp/the-best-place-to-work/international-gp-recruitment/>
- <https://www.rcgp.org.uk/training-exams/discover-general-practice/overseas-doctors-guide>
- <https://gp-training.hee.nhs.uk/portsmouth/wp-content/uploads/sites/59/2022/03/Resources-for-IMG-GP-trainees.-.pdf>
- [Welcoming-and-Valuing-International-Medical-Graduates-A-guide-to-induction-for-IMGs-WEB.pdf \(e-lfh.org.uk\)](#)



FACILITATING ST1 INDUCTION

- <https://prezi.com/view/GWRKpjzoRhiocNSHN15O>
- My session was part of an afternoon of cultural induction for the ST1s
- We got positive feedback from the session
- I felt more confident in my facilitation skills after our CPD session



WHAT HAS GONE WELL

- Gaining confidence in presenting and as the lead presenter
- Helping to facilitate IMG induction and communication workshops
- Running my own teaching session
- Learning to facilitate remotely
- Good support from my mentor and the DA team
- Gaining a wider understanding of GP trainee struggles
- Opportunities to attend workshops that I would not previously been able to- such as Bridging the attainment gap
- Meeting new people in the fellowship group



WHAT HASN'T GONE SO WELL

- Learning to use the new presentation tools and software to design the GP passport / flyers etc, took a while but good outcome in the end
- Evening meetings with the DA team, bit of struggle to get to them on time some months
- Making use of the CPD funding- I was too indecisive!
- Fitting into an established team- Tricky to come in half way through initiatives / planned teaching sessions etc
- Would have been nice to have more in person meetings / days as I think we missed a lot of networking opportunities



THANK YOU

- Thank you to HEE / NHS England for the opportunity
- I would highly recommend these fellowships to all GPs / allied healthcare professionals at any stage of their careers
- This fellowship allowed me opportunities that I would not have had before and reinvigorated my passion for education. I have improved my confidence in teaching and group facilitation which will be really helpful going forwards

