

# How to make the Medical Training Initiative (MTI) Psychiatry scheme work and be successful

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## Background

- The Royal College of Psychiatrists (RCPsych) Medical Training Initiative (MTI) provides an opportunity for a small number of psychiatrists from low- and middle-income countries to train in the UK for up to two years before returning to their home country.<sup>[1]</sup>

## Methods

- The aim was to evaluate the experience of MTI doctors in the Trust to find ways to make this a positive experience for overseas psychiatrists.
- A questionnaire containing 27 questions was designed and sent to 16 MTI doctors including current and past MTI trainees at KMPT. Thirteen responses were received.

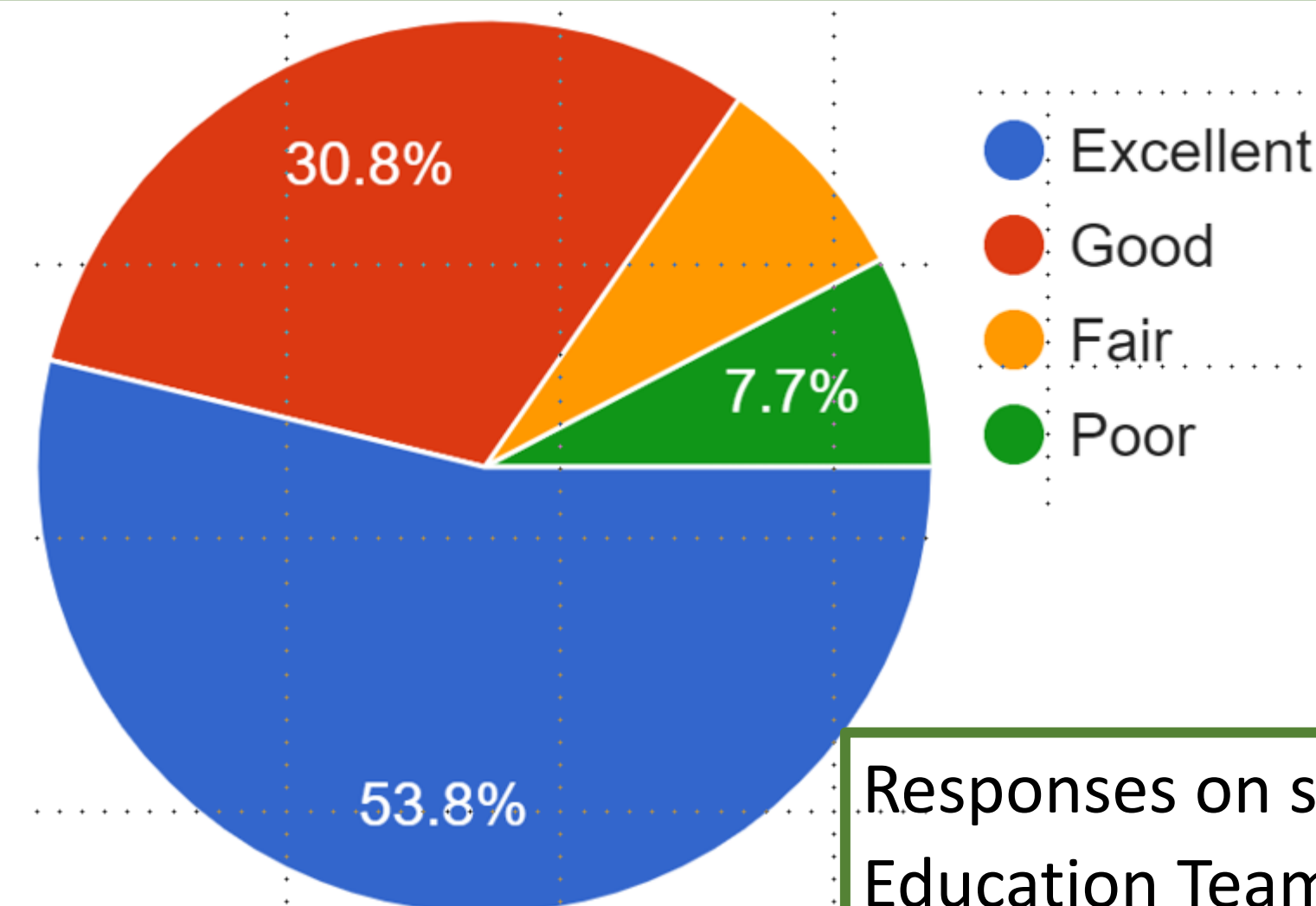
## Results

- The doctors had a good experience of Psychiatry prior to starting the MTI scheme ranging from 3 to 13 years.
- Only one of the doctors did not have an induction conducted by RCPsych.
- Nine of the doctors were provided with the **RCPsych induction booklet**, and more than half found it 'extremely' or 'very' helpful.
- The RCPsych has initiated a **Mentorship Programme for MTI doctors** and over three-fourth of the doctors had a mentor assigned.

## References

## At KMPT

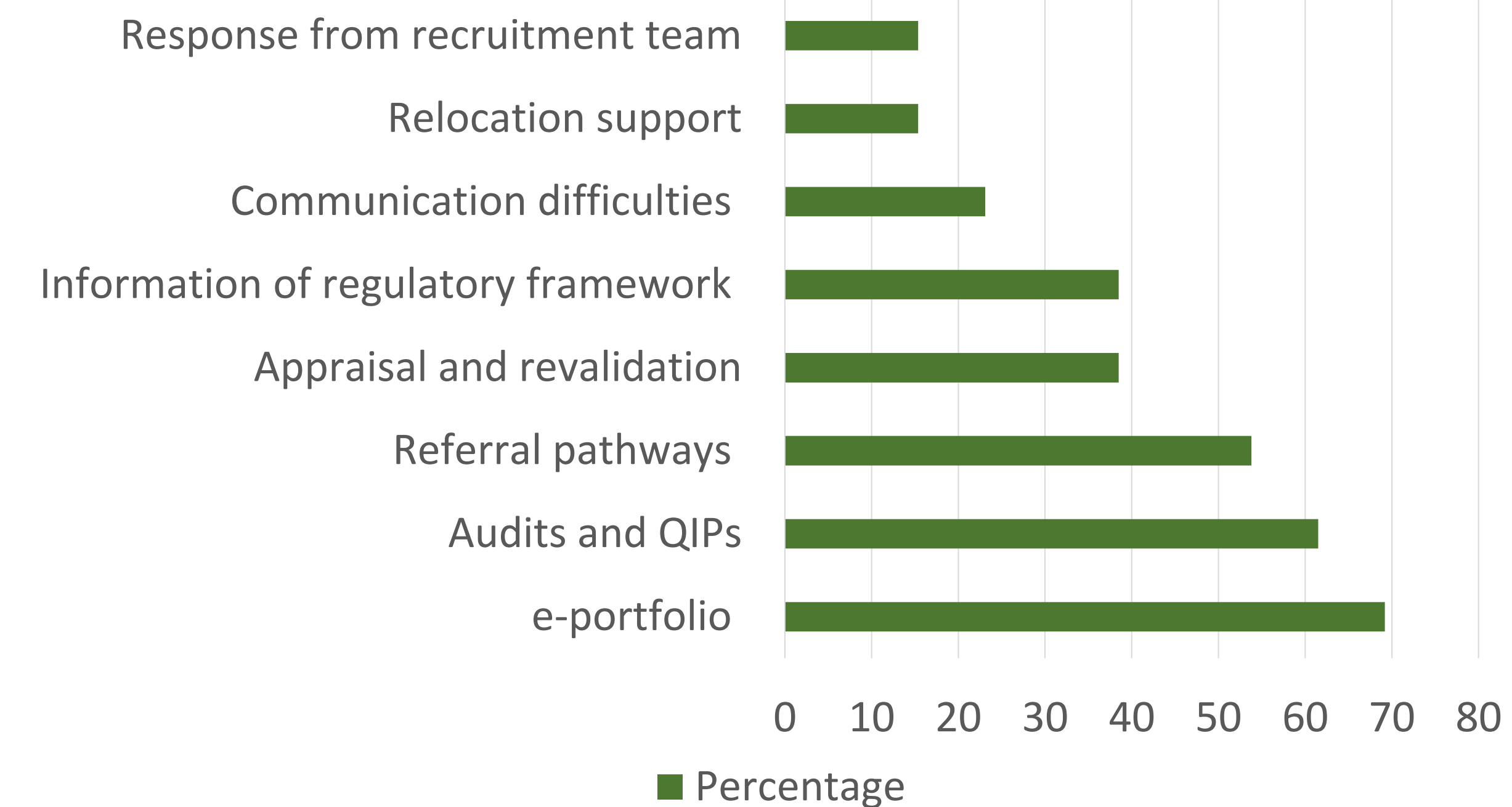
- Only one doctor did not have a **Local Induction**.
- Three received the **Induction booklet developed by previous MTIs** in the Trust. Most of them found it 'extremely' helpful.
- Most (76.9%) were not aware of the Differential Attainment team when they started.
- Over three quarter of doctors said that their **preference for location of placements** were taken into consideration.
- Although quality of **Supervision** sessions was rated as 'Excellent' or 'Good' by most (76.9%), less than half of the doctors (46.2%) had regular weekly supervision.
- More than three quarters of the doctors were not familiar with appraisal and revalidation process, and the process of audits and QIPs in the NHS prior to starting work.



## What worked well

- Consideration of being new to the NHS, good working relationship with colleagues and Consultants, contact with peer group
- Support from Medical Education team
- Clinical work experience
- Being able to choose the placement, preferences for location being taken into account.

## Challenges encountered



*"I got good support from medical education department. Attended teaching programs. Good clinical experience and supervision."*

*"Some information provided prior to arrival in the UK regarding procedures for new starters would be helpful. Training on approach to audits and QIPs, appraisal and revalidation process and e-portfolio would be helpful as doctors new to the UK would be unfamiliar with these."*

## Conclusions

- The MTI programme is a unique initiative.
- Some areas of improvement identified were the following:
  - Training on appraisal and revalidation process, use of e-portfolio and approach to audits and QIPs in the NHS.
  - Training regarding relevant referral pathways
  - Regular supervision
  - Communication from recruitment team to support during relocation
  - Induction more tailored to IMGs