

# Enhanced Induction and Simulation Training for International Medical Graduates (IMG)

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## Background and Introduction

The recent publication, *Welcoming and Valuing International Medical Graduates (2022)*<sup>1</sup>, provides guidance on the minimum standard of induction and support for IMG. For the last few years, UHDB has already been delivering a 2-day 'New to the NHS' Course (NTNHS) for IMG, in addition to Trust Induction. Feedback from the course had consistently been good but the UHDB IMG Enhanced Induction and Support project team sought to make further improvements, based on guidance from the enhanced induction guide and feedback from IMGs, around areas they needed most support with to settle into UK practice and thrive in their jobs.

## Methods

Feedback was sought from IMGs at UHDB in several ways to enhance its breadth and depth and thus better inform the changes to the IMG enhanced induction. Three IMG representatives (1 trainee, 1 LED, 1 SAS) were part of the IMG Enhanced Induction and Support project team and were pivotal to highlighting the lived experience of IMGs at UHDB across the spectrum of job roles. Feedback was also sought from the most recent NTNHS courses, and from a detailed IMG survey of their experience of pastoral support and educational support in the first 12 months of working at UHDB. The main educational development themes identified from these feedback methods centred around: cultural differences in communication; uncertainty around some areas of GMC guidance (e.g. duty of candour, safeguarding); and the usefulness of simulation sessions for practising difficult conversations in areas new to them (e.g. ReSPECT and DNACPR discussions) in a safe, supported environment.

## Results

The IMG Enhanced Induction has now been adapted to include a 1-day NTNHS course, with UHDB specific guidance in the morning and a face-to-face Welcome to UK practice course delivered by the GMC in the afternoon. This is delivered 2 weeks after the generic Trust Induction to allow the IMGs some time to settle into UK practice. The new IMGs then attend simulation sessions in small groups, where bespoke scenarios around topics covered in the course have been designed to consolidate the lecture-based learning. Participants practice their communication skills around these challenging topics in a high-fidelity simulation suite, with direct support and feedback from simulation faculty and peers. Feedback from the revised IMG Enhanced Induction programme has been very positive, with 98% of participants stating that it is relevant to their job role.



*'Highlighted the things that IMGs struggle with.'*  
*'Content is highly appropriate.'*  
*'Interesting and interactive day.'*  
*'I feel competent.'*  
*'Awesome!'*

## Conclusion

Having difficult conversations in clinical practice can cause significant anxiety for internationally-trained doctors due to cultural differences in communication, uncertainty around GMC guidance and limited chances to practice such conversations in a safe and supported setting. By developing bespoke simulation scenarios to address the areas of most concern, scaffolded by the theoretical learning from the revised New to the NHS Course, we provide IMG colleagues at UHDB with highly-focused learning opportunities to better settle into UK practice and hopefully thrive in their jobs.

## References

1. <https://www.e-lfh.org.uk/wp-content/uploads/2022/06/Welcoming-and-Valuing-International-Medical-Graduates-A-guide-to-induction-for-IMGs-WEB.pdf>.