

IMG support

The Southwest story

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Background

- Creating meaningful opportunities to support IMGs in their transition into the NHS is daunting.
- In the last two years, efforts have been made to create a structured support programme for IMGs working in paediatrics within the Southwest deanery.
- The aim was to produce reproducible and sustainable events that could be coordinated via an IMG trainee representative on the school board.
- There had been no IMG representative prior to this and no specific support for IMGs in the paediatric deanery.



Methods

A series of courses were designed and delivered for IMGs working in paediatrics in the Southwest:

- Two regional induction days were delivered, with a plan for yearly inductions.
- Three Bespoke IMG simulation courses were delivered. To plan the simulation courses, we collected data from an educational supervisor survey highlighting where supervisors believed IMGs needed extra support.
- Feedback forms were used pre- and post-sessions to collect data on participants' experiences.

Results

The induction days were a great way for IMGs in the region to meet and network, and target learning for areas seen as a barrier for IMGs.

Self-reported confidence for the first induction day shows a significant increase in all topics, with the highest being in sim and roleplay (Table 1).

For the simulation courses: Participants' self-reported confidence increased in all domains studied, with the greatest increase seen in managing safeguarding cases (table 2).

Participants reported the learning environment to be friendly and supportive and that the course covered important and useful topics.

Participants felt more valued as members of the paediatric community, and there was a constant desire for more courses and events.



Topic	Before course	After course
Communication	3.7	4.2
Dealing with bullying	3	4.1
Sim and roleplay	2.8	4.7
Using Kaizen	2.7	4.5

Table 1



Topic	Before course	After course
Participating in simulation	3.3	4
Acute scenario	3.5	3.9
Communication	3.3	3.8
Working with MDT	3.5	3.8
safeguarding	2.3	3.5

Table 2

Conclusion

- We have a responsibility to attempt to bridge the differential attainment gap.
- Standardised IMG induction and support is now a massive area of research and work by NHSE and the GMC. Deaneries should begin implementing specific IMG induction and support programmes in line with this.
- Southwest Deanery has risen to the challenge and wholeheartedly accepted this requirement. We hope that these events will continue in the deanery and that similar systems will be incorporated in other deaneries.
- The IMG representative position has helped facilitate this support, and we would encourage other deaneries to have similar roles.