

# ENHANCED INTERNATIONAL MEDICAL GRADUATES (IMG) INDUCTION PROGRAMME AT ST. GEORGE'S HOSPITAL AND ITS OUTCOMES

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## INTRODUCTION

The National Health Service (NHS) from its inception is dependent on its international workforce.

IMGs are doctors who have obtained a primary medical qualification from outside the UK and migrated to join the NHS. Acclimatisation to a new environment could be challenging, given their varied backgrounds and experiences. IMGs without induction or supervision could take longer to adapt to the NHS culture and hence an enhanced induction programme was designed to provide clinical and lifestyle support to these doctors.

## AIM

To explore the challenges International Medical Graduates at St George's Hospital, London and provide the appropriate framework and support to adapt to the NHS system.

## METHODS

An anonymised online survey was undertaken among the IMGs via Google forms looking at their confidence in communication, portfolio development assistance, work-based assessments, and career and educational opportunities awareness.

We then delivered a bespoke induction day for IMGs and weekly modules to address these issues. A post-induction survey was conducted.

## RESULTS



## CONCLUSION

- Enhanced induction, mentorship programme and IMG forum helped with easy transition into the NHS, boosted confidence and ameliorated the clinical skills of IMG's
- We recommend that this induction programme should be taken as a standard practice at all NHS trusts.

