



A One Stop Guide for IMGs to Living and Working in Paediatrics in the UK



Dr Jaspreet Kaur Sokhi ^{[1][2]}, Dr Mahreen Sohail ^{[2][3]}, Dr Nicholas Prince ^[1]

^[1] = St George's Hospital, London, ^[2] = Soft Landing, ^[3] = Great Ormond Street Hospital

Background

- International medical graduates (IMGs) form a heterogeneous group who arrive with varying skills, experiences, and expectations.
- Despite pushes to encourage local IMG specific induction, the reality of this is variable across Trusts and many IMGs are often expected to start work without much support.
- A survey conducted by a national paediatric IMG voluntary organisation 'Soft Landing', demonstrated that 79.8% of the respondents (consisting exclusively of IMG Paediatricians working in the UK) did not get any special induction for overseas doctors.¹
- In the same survey, only 13.9% of respondents reported feeling confident on their first ever on-call shift.¹

Aim

To create a targeted, internationally available guide for paediatric IMGs working or aspiring to work in the UK

Process of drafting the handbook

1. We collaborated with multiple doctors in varying grades and sub-specialties to create a handbook consisting of several chapters with information tailored to help IMGs working in Paediatrics.
2. Different chapters were drafted by different authors with a special interest in a named topic.
3. Suggested revisions were then communicated to the original author by the editors overseeing the book.
4. This process was repeated for each chapter until a uniform handbook was drafted.

Handbook Content



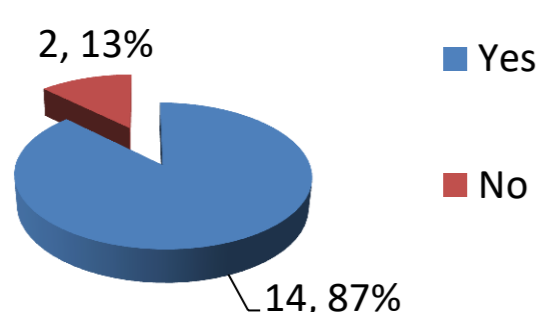
- The handbook consists of various chapters covering a range of information.
- It provides information related to the structure of the NHS and includes sections on overcoming non-vocational challenges such as adjusting to life in UK.
- We included chapters covering specialty specific challenges for IMGs working in Paediatrics such as tips in passing membership exams as well as safeguarding.
- We submitted the first edition of the book to an international publishing agency with the aim to publish the book on a virtual platform to increase the reach of the guide to our wider global audience.

Feedback

- We recruited a self-volunteered focus group of 17 Paediatric IMGs currently working in the UK at SHO, registrar and consultant levels.
- We shared a non-downloadable, view only link to this targeted focus group to assess quantitative and qualitative feedback on the book

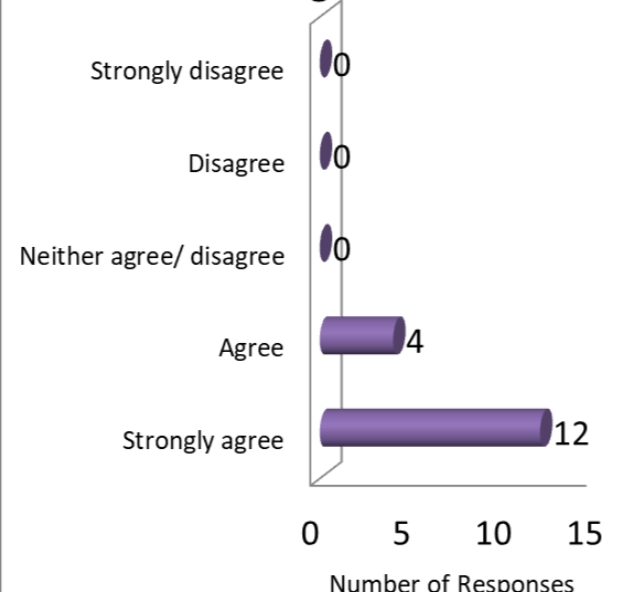
Results

Do you feel more confident about living and working in the UK after reading this handbook?



87% of respondents felt more confident about living and working in the UK after reading the handbook

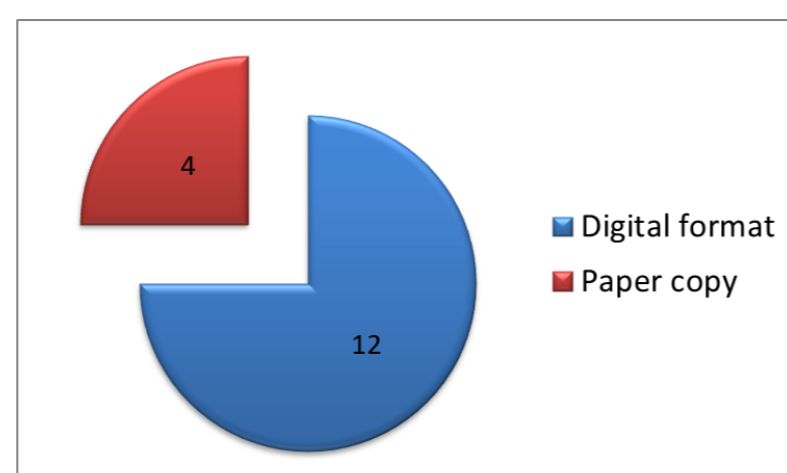
Would you recommend this handbook to other paediatric IMGs working in the UK?



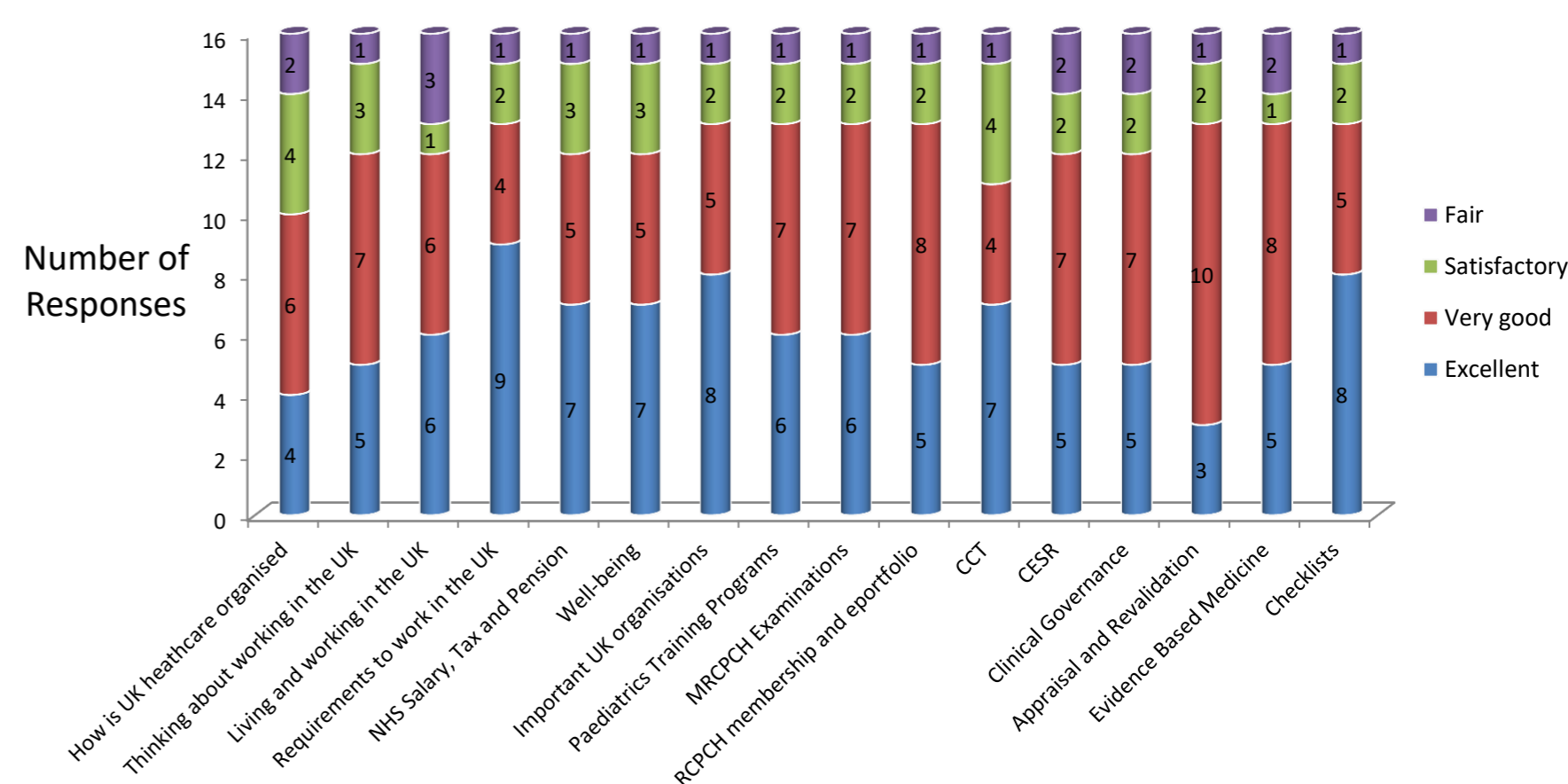
75% of respondents would strongly recommend this handbook to other IMGs

Do you prefer the handbook in digital or paper format?

75% of respondents would prefer to use the handbook in a digital eBook format over a paper-based version.



Value of Content of Different Chapters of the Handbook



What was good about the handbook?

- The financial aspects like opening a bank account, tax and payslip are really helpful. I wish I'd known these things when I first came here
- Safeguarding since its new to IMGs...E portfolio is really comprehensive to kick in a good start for IMGs.
- The layout and simplicity of the explanation without including too much of the technical terms that other (more official) documents included
- The experience from other people that are going to a similar situation as mine is very valuable.
- Living in UK pros & cons especially parents and children options to stay..... bank account since most struggle badly

Suggestions for future editions

- Common miscommunications, local terms in dialect.
- Personal experiences of IMGs
- More details about CESR process and more examples on e-portfolio
- Opportunities like diploma, MSc

Conclusion and Next steps

- There is an unmet demand amongst paediatric IMGs for targeted information to guide them as they integrate into working and living in the UK.
- We have shown that this handbook is effective in addressing a lack of guidance to paediatric IMGs living and working in the UK.
- The majority of our focus group preferred an eBook format of the handbook which keeps the book accessible globally at a low cost.
- We will continue to survey to get more responses to improve the book further
- We have published the first edition of the book on Amazon and we will expand and include more sections in future revisions based on the feedback obtained.

References:
1. Team SL, Mehta R, Audhali N, et al 1580 IMGs 'the glue of paediatric rotas', but who are they? Archives of Disease in Childhood 2021;106:A420-A421.

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