

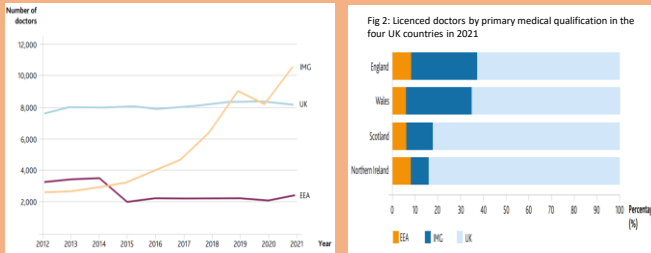
Dr Patrick Renshaw, Dr Sanjeev Kamath, Dr Brian McMaster, Dr Aisling Diamond
Southern Health and Social Care Trust, Northern Ireland

Background

The Southern Academy caters for the professional and personal needs of International Medical Graduates (IMGs) who are new to the Southern Trust in Northern Ireland.

Why?

- More IMGs coming to work in NHS⁽¹⁾ (Fig 1).
- NI currently has the lowest proportion of IMGs in the workforce in the UK⁽¹⁾ (Fig 2) and is the least ethnically diverse area of the British Isles⁽²⁾.



Who?

The Southern Academy Team is a marriage of doctors and Medical HR with a strong link with the International Nursing Team and the Equality, Diversity and Inclusion Team.

Aims

- Gather and understand the main issues affecting IMGs.
- Improve engagement with simulation training (SIM).
- Provide useful information for IMGs in one easy-to-use platform.
- Equip IMGs to be happy and feel a sense of belonging to enhance retention.



Methods

Step 1 – Gathering information

- 1:1 meetings, Q+A group sessions, surveys.
- Key issues identified:



50% taking longer than 2 months to get a bank account



Over half were not registered with a GP after 4 months



Limited engagement with SIM training

Step 2 – Developing links with local businesses

- Meetings and subsequent buy-in from banks, butchers, estate agents, car dealerships, community leaders and sports clubs.

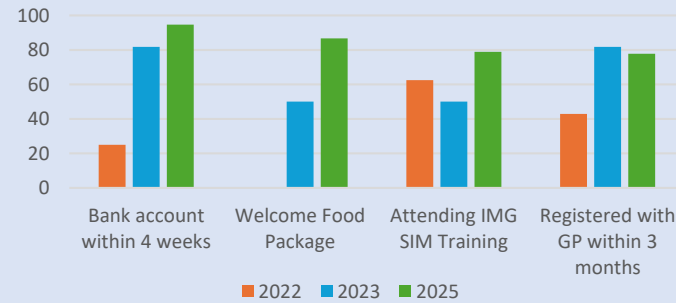
Step 3 – Developing a network for the Southern Academy

- Made strong ties with the International Nurse Recruitment team, Equality, Diversity and Inclusion Team, Catering and Accommodation teams to share information and ideas.
- Developed dedicated Simulation Training for IMGs and a Pastoral Support Network for those in difficulty.

Step 4 – Create resources for professional and personal induction for IMGs

- Development of a range of videos and documents condensed into a single mobile application.

Results



- Southern Trust now holds an annual 'Culture Night' to celebrate the contribution of International Staff.
- Welcome food packages on arrival for new doctors and halal denoted on canteen menus.
- Dedicated mobile app with 100+ users and 800 uses per month at peak of recruitment.
- Thriving SIM Education Department
- Of 64 new doctors recruited, 59 have remained giving a retention rate of 92.2%
- Southern Academy won an award for 'Innovation in Training' at the NI Medical Education Excellence awards.



Conclusion

- To sustain and support our future workforce, we need to make this transition as smooth as possible for IMGs.
- Small things make a big difference.

Future Steps

- Further development of the Southern Academy Pastoral Support Network.
- Build upon the success of IMG dedicated SIM training to create a strong community where IMGs themselves can then become SIM facilitators.
- Continuing collaboration with key stakeholders – GMC, NI Medical Training Agency, other Health Trusts.

References

1. The state of medical education and practice in the UK. The workforce report. 2022. GMC.
2. UK Census Data, 2021.

Contact

patrick.renshaw@southerntrust.hscni.net
brian.mcmaster@southerntrust.hscni.net

Sanjeev.Kamath@southerntrust.hscni.net
Aisling.diamond@southerntrust.hscni.net