

# Improving Induction for N2NI Doctors: A Collaborative Approach for Workforce Integration

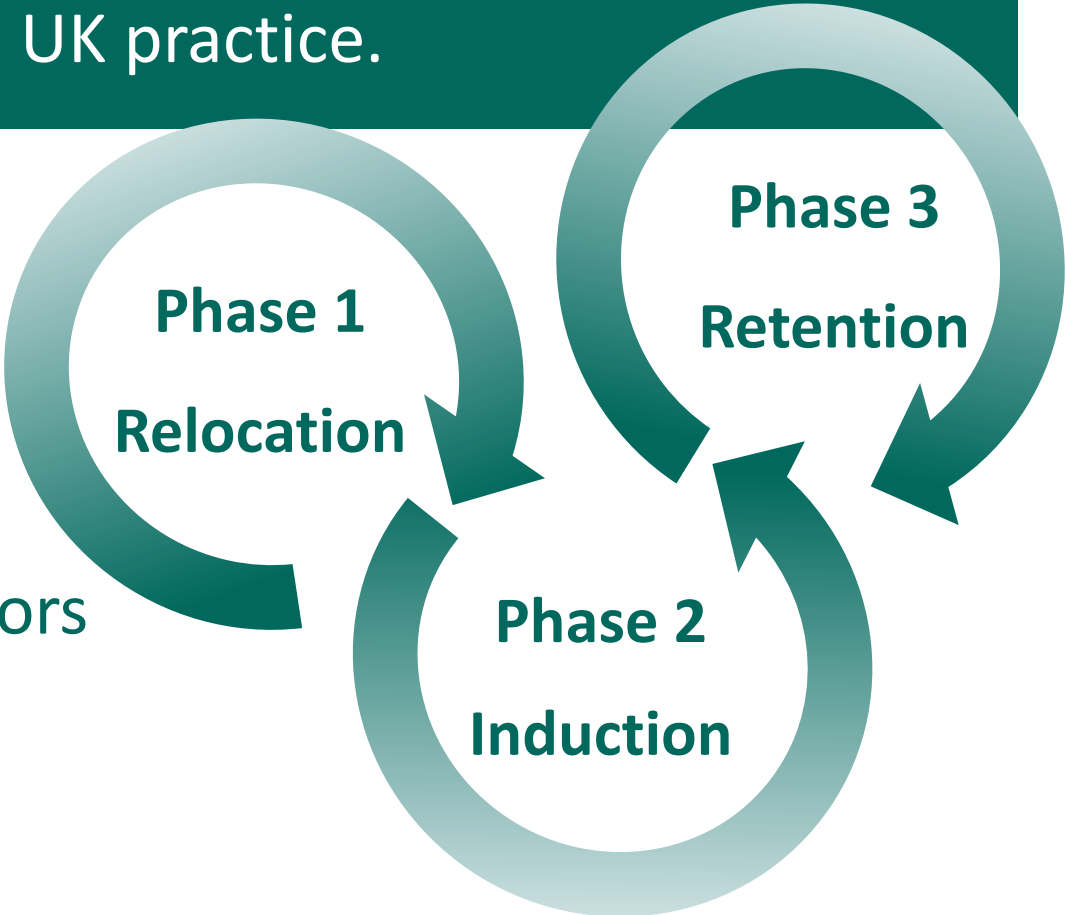
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### Aim

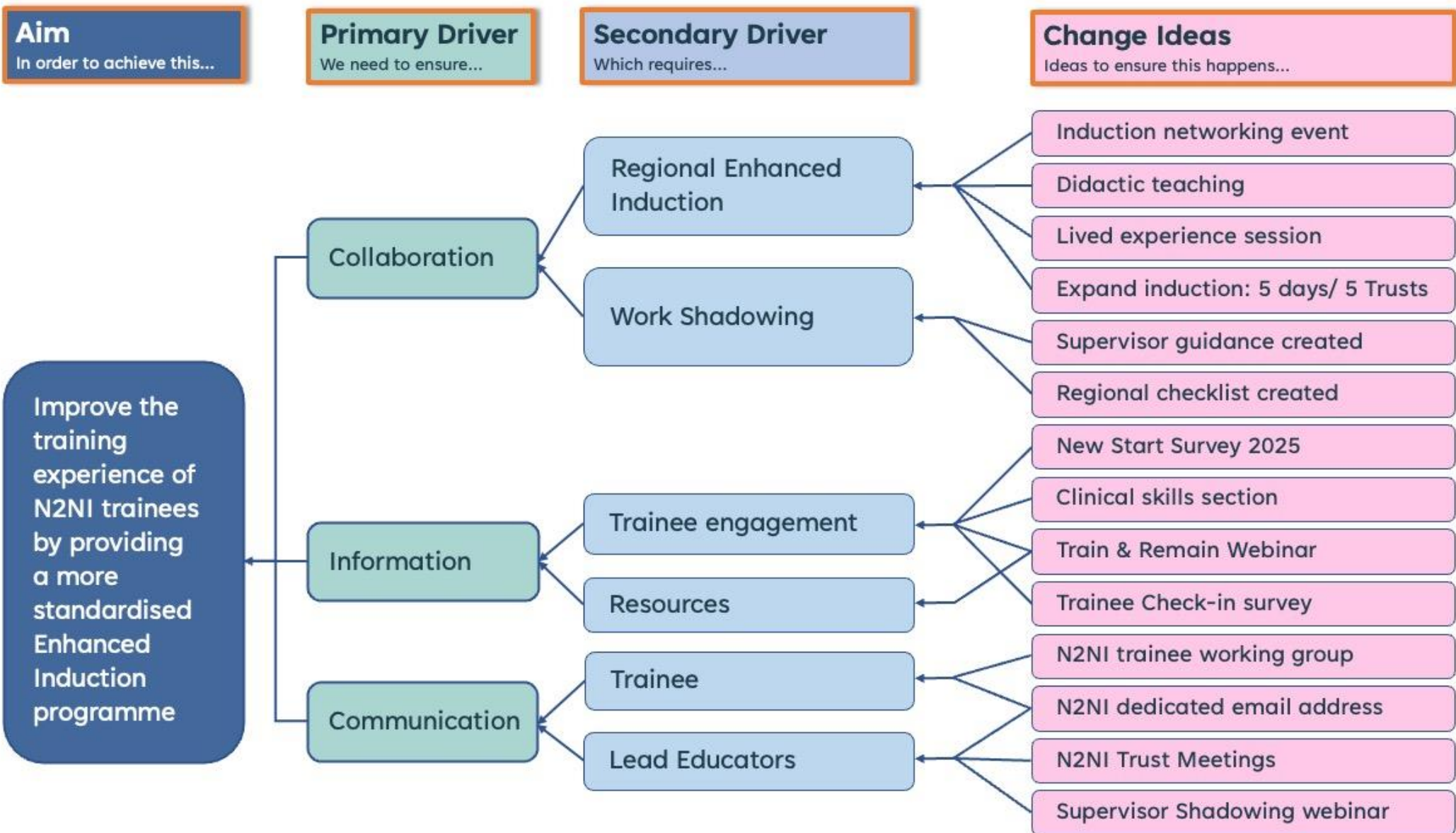
In 2022, the GMC reported that 52% of doctors joining the UK workforce were International Medical Graduates (IMGs)<sup>1</sup>. A survey sent to all new NIMDTA (Northern Ireland Medical and Dental Training Agency) trainees in August 2024 found that **50% of trainees were N2NI** (New to Northern Ireland), with **39% of these doctors having no NHS experience**. Inadequate support at this time can affect both the doctor’s professional development and the quality of patient care, and a need for a more structured enhanced induction was recognised. The N2NI initiative surveyed IMG experience of Workplace Induction in 2023 which highlighted the need for an Enhanced Induction Programme for trainees N2NI, including a period of Work shadowing for those new to UK practice.

The **N2NI initiative 3 phase approach**: by supporting **relocation** and providing appropriate **induction** we hope to improve **retention** of doctors within in the HSCNI.



## Methods

A multipronged approach was adopted, with multiple change ideas implemented and assessed using QI methodology. A **Work Shadowing Pilot** was held in February 2024, followed by a more targeted Work Shadowing programme in August 2024 (for GPST1s who were new to UK practice). To streamline recruitment to the work shadowing programme, an application form was added into a Survey sent out to all new appointments at NIMDTA. In August 2024 NIMDTA piloted a one-day **Regional Enhanced Induction** event for all trainees new to UK practice. Feedback was gathered from both trainees and Trusts and presented to key stakeholders.

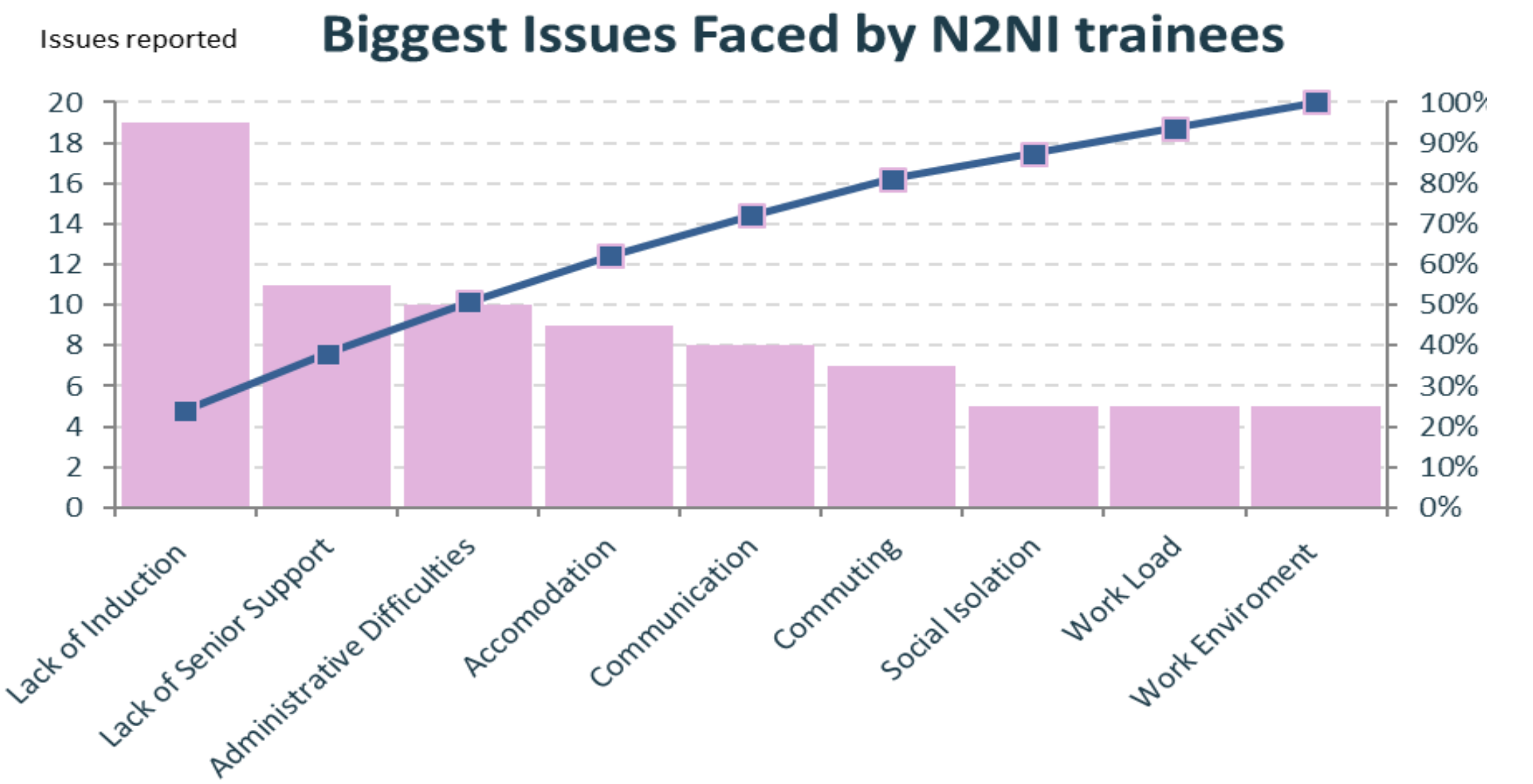


Driver diagram: a QI tool to better understand the aim of the N2NI initiative, its outcomes and processes that drive those outcomes

*“ I felt two steps ahead of the other trainees after shadowing ”*

References  
1. GMC State of Medical Education & Practice in the UK: Workforce Report 2022

- **Focus groups**, using semi structured interview questions, **gathered** feedback on the trainees’ experience before, during and after shadowing in August 2024, comparing this to feedback with the initial pilot.
- **Feedback survey** following the **Regional Enhanced Induction**
- **N2NI team** travelled to all **5 HSCNI Trusts** to meet with trainees and key stakeholders involved in N2NI Induction to discuss current initiatives and address potential barriers in delivery
- **‘Check in’ survey** was sent to all N2NI trainees mid year to explore their experience of training with NIDMTA, seeking to better understand the issues faced by N2NI trainees



Pareto Chart: to identify the most important issues that warrant the most attention by applying the ‘Pareto Principle’/ ‘80/20 rule (issues themed from N2NI check in survey)

## Outcomes/ Results

Overall, feedback from all sources highlighted the need for and benefit from of a period of work shadowing for N2NI doctors as part of an Enhanced Induction programme. Trainees reported lowered anxiety levels prior to changeover and improved integration into their new roles, strongly attributed to the newly established support network and the ability to access and familiarise themselves with IT systems. The application process facilitated earlier administrative and trust preparation, but feedback was clear that improved channels of communication and more collaborative work is necessary within NIMDTA and local trusts.

## Conclusion

Collaboration between NIMDTA and local Trusts to support IMGs is essential to facilitate smooth transitions, bolster workforce integration and improve overall healthcare delivery. Future initiatives will focus on strengthening collaboration/communication through the ‘N2NI Working Group’. To improve the structure of work shadowing a regional checklist is being developed alongside guidance for clinical supervisors. There are plans to implement a dedicated N2NI email address to streamline communication, which will include direct updates to lead educators. Plans to expand the Enhanced Induction have been proposed to further support N2NI trainees, as well as NIMDTAs first ‘Culture Night’ to celebrate the growing diversity within the workforce.

N2NI Working Group	NIMDTA Culture Night	Shadowing Guidance
Shadowing checklist	N2NI.nimdta@hscni.net	Expanded Enhanced Induction

Future change ideas for N2NI Initiative in 2025

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