# IMG Sim Club **A COMMUNITY OF ONGOING** SUPPORT FOR INTERNATIONAL **MEDICAL GRADUATES**



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## Background

Entering the NHS as a new international medical graduate can be daunting and isolating. After initial inductions, IMGs can be left without effective accessible support, with a limited social network.



## **Methods**

## Monthly sim sessions



We developed an 'IMG sim club' with monthly afternoon simulation sessions



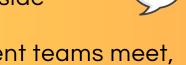
Topics range from diagnostic uncertainty, challenging conversations, to wellbeing sessions by our psychologist



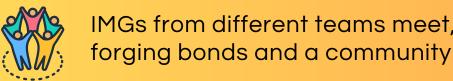
## **Results**



Run for 2 years in FV and 18 months in Tayside



We have built relationships with our group, offering them leadership opportunities



IMGs from different teams meet,

Feedback from IMG participants

#### has been overwhelmingly positive

#### Conclusion

We need to offer consistent ongoing support, a sense of community, and safe learning opportunities following induction. Furthermore, IMGs in our workforce are a rich resource with an expansive skill set, lived experience, and role-modelling for future IMGs.



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Work attributed to: Scottish Centre for Simulation and **Clinical Human Factors**