

Train & Remain in NI:

Addressing Inequalities by promoting Training and Career pathways for Locally Employed Doctors

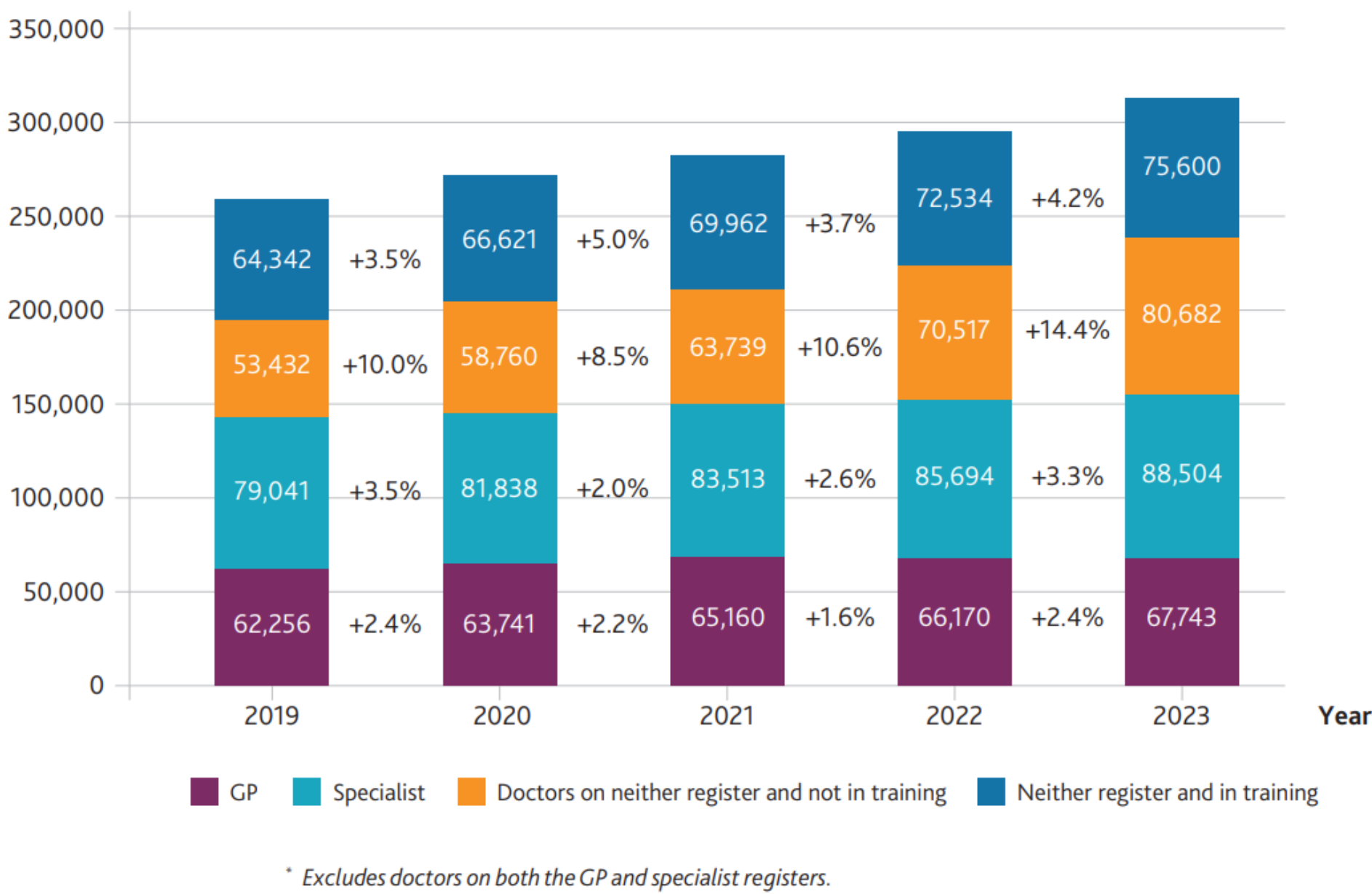
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Aim

The GMC's *2024 Workforce Report*¹ highlights the rapid growth of Locally Employed Doctors (LEDs), who now represent the fastest-expanding segment of the UK medical workforce. These doctors often work in non-training roles with limited access to structured career progression, leading to underutilisation of skills and inequalities accessing recognised training programmes. In response, the *New to Northern Ireland (N2NI)* initiative within Northern Ireland Medical and Dental Training Agency (NIMDTA) organised a *Train & Remain in NI* webinar to provide LEDs with information on training pathways and SAS (Specialty doctor, Associate Specialist and Specialist doctor) career options.

The number of **doctors on neither register and not in training** has dramatically increased (GMC Workforce Report 2024)



Methods

Held in November 2024, the webinar featured expert-led discussions on the benefits of training in Northern Ireland, training/career pathways, application guidance, and lived experiences from doctors who chose to remain in the region. A total of 145 doctors registered for the event, with 78 attending live. The webinar was recorded, with a link distributed to all registrants, allowing viewing for those unable to attend live. Additionally, a detailed FAQ sheet addressing common queries was shared post-event. Attendee feedback was collected via a structured survey to evaluate the impact of the session.

“Excellent information, really relevant and up to date covered full range of options for working in NI”

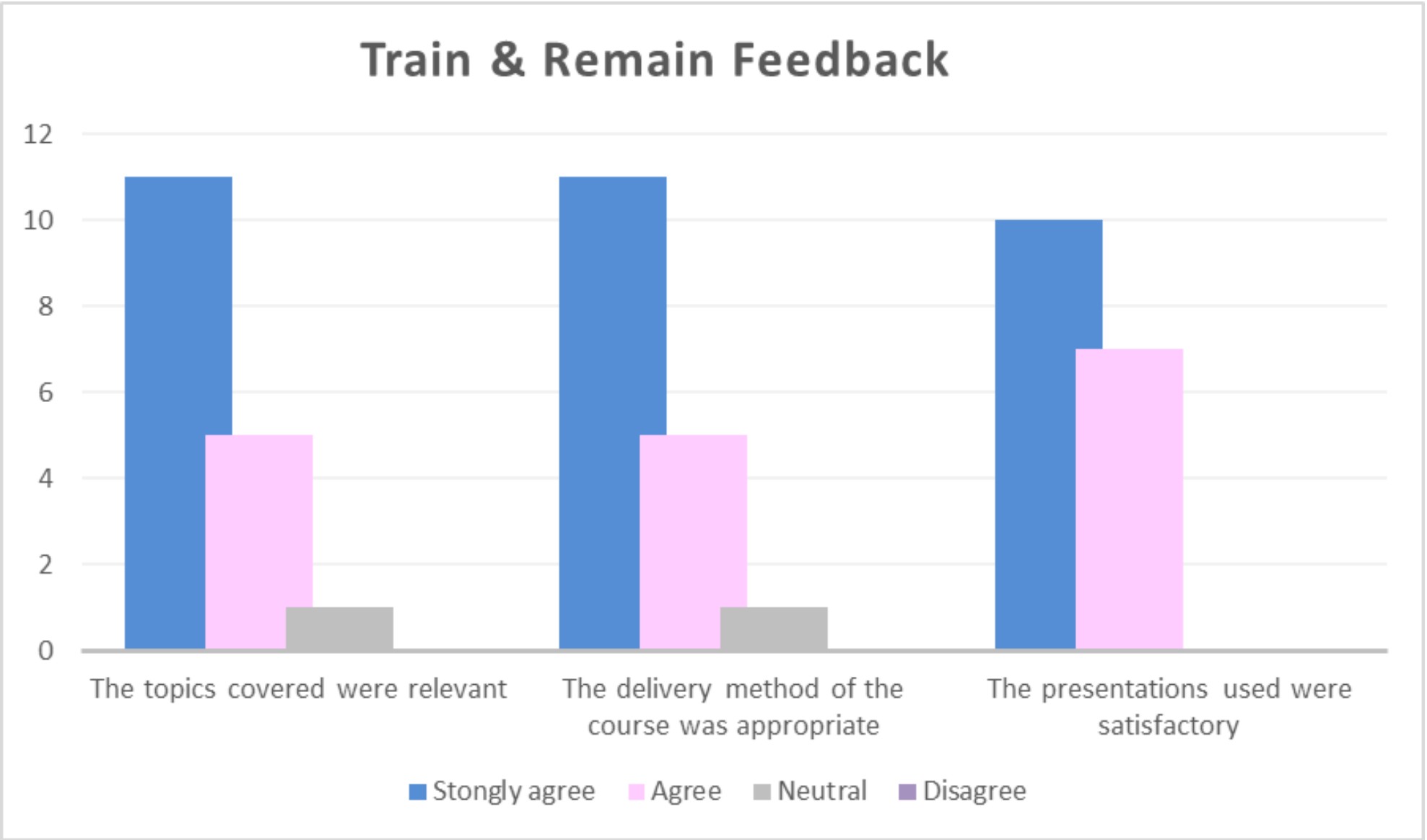
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Outcomes/ Results

Survey responses indicated that the webinar significantly improved participants' understanding of available training and alternative career progression opportunities within NIMDTA. Attendees appreciated the practical advice and first-hand experiences shared by speakers. The recorded session and FAQ resource were particularly valued for their accessibility and detailed guidance. Trainees expressed concerns regarding competitiveness of training placements and the need for enhanced mentorship and career support.



Innovative and factual meeting which was professionally led

Conclusion

The *Train & Remain in NI* webinar successfully addressed key workforce challenges outlined in the GMC's report by equipping LEDs with essential knowledge and support. Future initiatives should focus on personalised mentorship programs, enhanced career guidance, and systemic changes to further integrate LEDs into structured training and SAS career pathways.

Reference

1.General Medical Council's (GMC) *2024 Workforce Report*

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