

# Empowering International Medical Graduates in NHS Education & Equality



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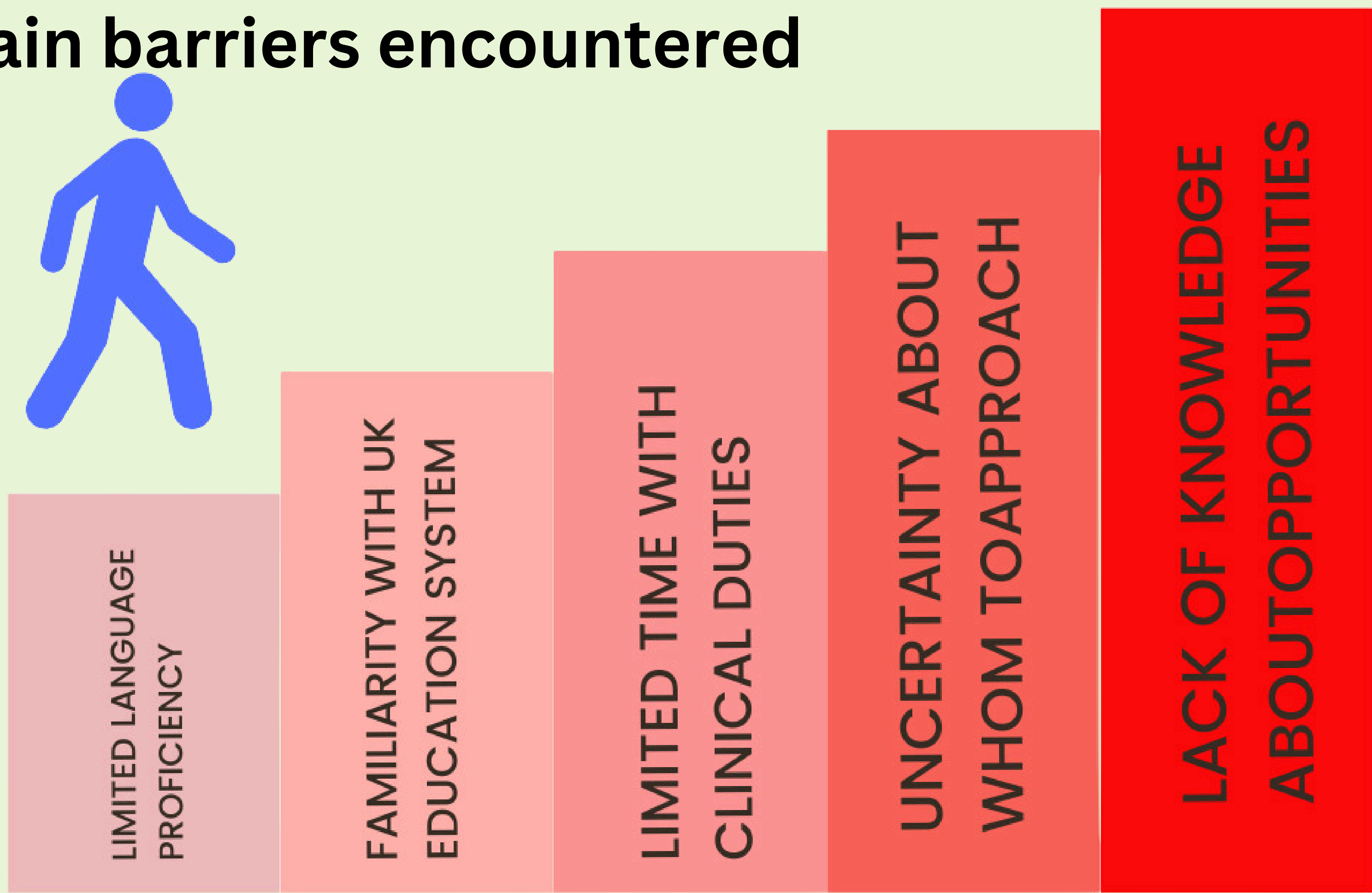
## INTRODUCTION

NHS Fife recruits International Medical Graduates (IMGs) via Gateway Programme to integrate IMGs into the healthcare system by offering them pivotal roles as junior doctors. This study evaluates the effectiveness of the existing educational pathways and identifies the unique challenges and needs of IMGs in accessing comprehensive medical education. By exploring these aspects, we aim to propose enhanced strategies that align with NHS Fife’s commitment to reducing health inequities through targeted educational improvements.

## METHOD

The survey targeted 28 gateway doctors recruited in 2023 and 2024, collecting data on their awareness of medical education opportunities as educators, engagement levels, barriers to participation, and motivational factors for pursuing teaching delivery opportunities.

### main barriers encountered



## RESULTS

71% of respondents were aware of opportunities to engage in teaching delivery, **mainly through interactions with supervisors and colleagues.**

Respondents showed strong interest in **teaching delivery, mentoring junior doctors, assessment & evaluation, and curriculum design**, highlighting diverse engagement preferences in medical education. Despite strong interest, multiple barriers limited participation:

- **lack of knowledge about opportunities** (80%)
- **time constraints due to clinical duties** (60%)
- **uncertainty about whom to approach** (60%)
- **unfamiliarity with the UK education system** (45%)
- **language barriers** (5%)

These barriers highlight a disconnect between available teaching opportunities and IMG needs, emphasizing the need for structured guidance, clearer communication, and improved access to teaching roles.

## CONCLUSION

NHS Fife can enhance IMG integration and reduce health inequities by implementing strategic initiatives. Key actions include

- **flexible educational programs,**
- **clearer communication on opportunities,**
- **stronger supervisory support.**

Implementing structured pathways for IMGs to actively participate in teaching delivery will enhance their professional development while contributing to a more equitable and inclusive healthcare education system within NHS

## Future Support Structures in NHS Fife



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