

# Welcoming & Valuing International Medical Graduates: A year in review

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## INTRODUCTION

The British government has been recruiting doctors to work our health services for nearly 100 years<sup>1</sup>. Successive governments had failed to ensure medical training kept pace with the rapid expansion of the health service. In the 1960s, the first wave of mass recruitment of doctors into the fledgling NHS was primarily from the Indian subcontinent. By 1971, 31% of doctors working in England achieved their primary medical qualification overseas<sup>1</sup>. In 2023, 68% of doctors joining the UK medical register were IMGs<sup>2</sup>. IMGs make an invaluable contribution to both the NHS, and life in the UK.

Throughout my own career, I, like our patients, have benefited enormously from the expertise and dedication of our overseas doctors. From the outset, I planned to use my year as chief registrar to advocate for and support my IMG colleagues at LTH.

“ The most effective care is given by well-supported health professionals

WELCOMING AND VALUING INTERNATIONAL MEDICAL GRADUATES - A GUIDE TO INDUCTION FOR IMGs RECRUITED INTO THE NHS

## SETTING OBJECTIVES

There has been increasing recognition of the unique challenges faced by doctors new to the NHS and UK. The GMC, BMA & NHS England have coproduced the 2022 guidance: Welcoming and Valuing International Medical Graduates - A guide to induction for IMGs recruited into the NHS<sup>3</sup>.

This guide sets out the minimum recommended standards for IMG induction with the intention of improving the 'settling in' process for all IMGs in England. This guidance was used as the blueprint for each area of work undertaken during my tenure as Chief Registrar.

## WORK STREAMS

My project was realised in three separate streams of work:

- IMG Induction
- LTH New IMG Guide
- LTH Resident Doctors & Dentists Conference

## IMG/PROFESSIONAL PRACTICE INDUCTION

I implemented a face-to-face programme of induction for IMG's new to Leeds with less than 12 months previous NHS experience. This replaced the previous online format. Induction was based around the recommendations set out in Valuing and Welcoming IMGs as well as the standards set out by the GMC in GMC (2013) Good Medical Practice<sup>4</sup>. The new programme comprises of:

- Welcome from the Chief Medical Officer & Director of Medical Education
- Talk on career progression and training pathways for IMG's
- Session on practical support for IMG's at LTH including Professional Support Unit (PSU)
- Session on NHS workforce structure
- Session on communication, complaints and the GMC
- Session on medical indemnity (Provided by MDU)
- 'What I wish I knew' talk by established IMG Doctor
- Interactive linguistics session on Yorkshire lingo.
- Funding secured for catered lunch

The induction has been well received in feedback and has subsequently adopted by the Trust.

## LTH NEW IMG GUIDE

The LTH New IMG guide is a kitchen sink approach to sharing comprehensive and useful information needed to support an IMG colleague moving to Leeds. The guide is vast, and its content is jointly based on the BMA/GMC/NHSF guidance and a working group of IMGs recruited from LTH. The 103-page guidance is in an easy to navigate/access Adobe flipbook format. The guide has been approved by LTH and will go out to all new IMGs at the point of recruitment and be accessible through the Trust IMG Padlet. Content of the guide includes:

- Finding reasonable accommodation & Right to rent
- Money, opening a bank account, salary details and financial support
- Food & transport
- Utilities & Council Tax
- Telephone and broadband
- How to access healthcare in the UK
- Visas and immigration
- Information about education
- UK law
- Religious matter
- UK medical practice
- Essential resources for IMGs
- Leisure and green spaces in Leeds
- A history of Leeds, LTH and the NHS



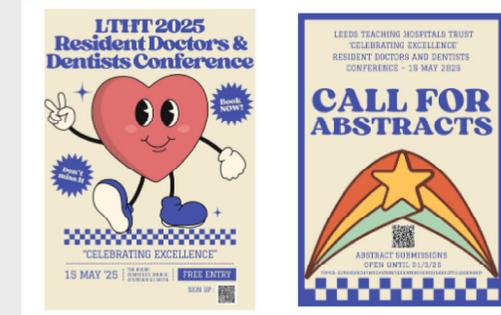
LINK TO LTH NEW IMG GUIDE

## LTH RESIDENT DOCTORS AND DENTISTS CONFERENCE 2025

The inaugural LTH Resident Doctors and Dentists Conference was set up by myself and Dr Emily Langford, my esteemed co-Chief Registrar.

This free regional conference is the centrepiece of the LTH Resident Doctors and Dentists appreciation week (RDDAW); a week of social and academic activities we have organised to support and celebrate our incredible medical workforce.

The NHS aspires to create a welcoming, safe and inclusive culture that fosters a sense of belonging. It is vital IMGs have a positive experience of the NHS and feel integrated, valued and supported so that they may reach their full potential. The theme of our conference is 'celebrating excellence' and is being attended by many IMG colleagues. Both the conference and RDDAW aim to foster a sense of belonging and support both our IMG and UK trained colleagues. We hope to improve morale and in turn the care of our patients.



## IMPACT OF PROJECT

The 2022 guidance: Welcoming and Valuing International Medical Graduates - A guide to induction for IMGs recruited into the NHS includes a 43 point 'Gap-Analysis' to enable comparison of current performance against the desired recommendations from the guidance. Implementation of my work has newly fulfilled 13 of these recommendations. In terms of further benefits, the Care Quality Commission may wish to consider the inclusion of IMG induction in the 'well-led' domain of any future inspection.

## REFERENCES

1. History & Policy. (2025). Immigration and the National Health Service: putting history to the forefront - History & Policy. [online] Available at: <https://historyandpolicy.org/policy-papers/papers/immigration-and-the-national-health-service-putting-history-to-the-forefront/>.
2. The state of medical education and practice in the UK Workforce report. (2024). Available at: <https://www.gmc-uk.org/-/media/documents/somep-workforce-report-2024-full-report.pdf?12969408.pdf>.
3. Welcoming and Valuing International Medical Graduates A guide to induction for IMGs recruited to the NHS. [n.d.]. Available at: <https://www.e-lth.org.uk/wp-content/uploads/2022/06/Welcoming-and-Valuing-International-Medical-Graduates-A-guide-to-induction-for-IMGs-WEB.pdf>.