

# An inclusive induction?

## *Collaborating for compassion*

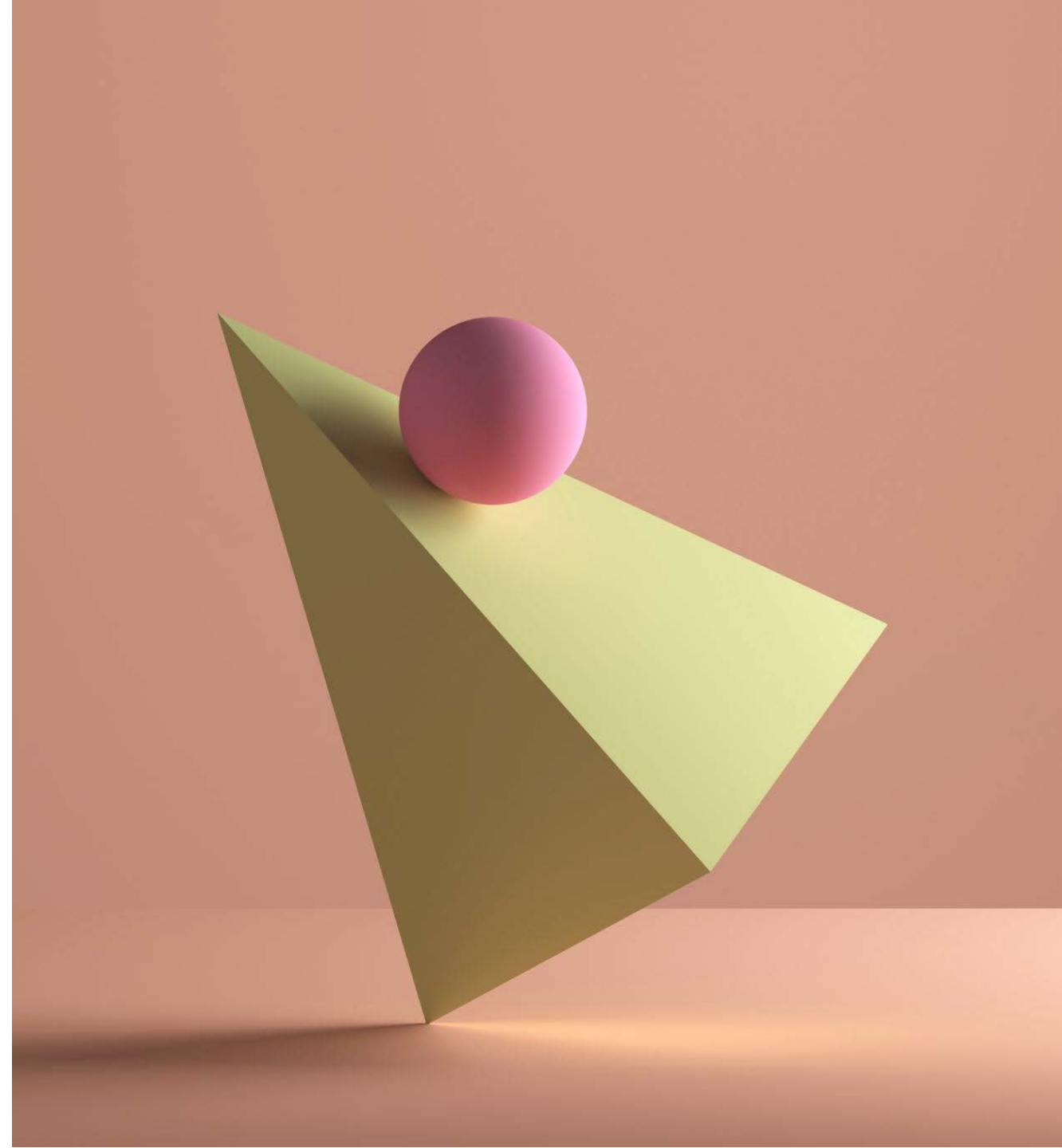
Tista Chakravarty-Gannon

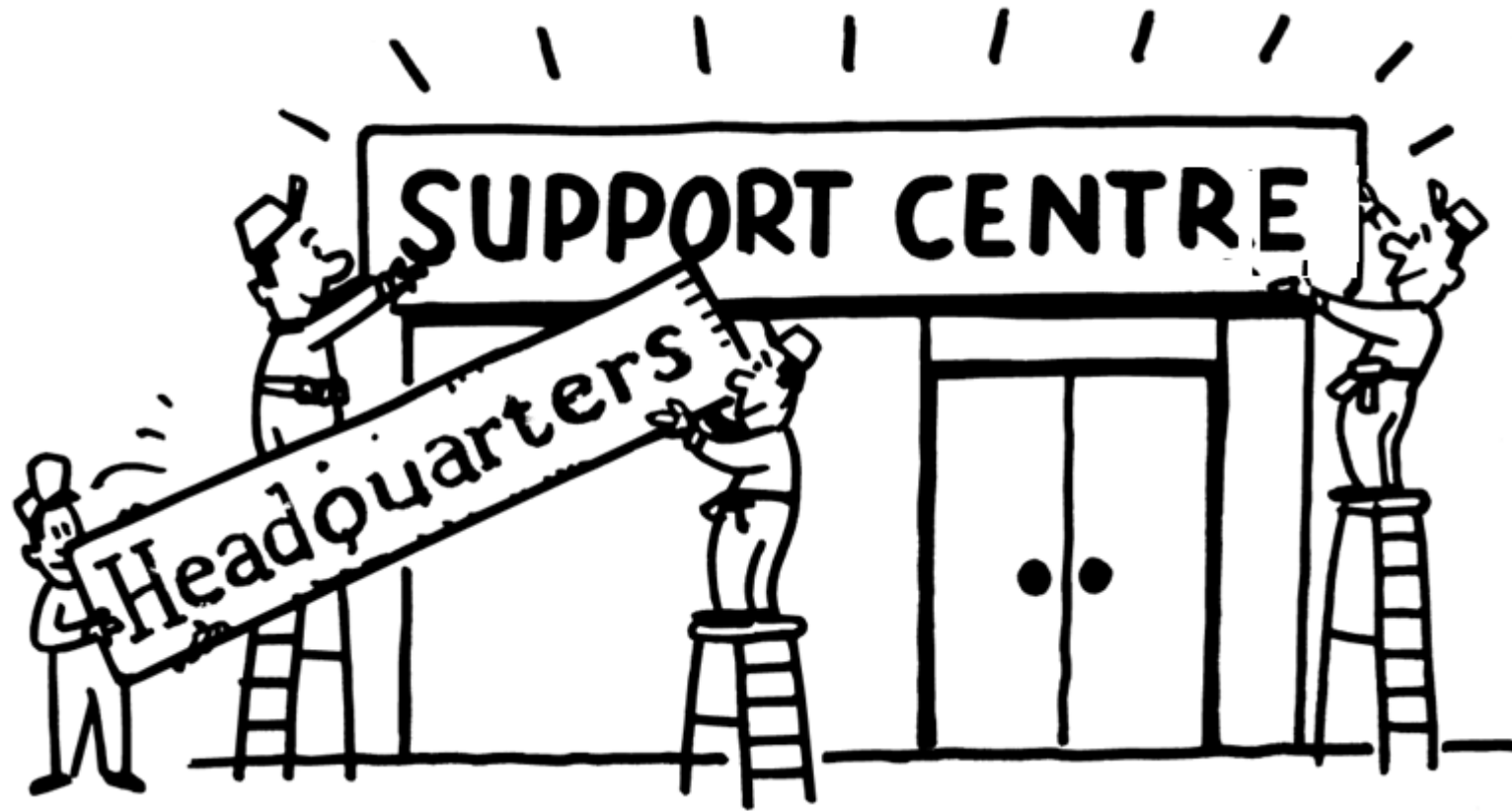
Head of Outreach Operations, England; GMC

@tcgannon

# Aims

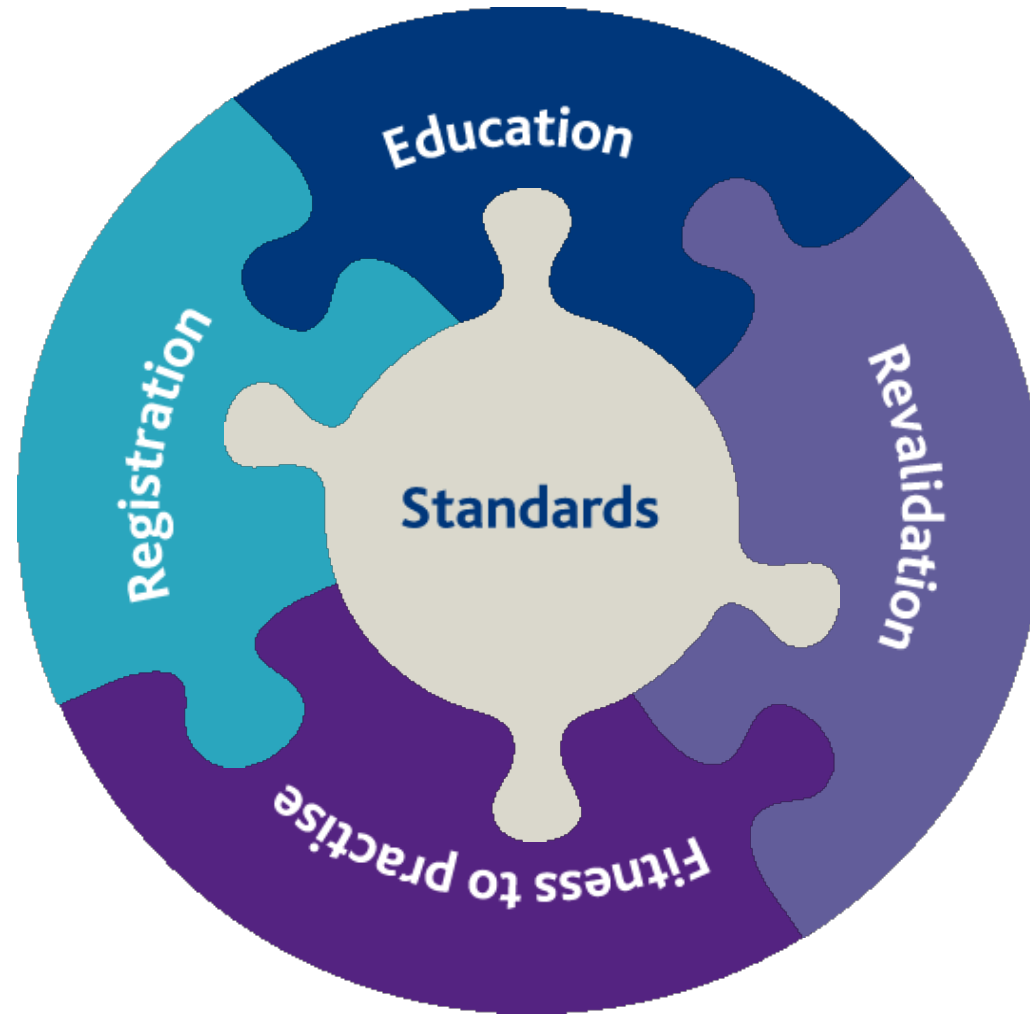
1. Consider the background
2. Explore the journey to create *Welcoming and valuing IMGs*
3. Discussion











# GMC Outreach

- We are an 'up stream' supportive intervention
- We offer consultancy to hospitals and medical leadership groups
- We provide supportive teaching interventions to doctors and medical students
- We proactively listen, to inform policy, operations and our approach to providing support



Relational regulation: engage, influence, inform

# Burning bridge

How the GMC became interested in a supportive induction for International Medical Graduates (IMGs)

The creation of *Welcome to UK practice*



# Welcome to UK practice: an origin story

Minoritised ethnic and white EEA graduates more likely to receive a sanction or a warning than their counterparts who graduated elsewhere

Doctors who graduated outside the UK have a higher proportion of complaints from employers

Specialists who are EEA doctors are at substantially higher risk of a sanction or a warning than IMGs and UK graduates

The state of medical education and practice in the UK

2011

General Medical Council  
Supporting doctors  
improving patient safety

Higher risk of being complained about and at higher risk of a sanction or a warning include non-UK graduates (collectively EEA graduates and IMGs)

## Deficit in our system

Academically robust research

Lived experience



# What's this list?

IT skills assessment

Fire

Manual handling

Equipment

Hazardous substances

Slips, trips and falls

Infection control and PPE

Infection control and handwashing

Resus services

Information governance





I arrived in spring and had no idea where to buy a good coat.

I was asked to get the SHO and the nurse looked fed up when I asked who/what that was.

No one told me that the local area was unsafe at night.

I got the catheter from the cupboard as instructed...I didn't know there are male and female catheters here.

I had no one to talk to.



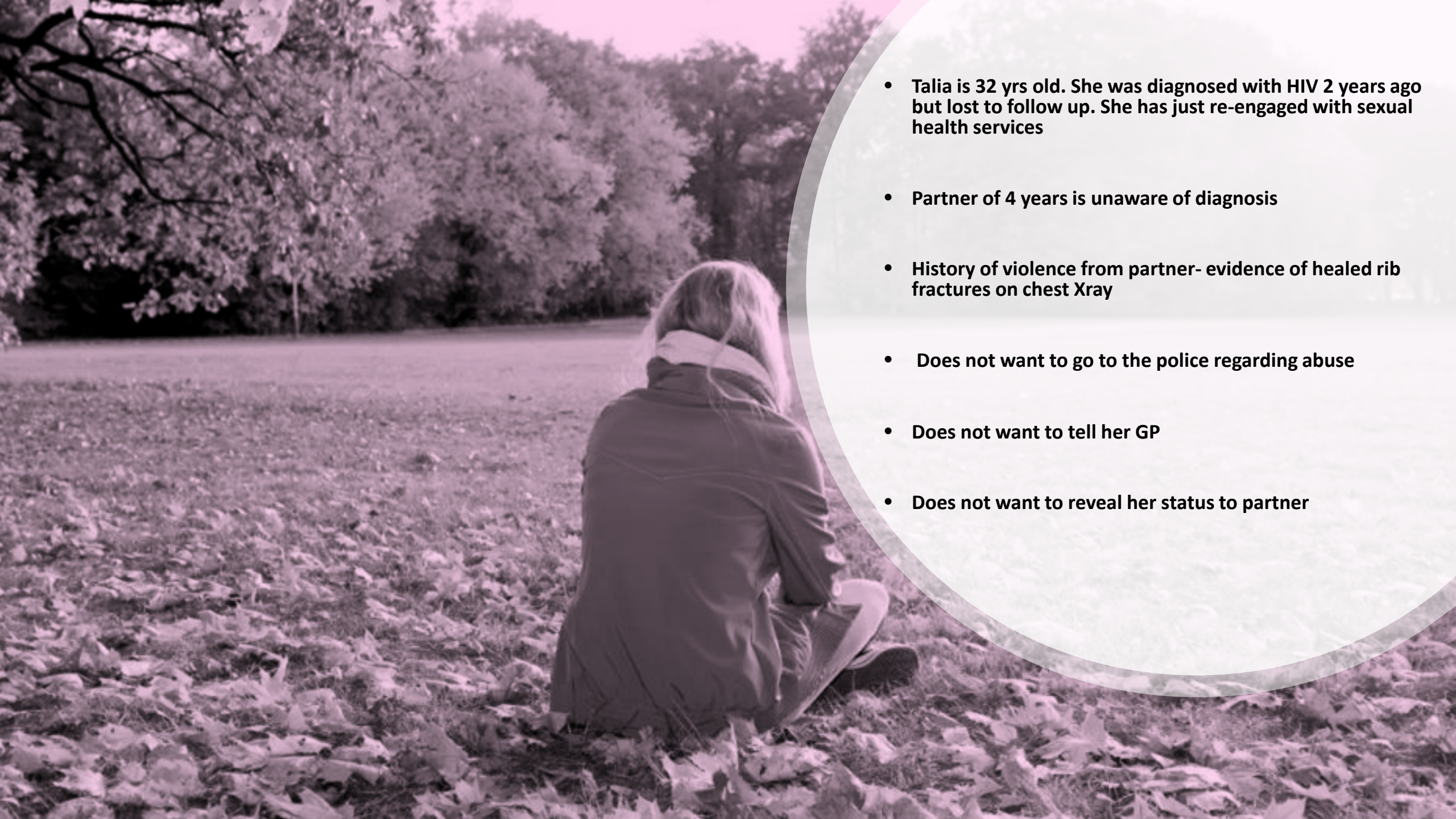
Is it all just common sense?





# Is it all just common sense?

- The Abortion Regulations 1991 5
- The Access to Health Records Act 1990 5
- The Access to Medical Reports Act 1988 7
- Blood Safety and Quality Legislation 8
- The Census (Confidentiality) Act 1991 10
- The Children Act 2004 10
- The Civil Contingencies Act 2004 11
- The Civil Evidence Act 1995 12
- Commission Directive 2003/63/EC (brought into UK law by inclusion in the Medicines for Human Use (Fees and Miscellaneous Amendments) Regulations 2003) 12
- The Computer Misuse Act 1990 13
- The Congenital Disabilities (Civil Liability) Act 1976 14
- The Consumer Protection Act (CPA) 1987 15
- The Control of Substances Hazardous to Health (COSHH) Regulations 2002 16
- The Copyright, Designs and Patents Act 1990 16
- The Crime and Disorder Act 1998 17
- The Criminal Appeal Act 1995 18
- The Data Protection Act (DPA) 1998 18
- The Data Protection (Processing of Sensitive Personal Data) Order 2000 25
- The Disclosure of Adoption Information (Post-Commencement Adoptions) Regs 2005 26
- The Electronic Commerce (EC Directive) Regulations 2002 26
- 
- The Freedom of Information (FOI) Act 2000 29
- The Gender Recognition Act 2004 32
- The Gender Recognition (Disclosure of Information) (England, Wales and Northern Ireland) (No. 2) Order 2005 33
- The Health and Safety at Work etc Act 1974 33
- The Human Fertilisation and Embryology Act 1990, as amended by the Human Fertilisation and Embryology (Disclosure of Information) Act 1992 34
- The Human Rights Act 1998 35
- The Limitation Act 1980 38
- The Medicines for Human Use (Clinical Trials) Amendment Regulations 2006 39
- The National Health Service Act 2006 39
- The NHS Trusts and Primary Care Trusts (Sexually Transmitted Diseases) Directions 2000 40
- The Police and Criminal Evidence (PACE) Act 1984 41
- The Privacy and Electronic Communications (EC Directive) Regulations 2003 42
- The Public Health (Control of Diseases) Act 1984 and the Public Health (Infectious Diseases) Regulations 1988 42
- The Public Interest Disclosure Act 1998 43
- The Public Records Act 1958 45
- The Radioactive Substances Act 1993 45
- The Regulation of Investigatory Powers Act 2000 46
- The Re-use of Public Sector Information Regulations 2005 47
- The Road Traffic Acts 49
- The Sexual Offences (Amendment) Act 1976, sub-section 4(1), as amended by the Criminal Justice Act 1988 49
- The Electronic Communications Act 2000 27
- The Environmental Information Regulations (EIR) 2004 28



- **Talia is 32 yrs old. She was diagnosed with HIV 2 years ago but lost to follow up. She has just re-engaged with sexual health services**
- **Partner of 4 years is unaware of diagnosis**
- **History of violence from partner- evidence of healed rib fractures on chest Xray**
- **Does not want to go to the police regarding abuse**
- **Does not want to tell her GP**
- **Does not want to reveal her status to partner**



# Burning bridge

Supportive induction clearly needed

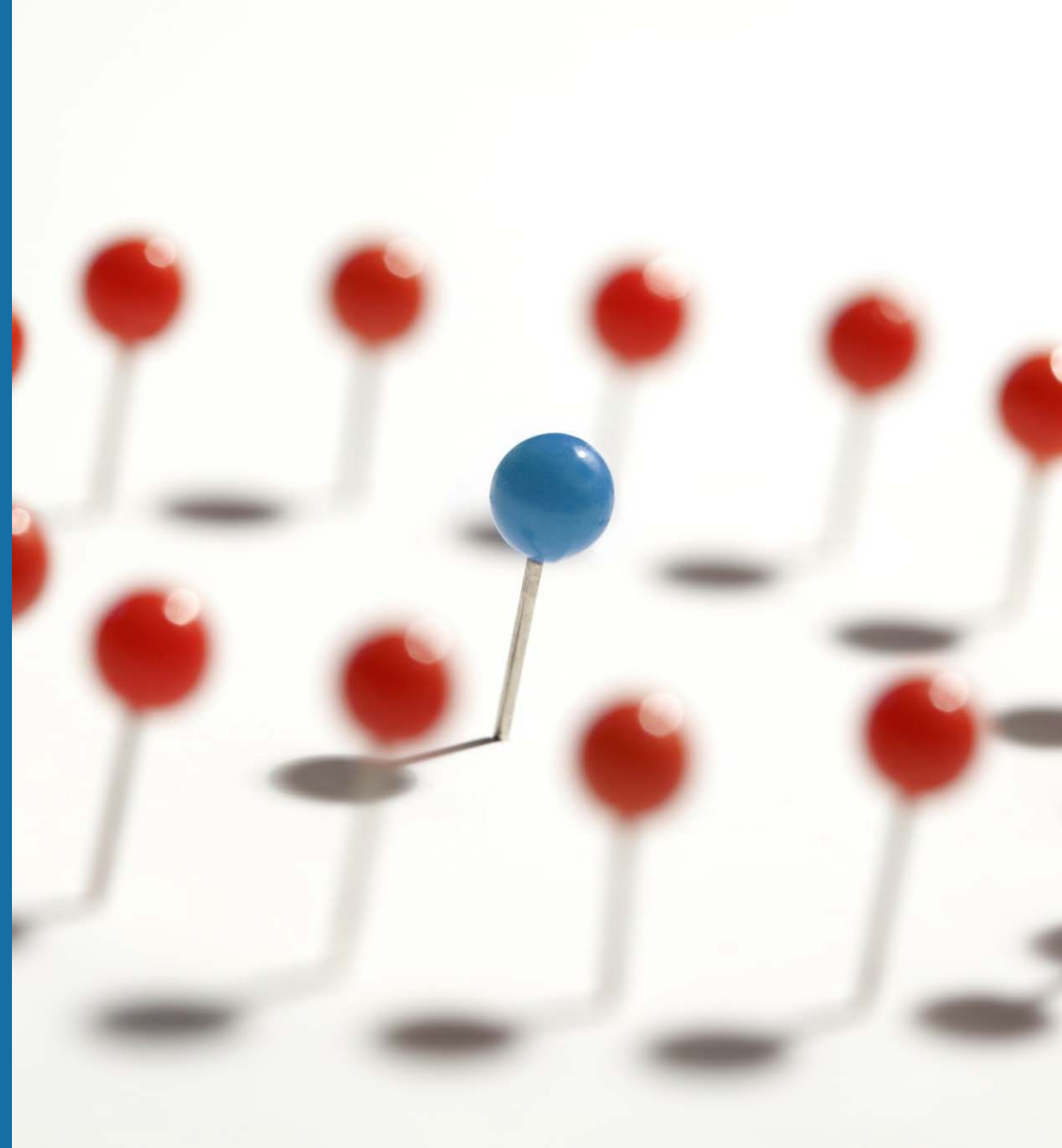


# Ownership

Conversations in 2012

System partners agreed with the concept

No clear home



# Welcome to UK practice

Essential ethical guidance workshops  
for doctors new to the UK





## We know it works...

98% rated the session as good or very good

97% would recommend it to a friend

91% would change their practice as a result of attending

97% improved their knowledge

95% improved their impression of the GMC

**Newcastle University evaluation research since undertaken shows:**

Significant improvements to understanding of GMC guidance, confidence and patient-centredness

3 month follow up showed intention to change practice resulted in actual changes



# But we always knew we needed more

2019 – Conversations with NHSI & HEE

2019 – Commission from Lord Prior – to GMC,  
Royal Colleges and HEE to support development –  
Prof Mala Rao appointed to lead

2020 – Collaboration with Mala on research and  
then starting to write the induction





**ROAD  
AHEAD  
CLOSED**

**Diversion**





# Funding!

Organising a cast of hundreds, with limited funding, colleagues across system partners essentially volunteering

2020 – we had written the first draft

2020 – volunteer Trusts pause commitment to the pilots

2021 – Chief People Officer moves on

2021 – Pilots stall...



# Collective thinking, collective effort

2021 – we lobby everyone we know and new partners come on board, determined to deliver

2021 – new pilot sites volunteer



# Wider collaboration necessary

## Programme team



**Dr Amit Gupta**

Clinical Lead, Neonatal Intensive Care, Oxford University Hospital



**Dr David Mendel**

Head of Professional Development, HEE London and South East



**Lynne Rustecki**

Education Lead, Professional Development Team, HEE London and South East



**Professor Mala Rao OBE**

Medical Adviser, Workforce Race Equality Strategy



**Tista Chakravarty-Gannon**

Head of Outreach Development and Support Operations and Head of Welcome to UK Practice, General Medical Council



**Dr Andy Beckingham**

Consultant in Public Health and Project Lead (2018 – 2020)



**Ms Kandy Sisy**

Education and Research Officer, NIHR ARC NWL



**Prof. Sujesh Bansal**

Honorary Clinical Chair, MAHSC; Consultant Anaesthetist and Director of Manchester International Fellowship Programme, Manchester University NHS Foundation Trust.



**Dr Sameer Ahmed**

Consultant Anaesthetist and NUTH International Medical Graduate Tutor, Newcastle upon Tyne Hospitals NHS Foundation Trust



General  
Medical  
Council

# 2022 - An inclusive induction!

Welcome

Practical help

NHS intro

NHS IT

Specialty Specific

Welcome to UK practice

Mentoring and networks

Communication

Checklist for supervisors



**Welcoming and Valuing  
International Medical Graduates**

A guide to induction for IMGs  
recruited to the NHS



**ROAD  
AHEAD  
CLOSED**

**Diversion**



# Restructure

No clear home...again





# Action plan launched

Mandated implementation may be a way off  
But collaborative are driving action at local level  
Positive stories abundant

General Medical Council

**NHS**

## Medical Workforce Race **Equality** Standard ACTION PLAN 2022-23

The First Five  
Professor Partha Kar &  
Professor Anton Emanuel



Academy of  
Medical Royal  
Colleges

 NHS Employers

General  
Medical  
Council

 BMA

 **NHS**  
Resolution

# Whole story

Beginning

Middle

End





The image features a stylized illustration of five diverse people in conversation. From left to right: a woman with long red hair in a blue and white striped dress; a man with a beard and dark hair in a yellow sweater; a man with blonde hair in a red and black striped shirt; a woman with dark hair in a teal top; and a man with dark hair in a dark blue polka-dot shirt. Above them are four large, overlapping speech bubbles in yellow, orange, dark blue, and teal, each with a pattern of small white dots. The entire scene is set against a dark grey background and framed by a white double-line border.

# Reflections and questions