

Advice for IMGs to make a smooth
transition into the UK training programme

IMGs in Anaesthesia

[Document subtitle]

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Section 1: Focused advice for IMGs applying to specialty training

The aim of this section is to help IMG trainees who are already in the UK in a non-training post, and are now attempting to secure a training post. This is not meant for new IMGs coming to UK for the first time.

Planning to get into training?

<https://specialtytraining.hee.nhs.uk/>

1. Person Specifications:
<https://specialtytraining.hee.nhs.uk/portals/1/Content/Person%20Specifications/Anaesthesia/ANAESTHESIA%20%E2%80%93%20ST3%202021.pdf>
2. How to access oriel to make an application
<https://specialtytraining.hee.nhs.uk/Recruitment/Oriel-Making-your-application>
3. Preparation for interview

Visa documents:

HEE is responsible for the sponsorship of Medical and Dental trainees for their Tier 2 visa application in England. The HEE Overseas Sponsorship Team working within the West Midlands administers the process on behalf of HEE.

Q.) Is this relevant to MTIs applying for training posts? Will they not already be on Tier 2 visas?

A.) MTI are on Tier 5 visa and they need to change to Tier 2 for which they have to go back to their home country.

Q.) What happens next after you are given a job offer?

A.) Once you have received an offer, you will be forwarded an application form to complete from the sponsorship team, which should be returned along with relevant documentation.

Q.) Can I do anything meanwhile while waiting to hear from HEE?

1. Criminal records certificate

You'll need to provide a criminal record certificate if you're applying from outside the UK, so if you are on tier5 visa than yes you have to go back to your home country and apply and you need criminal record certificate for the last 10yrs both for you and your dependents, but if you are on tier 2 visa you can apply within the country and don't need it (please refer below link for further information)

<https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants>

If the country concerned is not listed, please contact the relevant embassy or consulate for further details. Contact details can be found at

<https://www.gov.uk/government/publications/foreign-embassies-in-the-uk>

Q). Evidence of funds: Does one need this as you are already working in non-training posts?

Yes you still need to show enough funds available in your account for you and your dependents if you are applying from outside UK. Below is the link for more information.

<https://www.gov.uk/skilled-worker-visa>

For more information follow below link

<https://specialtytraining.hee.nhs.uk/Recruitment/Overseas-Sponsorship>

Q). Do you need English linguistic assessment/UKNARIC?

A.) It was one of the mandatory things until recently which has now been taken off, Please follow the below link for further information.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/922967/Tier_2_Policy_Guidance_10_2020_v1.1.pdf

Q). I would like to work Less Than Full Time (LTFT), is this possible on a Tier 2 /Skilled Worker visa? Is it different from other trainees?

A.) As per the home office restrictions you have to be careful when you apply for LTFT, as they don't accept if your pay goes down a certain amount

For more information about LTFT refer to the below links

<https://specialtytraining.hee.nhs.uk/Portals/1/Overseas%20Sponsorship/LTFT%20for%20Tier%202.pdf?ver=2020-02-18-120147-027>

<https://specialtytraining.hee.nhs.uk/Portals/1/Overseas%20Sponsorship/Minimum%20Salary%20Requirements%202021.pdf?ver=DtpFMhPVIqGK1SCUXgFDmw%3d%3d>

Q.) When to report to the HEE Overseas Sponsorship Team?

A.) Please find the list of conditions which when change you need to fill in a reporting form and send to HEE overseas sponsorship team sponsorship@hee.nhs.uk

- Your Start date is delayed from the date entered on the CoS
- Your immigration status changes
- Your training ends earlier than expected While Sponsored with HEE
- Your Inter Deanery Transfer (IDT) application is approved
- You are changing your hours i.e. Less Than Full Time (LTFT) application is approved
- Out Of Program (OOP) application is approved
- You are planning to go on maternity or adoption leave
- You have had a period of long-term sickness (1 month or longer)
- You are taking a period of authorized unpaid leave
- You have changed your specialty
- You are resigning from training
- Change of contact details (Home address, contact number) must also inform home office of this using this form <https://visa-address-update.service.gov.uk/>
- When you get ILR
- When you renew your passport, send a copy to the team

Please follow the link to access the form you need to fill in [tier 2RF](#)

FAQ link for tier2 skilled worker sponsorship

[https://specialtytraining.hee.nhs.uk/Portals/1/Overseas%20Sponsorship/Tier%20%20FAQs%20v4%20\(Oct%202020\).pdf?ver=He-ZbdXt0kJDxbziSWg2w%3d%3d](https://specialtytraining.hee.nhs.uk/Portals/1/Overseas%20Sponsorship/Tier%20%20FAQs%20v4%20(Oct%202020).pdf?ver=He-ZbdXt0kJDxbziSWg2w%3d%3d)

<https://specialtytraining.hee.nhs.uk/Recruitment/Tier-2-Overseas-Sponsorship>

You can apply under health and care visa route please refer below links for further information

<https://www.gov.uk/tier-2-general/eligibility>

<https://www.gov.uk/government/publications/visa-regulations-revised-table>

Q.) Can a trainee work locum shifts? . Is there anything different from a standard trainee?

A.) You can work up to 20 hours a week in a job that's either: in the same occupation code and at the same level as your main job or in a shortage occupation.

For further information review information on 'Supplementary employment' here:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/900030/2020-07-13_Tier_2_Policy_Guidance.pdf

Q.) I would like to go on Out of Programme (OOP). Will HEE still sponsor me? Is there anything different from a standard trainee?

A.) Depending on the type of OOP situation, HEE sponsorship may or may not be affected

Please find the link below for more information

[https://specialtytraining.hee.nhs.uk/Portals/1/Overseas%20Sponsorship/Sponsorship%20OOP%20Guidance%20\(1\).pdf?ver=zw021BPG6NYUy1ATD5ghPQ%3d%3d](https://specialtytraining.hee.nhs.uk/Portals/1/Overseas%20Sponsorship/Sponsorship%20OOP%20Guidance%20(1).pdf?ver=zw021BPG6NYUy1ATD5ghPQ%3d%3d)

Q.) I want to apply for Indefinite Leave to Remain (ILR), what do I require from HEE?

A.) If you are applying for an ILR, you will require a letter from the HEE Overseas Sponsorship Team. And also ask for absence letter at the end of every rotation, which is one of the prerequisite for ILR application (format can be found in link below in appendix B)

See below link for further information

<https://specialtytraining.hee.nhs.uk/Portals/1/Overseas%20Sponsorship/ILR%20FAQs%20v2.pdf?ver=zw021BPG6NYUy1ATD5ghPQ%3d%3d>

Q.) How can I request a refund for my Immigration Health Surcharge (IHS) as I have overpaid this?

A.) As a gratitude for working during the COVID times, the Government has started refunding IHS for the eligible NHS workers. Please follow the link below for further information.

<https://immigration-health-surcharge-reimbursement.service.gov.uk/>

Q.) I have a child who needs to go to nursery, can I claim any childcare benefits?

A.) If you are on tier2 visa the only benefits that can be claimed is

1. If your local trust has salary sacrifice scheme you can be a part of it, but you should be working in that trust to be eligible for that scheme.

2. If your child is >3yrs 15hour/week free child care

<https://www.gov.uk/30-hours-free-childcare?step-by-step-nav=f517cd57-3c18-4bb9-aa8b-1b907e279bf9>

Section 2: General Advice for any IMG working in Anaesthesia/ICM in Y&H

The deanery website is a brilliant place where you can find a lot of information. Below is the link, which helps you to get lots of information with regards to the training

<https://www.yorksandhumberdeanery.nhs.uk/anaesthesia/>

<https://www.yorksandhumberdeanery.nhs.uk/anaesthesia/about-your-school/induction>

Important document store (ARCP, Registration form for college/lifelong learning many more....)

<https://www.yorksandhumberdeanery.nhs.uk/anaesthesia/trainee>

The rotation in the deanery and what units of training you can get signed off in different hospitals:

<https://www.yorksandhumberdeanery.nhs.uk/anaesthesia/about-your-programme/units-training-hospital>

Courses that would be helpful are:

The list of courses recommended by the deanery can be found in below link

<https://www.yorksandhumberdeanery.nhs.uk/anaesthesia/curriculum-delivery-study-leave>

Few other courses that I thought will be very helpful during your training are:

Resuscitation courses, ALS, EPLS/APLS, ATLS help a lot in the beginning to get the basics right.

The other courses that would be specifically intended for ICU: LICS (Leeds intensive care simulation course); FUSIC (Focused Ultrasound in Intensive Care)

Below is the link thru which you can book courses

<https://www.maxcourse.co.uk/HEEYHME/guestHome.asp>

Communication Courses

For many of us English is not our first language, which might be challenging especially if you are working in a new place. Attending communication courses can be quite helpful

<https://www.maxcourse.co.uk/HEEYHME/guestHome.asp>

Leadership opportunities:

1. STC representatives
2. BMA representatives
3. Trainee forum representatives
4. Local trainee leads
5. HEE Future Leaders Program (OOTP)
6. Courses that can be attended: RCOA/ Deanery courses

Deanery link for the leadership development

https://www.yorksandhumberdeanery.nhs.uk/sites/default/files/leadership_development_in_postgraduate_medical_training.pdf

Research Opportunities

1. Need to complete the GCP course before enrolling in any research, link for the same can be found below
<https://www.trainingonline4u.com/gcp-course/>
2. Register with AARMY which is a website for research projects in Yorkshire region.
<https://www.army.co.uk/>
3. Can also do a 2day course which can be booked from below link
<https://www.maxcourse.co.uk/HEEYHME/guestHome.asp>

Section 3: Adapting to the UK training programme

As a part of your training you keep rotating to a new hospital every 6-12 months, it is not unusual to feel a bit lost at a new place.

Below are few tips, which sound very basic and obvious but can be very helpful:

Q.) Is there hospital accommodation provision in all the trust?

A. No, even if it is, it may not be available for immediate occupancy. Contact the accommodation officer as soon as you know your rotation and apply for the same. Following websites can be used to find the accommodation closer to your workplace
Eg: Zoopla, Rightmove, On the market.

Q.) I always find myself lost in the bunch of local trainees, is there anyway I can keep up the rapport with them?

A.) This is a common issue now with trainees unable to socialize after work due to Covid

1. Joining the trainee WhatsApp group helps a lot
2. Make sure you are added to the trainee email list
3. Taking a little effort to shine, Eg: volunteer for teaching, proactively get involved in organizing or being faculty in a viva course (if you passed exams), involving in research
4. Coffee breaks are the best time to interact, informal conversations like about a recent holiday, sport or new movie that's released.
5. Small groups for exam preparation is the best way to interact, it not only helps you to prepare for the exam but you get to know your peers and vice versa
6. Be helpful with swaps

Q.) I find it difficult to work in few places like ICU/ out of theatre settings as these were not part of anaesthesia training in my country, is their anyway I can improve myself?

A.) Its not unusual to feel a bit anxious in unfamiliar environment, most IMGs are purely anaesthetists and not having worked in a ward in the UK also makes it challenging. The good news is it gets better as you progress. If very anxious, shadow a senior trainee before starting your placement to get an idea of what is expected of you

Few tips

1. Familiarize with the local protocols, use intranet/ Padlet wherever needed
2. Don't hesitate to ask for help, it is considered to be good to know your limits and ask for help and say you are not sure if you are in doubt. Help can be sought not only from consultants, but also from your peers or nurses or ACCPS, who have probably faced the situation before.
3. Get your basics right, use of systematic approach always helps either using SBAR/ A-E assessment. Make a plan and discuss with the consultant if they are happy with your plan or needs changing anything.
4. Being sociable with the rest of the team makes a huge difference, bringing some food at the beginning of shift usually works.

5. Treat nurses, ACCPs etc as part of the team and learn their names, there is a flattened hierarchy in UK unlike in some other countries.

Q.) I struggle with ICU handovers

A). This is again very common as it is not taught to many of us and can be stressful handing over in a large multidisciplinary ward round.

Some tips

1. Observe and learn from peers
2. Make notes during the shift
3. Use a structured technique
4. Some Trusts actually have handover courses
5. Practice handovers with another peer

Q.) I get nervous referring a patient to my consultant or other specialties

A). Referring a patient to your consultant for admission can be daunting, especially in the middle of the night!

Some tips

1. Be prepared-read up all patient notes
2. Use a structured approach such as SBAR or A-E method
3. Have all blood and radiology results available
4. Know the patients RESPECT status
5. Be clear on what you are referring for-advice/admission/ escalation etc. It is all right and indeed expected that you give your opinion.
6. Have a discussion with charge nurse about bed availability before suggesting admission

Q.) I am struggling with the exam. Is there anything I can do?

A.) Some IMGs may already have passed their exams before entering training. Knowledge is not usually an issue, it is more to do with exam technique and communication (viva).

Few tips:

1. Each exam has got its different approach and tailoring your efforts to match the exam you are taking is important. Books, courses and practice are the three pillars of passing any exam. They should be used in varied proportions to suit the exam.
2. Courses can be really helpful to learn exam technique. Some departments will fund courses for their trainees.
3. Do not be shy to ask for help from seniors/peers
4. For the viva, practice is key. Form a small group with peers for regular viva practice. Ask consultants for viva practice.
5. Most departments will have organized exam preparation sessions-ask the college tutors to be directed towards this.

Q.) Electronic portfolios and module sign offs

Most IMGs would not have had electronic portfolios but may have had access to them during a non-training post in the UK.

1. Familiarise yourself with portfolio-the RCOA has videos to help
2. Ask help from peers or your ES
3. Keep a logbook
4. Meet module leads early on and discuss what they want for a successful completion of module-this information may be available on each department's webpage/padlet
5. Speak to colleagues who have been through the module