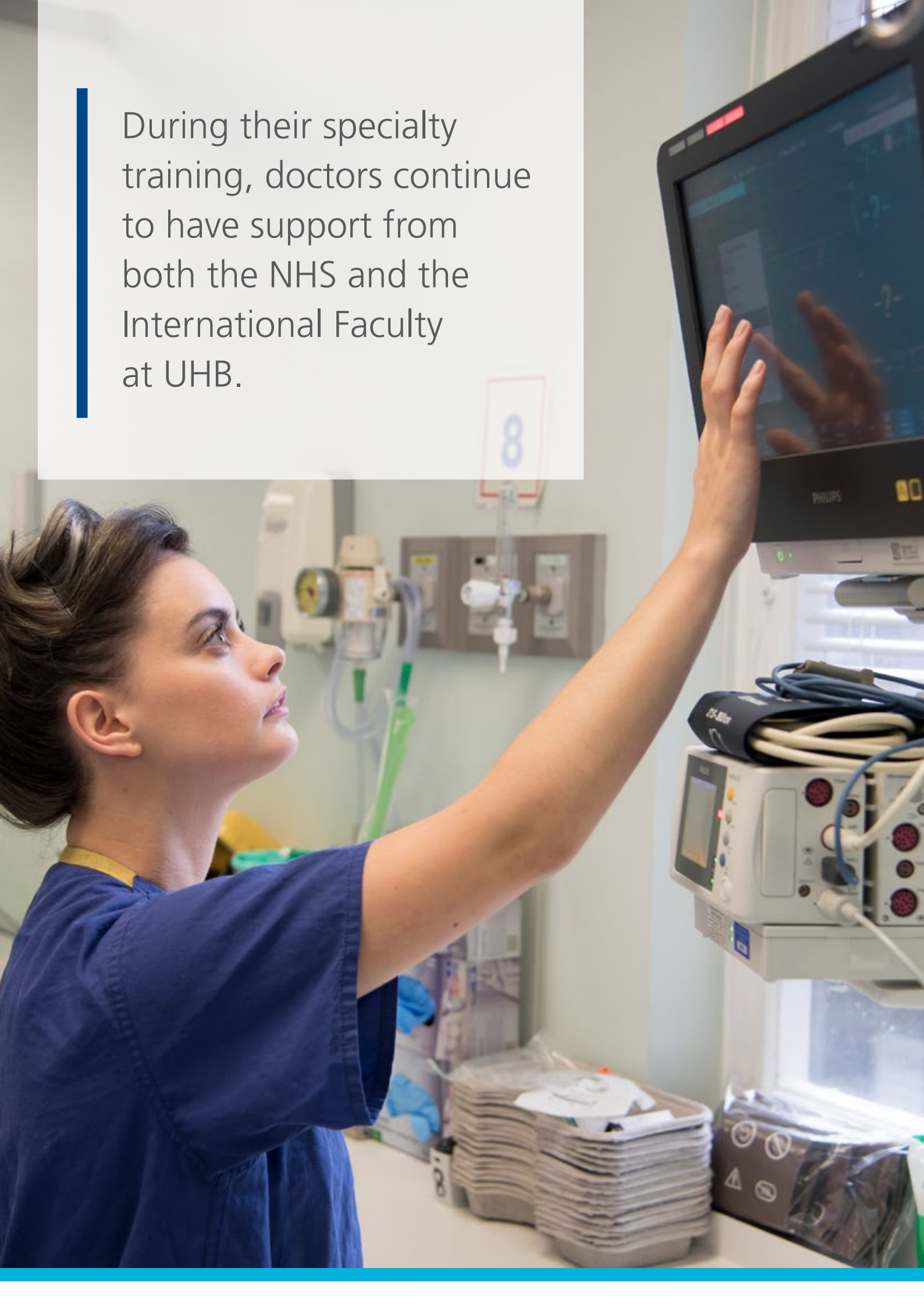


# IPGMITS Annual Report 2022



During their specialty training, doctors continue to have support from both the NHS and the International Faculty at UHB.



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# Foreword

As Clinical Director of International Programmes at University Hospitals Birmingham the International Postgraduate Medical Training Scheme (IPGMTS) falls under my purview, and I am delighted to provide the foreword for the 2022 IPGMTS Annual Report.

As this report demonstrates, from small beginnings, the IPGMTS is growing and fast becoming an emerging success story. Our first cohort of doctors are now completing the second year of their specialty training and are making good progress towards obtaining their certificates of completion of training. International Medical Graduates join our unique Specialty Pre-Entry Foundation Programme at UHB every six months and our experienced team of experts support them both clinically and pastorally to understand what will be required of them as clinicians in the UK. We guide and prepare the international trainees to achieve the same requirements for the specialty's entry evaluation process as that for UK trainees, to progress to full training in the specialty of their choice. During their specialty training, doctors continue to have support from both the NHS and the International Faculty at UHB.

It goes without saying that excellent healthcare depends on a caring, compassionate, highly skilled and educated workforce working in a supportive culture. The IPGMTS experience provides established high-quality training environments for medical professionals from Kuwait and Saudi Arabia within the NHS now and in the fullness of time will return to their home countries to contribute towards their health systems.

**Prof. Javid Kayani**  
Medical Director (Corporate) and Clinical Director of International Programmes



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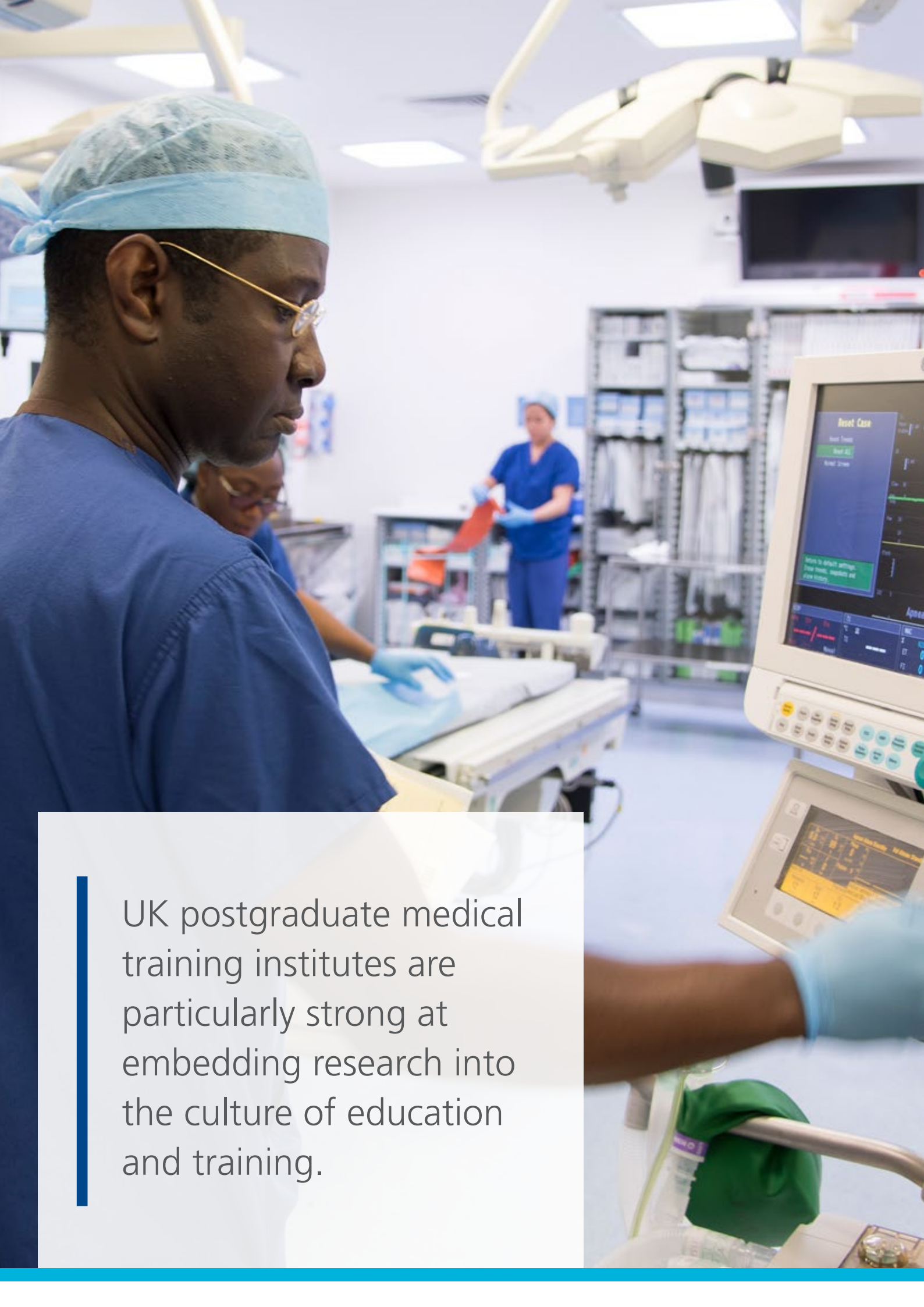
# Introduction

The International Postgraduate Medical Training Scheme (IPGMTS) provides medical specialty training in England, giving doctors a full replication of National Health Service (NHS) competence-based training.

The IPGMTS enables overseas doctors, by arrangement with international governments, to undertake full specialty training to UK standards. This takes doctors from entry to the Certificate of Completion of Training (CCT) and recognition in the General Medical Council (GMC) specialist register, in England, before returning home to practice as consultants in their chosen field. IPGMTS doctors are supernumerary and in addition to the UK's own training placements. IPGMTS doctors are paid and meet the same entry criteria as their UK counterparts.

The scheme is sponsored by the NHS, the UK Government strategic workforce body of the NHS. The programme is delivered in partnership with University Hospitals Birmingham NHS Foundation Trust (UHB), one of England's most prestigious university hospitals.





UK postgraduate medical training institutes are particularly strong at embedding research into the culture of education and training.

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# Why IPGMTS?

The NHS in England is one of the first and highest quality health systems providing Universal Health Coverage (UHC) in the world. The NHS's clinical workforce is educated and trained in some of the finest clinical learning environments. Well established close collaboration between a wide range of organisations including the NHS, NHS Trusts, universities and the Royal Colleges mean the UK's medical specialty training is truly world class.

The UK's system of healthcare education and training ensures that every generation of healthcare professional continually learns and develops their skills to the highest standard. Clinical practice is constantly evolving so training is updated to reflect the latest research. In addition, doctors develop and maintain skills in communication, teamwork, quality improvement and teaching. UK postgraduate medical training institutes are particularly strong at embedding research into the culture of education and training. Doctors in training are therefore fully equipped to deal with new and emerging health issues.

## Programme Overview

IPGMTS works on a cost recovery basis and the trainees are sponsored by overseas governments or institutions. Doctors are supernumerary and in addition to the UK's own training placements. The overseas governments or institutions pay

- the doctors' salaries in line with relevant UK legislation; and
- a yearly placement fee to UHB for each doctor in IPGMTS

All doctors on IPGMTS programmes work with UK patients and are therefore required to be fully registered with the GMC. In addition to a medical degree all applicants must meet all relevant GMC requirements. This includes demonstrating English language and clinical competence, and good standing in their country of origin.

For the first six months in the UK, doctors complete UHB's bespoke pre-entry programme. This introduces doctors to living in the UK and working in the NHS. It helps them put together a portfolio and gain the experience needed to demonstrate the competences required to fully sign off the Certificate of Readiness to Enter Specialty Training (CREST). Doctors also prepare for clinical benchmarking, a full replication of the NHS national selection processes for entry into specialty training. Doctors must meet the NHS standard in order to progress.

Following the pre-entry programme, IPGMTS is a full replication of the NHS competence-based specialty training scheme and is delivered to the same high quality and standards as training for our own doctors. The programmes can be in any of the 65 specialties, or 31 sub-specialties accredited by the GMC and will last between 3 to 8 years depending on the curriculum being followed. Please see [Appendix 1](#) for an overview of the programme.

# Case Study

Arriving at Birmingham seemed like a challenge at first, but with the help of the UHB International Office and clinical supervisors at UHB I was able to better understand how the program is structured. A few months later, working as a junior trainee in England, I can confidently say I am on the right track. I have learned and improved in many aspects. I can see by the time I am done with my training; I will be polished to the expectations I have in mind or even better. I am certain that going back to my home country as a CCT qualified physician will create a positive impact.



**Dr Sallout, IPGMTS  
Renal Medicine  
trainee**

## **What makes IPGMTS work for me:**

- Continuous educational activities
- The well-organised training scheme tailor to every registrar's interest
- Working closely with qualified, smart, well trained, knowledgeable and professional registrars
- The well-respected relationship between registrars and their seniors, and the friendly yet purposeful relationship with juniors
- Being made to feel welcome, heard and able to express and share my thoughts among the team

"I can confidently say I am on the right track. I have learned and improved in many aspects.

I have been made to feel welcome. I feel heard and able to express and share my thoughts among the team."

**Dr Sallout**  
IIPGMTS Renal Medicine trainee





# The programme today

The IPGMTS is an emerging success story and participant numbers have tripled in size since August 2021, with further growth expected during 2022-2023.

A pilot programme for IPGMTS was established in 2019 in partnership with UHB's with three trainees from the Kingdom of Saudi Arabia starting in 2020. Trainees from Kuwait first joined the programme in August 2021.

As of March 2022, there are 28 IPGMTS doctors in the West Midlands across five hospital trusts working in a range of hospital settings. This includes

- 12 in pre-entry programme
- 16 in full specialty training

See Table 1 for details of IPGMTS doctors by specialty.

**Table 1**

Specialty	Current Trainees	Trainees in induction period
Anaesthetics		2
Clinical Radiology		1
Core Psychiatry Training	1	
Core Surgical Training	5	6
Histopathology	1	
Internal Medicine Training leading to: <ul style="list-style-type: none"><li>• Dermatology (6)</li><li>• Neurology (1)</li><li>• Renal Medicine (1)</li></ul>	7	1
Obstetrics and gynaecology	1	1
Ophthalmology		1
Paediatrics	1	
<b>Total</b>	<b>16</b>	<b>12</b>



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# The pre-entry programme

UHB has been the principal teaching trust for the University of Birmingham Medical School providing clinical education and training to medics for the last 200 years. There is a long tradition of training international staff. At its heart is UHB's philosophy that excellence of clinical care can only be delivered on the bedrock of education and clinical research.

This philosophy can be clearly evidenced by the IPGMTS pre-entry programme, which is continuously evolving to better meet the needs of its participants. Recent examples of innovation include guidance packs and online sessions covering pre-arrival essentials as well as simulation training, communication modules and mock interviews.

Mr Mike Hallissey, UHB's Medical Director for Education for the pre-entry programme explains that joining a new healthcare system poses unique challenges. Entry into clinical training is based on the NHS's agreed criteria and assessment methods for each specialty. The UHB team have developed a thorough support system for onboarding and assessment preparation to ensure IPGMTS doctors can meet the required clinical benchmarking standard. The cultural immersion of the clinical placements with educational supervision and support enables an understanding of the cultural expectations of other staff members and the patients. This allows trainees to be provided with the skillset to succeed at the benchmarking and thrive following appointment.

Dr Lama Hussamuddin Sallout started her IPGMTS journey in Birmingham in February 2021 and noted that everything seemed a challenge at first. However, with the support of the UHB International Office and her clinical supervisors, she was soon able to find her feet. She comments how welcome she was made to feel and that this really helped her get to grips with the pre-entry programme. Lama has now successfully moved into the first part of her Renal Medicine training programme.



# Case Study



The IPGMTS programme posed an opportunity that I didn't have to think about twice. Training in one of the leading and well-respected countries in the medical field, in a structured and personalised plan was a really attractive proposition.

Arriving in England for the first time with no reference of what to expect or how to settle made me anxious but having the pre-entry programme made every aspect of going to a new country with a different culture, healthcare system much easier than expected. It also helped in being able to understand better what is expected of a junior doctor, how the training pathway is structured as well as practical matters such as accommodation.

Starting my specialty training programme was challenging but I had plenty of support, guidance, monitoring and supervision of my progress by the UHB International Office and the clinical supervisors of the NHS.

## What makes IPGMTS work for me

- Involvement in learning, teaching, quality improvement projects and research opportunities.
- Support and guidance with a plan that is tailored to my progress.
- Exposure to a vast array of clinical experiences.
- Inclusion into the NHS healthcare system.
- The sense of purposefulness and feeling welcome as part of the team.

I would definitely recommend this programme to every friend / colleague from back home who like to challenge themselves and strive to become better in their field.



**Dr Abdullah Alburaiqi,**  
**IPGMTS ENT**  
**(Otolaryngology)**  
**trainee**

“I would definitely recommend this programme to every friend / colleague from back home who like to challenge themselves and strive to become better in their field.”

**Dr Abdullah Alburaiqi**  
IPGMTS ENT (Otolaryngology) trainee

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# IPGMTS training programmes

There are sixteen doctors in full specialty training programmes currently distributed across five hospital trusts in the West Midlands. Trainees are placed in a series of different hospital settings mapped to the requirements of their specific training pathway.

Some programmes begin with a series of rotations that give doctors a broad base for their specialty. Those choosing to specialise in Plastic Surgery, for instance, will spend time in range of allied specialties before focussing specifically on Plastic Surgery later in their training programme. Those choosing to specialise in a medical specialty will spend two to three years in a range of allied medical specialties before moving to focus on their chosen specialty (up to thirty specialties including Geriatric Medicine, Renal Medicine and Dermatology). Details of all 65 specialties curricula can be accessed via the GMC website [https://www.gmc-uk.org/education/standards-guidance-and-curricula/curricula#approved\\_curricula](https://www.gmc-uk.org/education/standards-guidance-and-curricula/curricula#approved_curricula)

This stage of IPGMTS is overseen by Dr Phil Bright, the NHS Head of School Medicine in the West Midlands and the IPGMTS lead clinician who notes...

“It is difficult to underestimate the challenges that doctors from overseas face when coming to the UK to train. In addition to coping with living and practicing in a country with a different language, general and work culture, they have to engage with a complex training structure that uses terminology and concepts which will be completely new to them. The richness of medical training in the UK goes far beyond pure clinical training, developing non-clinical skills and abilities including team-working, highly effective” communication skills, quality improvement, developing and maintaining knowledge and skills.”

**Dr Phil Bright**

IPGMTS lead clinician and  
NHS Head of School of Medicine  
in the West Midlands



Once they have successfully entered a training programme, IPGMTS trainees are based all over the West Midlands – rotating through training posts alongside NHS trainees. Training locations of IPGMTS trainees as of March 2022 are indicated with a green diamond on the map. See Figure 2.

Dr Suhaib Asif Jiman moved into IPGMTS Histopathology training in August 2021. He is currently based at New Cross Hospital, part of the Royal Wolverhampton NHS Trust and highlights strengths of the programme as including the benefits of having a personalised training plan.

Dr Alburaiki is now training in IPGMTS Otolaryngology at Heartlands and notes how the training programme has opened up multiple opportunities for him. He believes these opportunities will help him become the surgeon he aspires to be in the future and prove invaluable when he returns home.

Training Placement	Current trainees
Birmingham Women’s Hospital	1
Forward Thinking Birmingham	1
Good Hope Hospital	3
Heartlands Hospital	3
New Cross Hospital	1
Queen Elizabeth Hospital Birmingham	4
Worcestershire Royal Hospital	3

Figure 2



# Case Study

I love to challenge myself and be outside my comfort zone. I knew the beginning would be tough, but I trusted UHB and they guided me in lots of ways. I will always be thankful to them.

Upon completing the training and returning to my country, I believe that I will have the best tools to serve the patients and improve the healthcare system of my community.

## What makes IPGMTS work for me:

- The integration of teaching, research opportunities, and exposure to various and numerous cases
- Supervisors who gave me a personalised plan
- The opportunity to familiarise myself with the NHS health care system.



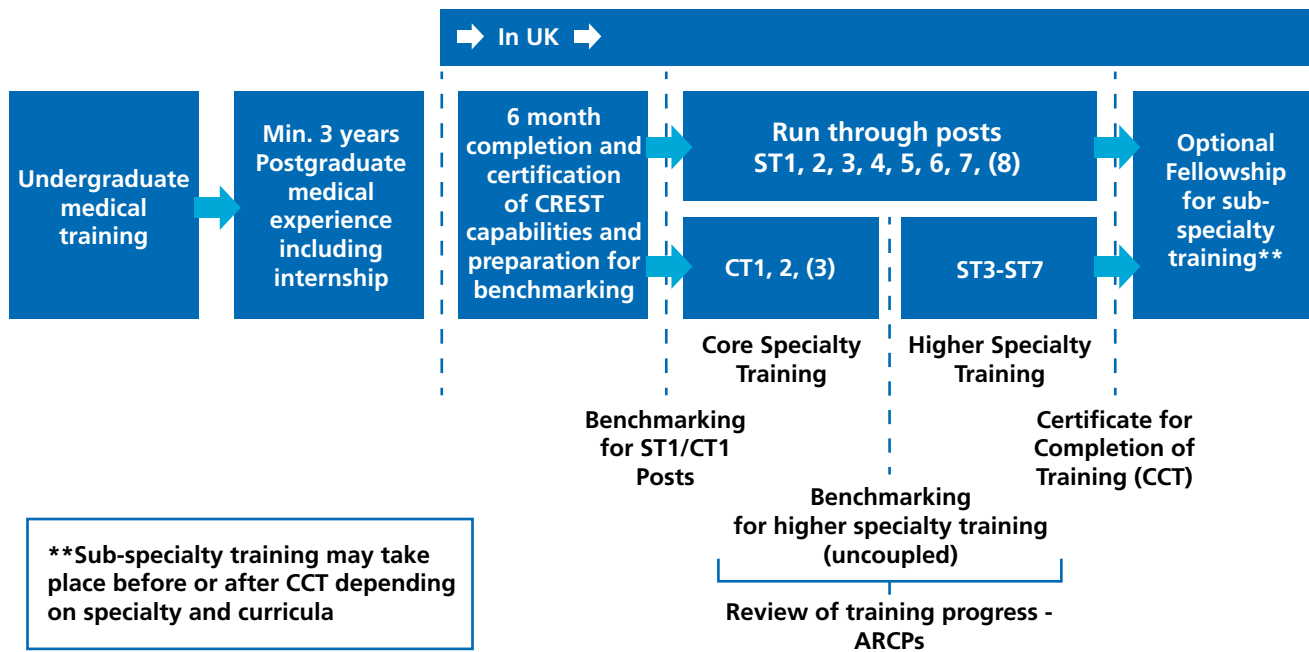
**Dr Jiman, IPGMTS  
Histopathology  
trainee**

“Upon completing the training and returning to my country, I believe that I will have the best tools to serve the patients and improve the healthcare system of my community.”

**Dr Jiman**  
IPGMTS Histopathology trainee



# Appendix 1 – Programme Overview





## Contact

To find out more about collaborating with us,  
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