

1 Introduction

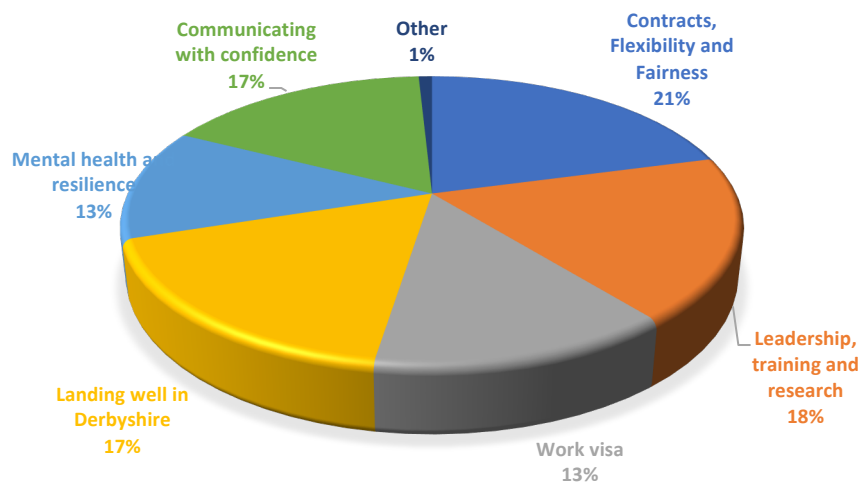
IMGs have become an indispensable part of UK's healthcare workforce. IMGs account for about 42% of the UK medical workforce. The BMA, GMC and the RCGP have stated in various reports, the need to sustain IMG retention especially in general practice. My fellowship sought to find challenges of IMGs in Derbyshire and ways to address some of them improve retention, job satisfaction and patient care outcomes.

2 Method

1. A Microsoft office survey was sent out to identify the IMG GPs in Derbyshire and to ascertain the areas they faced challenges and needed support. This was sent via email to the derby and chesterfield training office to be circulated to IMG trainees, to individual IMGs to circulate to their networks and via other established GP WhatsApp groups for IMG members to fill in.
2. Based on the findings from the survey two top areas were identified and virtual webinars via teams were organised to address the issue of contracts, flexibility and fairness and leadership, research and teaching. External speakers were invited to address these areas, A BMA representative for the first topic and four GPs with expertise in leadership, research and teaching for the second topic.
3. A visa sponsorship survey was also sent out to the GP group formed from the earlier survey to identify IMG GPs to ascertain the challenges needing and searching for a work visa posed.

3 Results

SURVEY RESULTS - IMG SUPPORT NEEDED



Visa sponsorship Survey

67% felt searching for a visa sponsor has affected their mental health

67% felt pressured to accept the jobs roles regardless of preferences, pay or location.

100% did not feel confident negotiating contracts due to need for visa sponsorship

67% have considered leaving derbyshire due to need for visa sponsorship.

100% did not want to leave general practice as a result of their need for a visa sponsor.

4 Impact and benefits

Feedback after Webinar

What did you enjoy most about the webinar?

- "Hearing about the various journeys of colleagues and the available opportunities to explore leadership."
- "Really interesting and sometimes deeply sad to hear about the journeys people took to get to where they are now. I found the final Q and A perhaps the most useful part."
- "The inspiring personal journey of each facilitator, it was challenging and motivating."
- "Overall, it was a rich experience with speakers with a diverse and robust experience."

5 Conclusion

The cohort of Derbyshire IMGs captured in this fellowship found the support given inspirational and beneficial. Other areas that have been highlighted for further support include



Focussed session on preparing and presenting oneself for an interview



GP roles- partner, salaried, locum from an IMG perspective.



Support for GP practices to get visa sponsorship license to ease stress of job search for IMGs