

New to Northern Ireland: The Transition to Phase 2

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Introduction

- Commencing work as a doctor in an unfamiliar healthcare system and new community is a daunting prospect.
- Lack of integration into the wider team leads to poor professional well-being and reduced workforce retention.
- The New to Northern Ireland project seeks to support International Medical Graduates to start successfully.
- Phase 1 of New to Northern Ireland included online resources and mentorship for IMGs.
- The theme of phase 2 is Induction.

Phase 2:
Induction

Methods

- Doctors starting training posts in August 2023 were identified as 'New to Northern Ireland' via recruitment screening.
- Trainees were sent a survey seeking information on the content and quality of induction.
- The survey identified specific groups of interest; those entering programmes at different levels of seniority and those both new to the region and new to the NHS.

Key Results

- 70 responses of which 19 identified as new to the NHS.
- 18 out of 19 (95%) felt that an advance period of shadowing would be useful.
- 87% identified palliative care as a specific learning need. Survey data indicates that shadowing and introduction to necessary aspects of work (e.g. IT systems) are often offered to foundation trainees but are desired by those entering work at tier two (CT/ST1-3) level.
- Free text responses flagged a need for guidance on out of hours working before commencing posts.

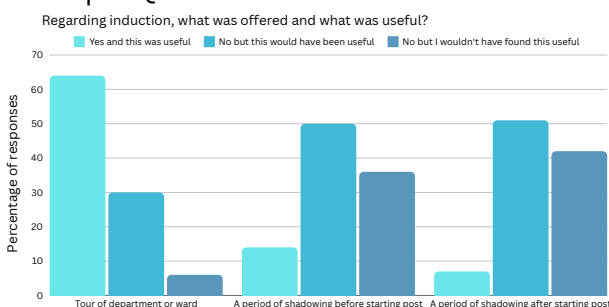
IT Systems

Specific Learning Needs

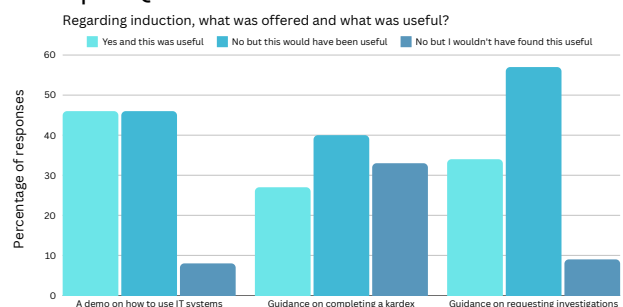
Out of hours exposure

Work Shadowing

Sample Question 1



Sample Question 2



What does Phase 2 look like?

The NI Training Agency has engaged with the Department of Health and key educators in the region to discuss the Phase 2 findings. This has resulted in:

- New funding for two-weeks paid shadowing for those new to NI and new to the NHS. This has been piloted in February 2024.
- A regional workshop with lead educators to quality assure and standardise IMG induction in March 2024.
- Creation and delivery of teaching and resources on identified learning needs of IMGs.

References

1. Lock FK, Carrieri D. Factors affecting the UK junior doctor workforce retention crisis: an integrative review. BMJ Open 2022;12:e059397. doi:10.1136/bmjopen-2021-059397
2. Ross Irvine, Wissam Elbaron, Sally Anne Phillips N2NI: Identifying and Supporting Trainees New to Northern Ireland. DEMEC December 2023

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