

- International graduates face a wide range of challenges when they join NHS Scotland
- This includes navigating a new system, culture, and healthcare landscape
- Additional support offered can be generic and ineffective
- International graduates requiring extra support can require more resources, affecting rotas and staffing, as well as consequential impacts on wellbeing
- Some have spoken of seriously considering leaving the UK, and of significant emotional distress

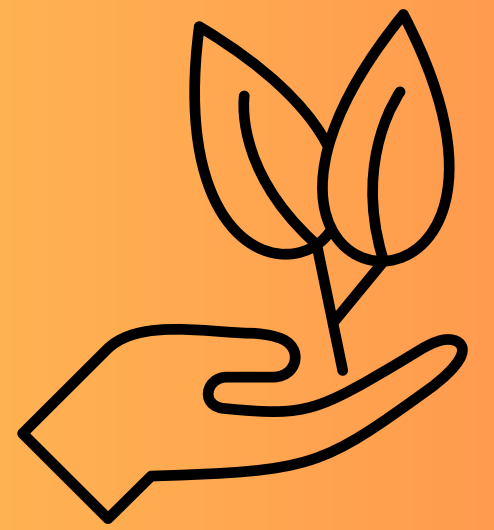


Background

I've got my confidence back

- We developed a bespoke one-to-one simulation programme for individual international graduates requiring extra support
- Over the past 3 years, we have supported 10 international graduates including medics, nurses and allied healthcare professionals
- We offer three 2-hour sessions separate from educational supervision, with no assessment or formal report
 - These supportive sim sessions are aligned to the specific needs of the individual, providing them a safe space to develop their skills, without fear of adverse consequences

Design



A BESPOKE SIMULATION PROGRAMME FOR INTERNATIONAL GRADUATES REQUIRING EXTRA SUPPORT

Impact



- Qualitative feedback was striking
- Feedback described a 'transformative' 'proactive' programme that could significantly impact departments
- Supervisors commented on trainees' improved performance in medical emergencies and 'enhanced clinical decision-making'
- Participants spoke of sessions that really understood and addressed their challenges
- Pre- and post- session wellbeing scores showed improvements in individual resilience, energy at work, and sense of purpose

AMRITA BRARA,
VALERIE RAE,
JULIE MARDON

Future



This bespoke simulation programme has had a transformative impact on international graduates new to NHS Scotland, developing individuals who otherwise may have been lost from our workforce. We would be happy to share more about our work.

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Work attributed to: Scottish Centre for Simulation and Clinical Human Factors