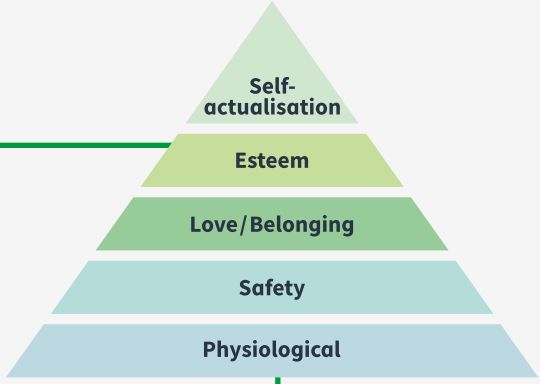
NHS Education for Scotland

Supporting International Medical Graduates

Guiding Conversations

01 Enquire about basic needs and provide general guidance:

a) Family status/available family support
b) Childcare/schooling
c) Accommodation/bank account
d) Transport/driving license



02 Undertake an assessment of needs across four areas

Language

- Understand local language?
- Understand workplace language?
- Familiar with workplace abbreviations?

Culture

- Is workplace culture different? In what way?
- Familiar with roles/responsibilities/supervision?
- Familiar with referral pathways?
- Familiar with primary/secondary care interface?

Medical Education

- Previous training and learning adequate for the role?
- Adequate practical skills for the role?
- Familiar with training pathway and documentation including abbreviations?

Identity & Belonging

- Current friends/social contacts?
- Familiar with social norms and forming friendships?
- Any plans to form new social network?

03 Action Plan

01 Consider if resources are needed — available in local Health Board and /or Deanery?

02 Is there a need for period of shadowing? Discuss with DME.

03 Are there specific training needs? e.g., practical skills, supervised consultations with feedback.

04 Encourage social support/offer buddy system through the Deanery/be a point of contact.

https://www.scotlanddeanery.nhs.scot/trainee-information/international-medical-graduates-imgs/trainer-resources/
https://onlinelibrary.wiley.com/doi/10.1111/medu.14708?af=R