

Medical Training Initiative

Information for Employing Bodies: Supporting your MTI



MTI doctors undertake a big life change, moving to a new country and starting a new role in an unfamiliar healthcare system. It is important for Employing Bodies to provide MTI doctors with additional pastoral and professional support as MTIs can experience a loss of status, support network and identity along with loneliness and struggles with cultural differences.

Pastoral Support in Initial Weeks

MTI doctors have many logistics to coordinate when they first arrive in the UK. You may wish to assist them by:

- meeting the doctor at the airport, or arranging their transport from the airport
- assisting with immediate accommodation needs
- recommending local GP services, schools and childcare
- helping to open a bank account
- providing information about collecting their British Residence Permit (BRP) and National Insurance number.

Support Network

Connecting your MTI doctor with a local community group and/or other IMGs, especially from their home country, can help to assist the doctor with acclimatisation. This can help avoid the doctor feeling isolated or lonely and can support them with adjusting to UK culture and language.

Recording Progress

MTI doctors are registered as Pre-Membership Psychiatric Trainees (PMPT) with the RCPsych and have access to Portfolio Online. ARCP outcomes don't need to be issued, but the ARCP framework is a good way to track progress and record WPBA outcomes.

MTIs in Difficulty

MTI doctors experiencing difficulty should have targeted training and supervision and are not expected to be formally referred to the local Deanery/LETB. RCPsych should be informed of any difficulties and can advise if these can't be resolved locally.

Induction

A formal and considered induction should be developed for MTI doctors. We recommend consulting the [NHS Induction Programme for International Medical Graduates](#) for a detailed overview of the professional and social inductions required.

On-Call Duties

We recommend allowing at least one or two months for your MTI to become accustomed to NHS systems before putting them on-call. A thorough induction plan and shadowing opportunities will help prepare MTI doctors for on-call duties.

You might also want to consider the location of the MTIs place of work for the first few months as they may need time to obtain a driving licence and car.

Development and Assessment

The amount of support, development and training an MTI doctor requires will depend on what they are hoping to get out of the scheme. Please ensure they are quickly allocated an Educational Supervisor who can develop a personal development plan within their first month. The MTI doctor should receive regular assessments to review progress.

Exit Interviews and Quality Assurance

Conducting an exit interview at the end of the MTI placement will give the MTI doctor a chance to share feedback on their experience. This feedback should be shared with the Educational Supervisor, Postgraduate Dean and Lead Consultant of the hosting clinical team. MTIs should be able to follow the same complaints and mediation procedures as UK trainees.