

Implementing a Peer Support Scheme for International Medical Graduates in an NHS Hospital Teaching Trust

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Background

International Medical Graduates (IMGs):

- Represent a significant proportion of junior doctors in the NHS.
- Face unique challenges, including: cultural and language adjustments, NHS working practices, forming support networks, and settling in the UK (1).

The General Medical Council highlights the importance of enhanced induction, mentoring and peer support tailored for IMGs (2).



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Summary of Work

- Established a **one-to-one peer support network** ('Buddy scheme') among Locally Employed Doctors (LEDs), particularly IMGs.
 - 'Mentees': IMGs new to the NHS/UHL (within 2 years)
 - 'Mentors': IMGs with >2 years experience within the NHS



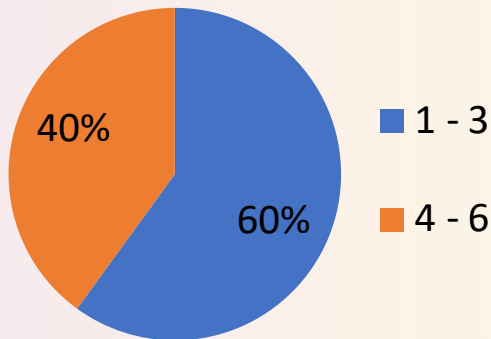
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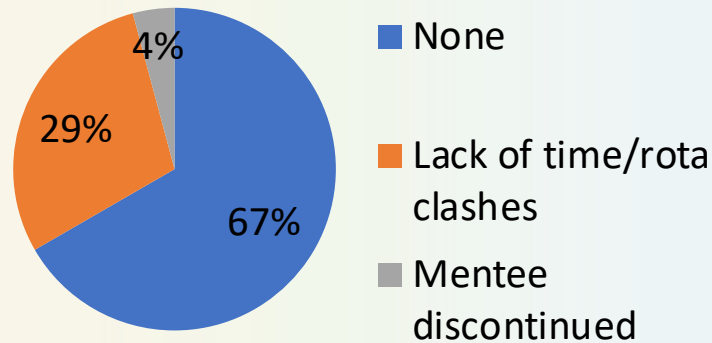
Summary of Results

- 29 pairs of mentors & mentees formed.
- 17 mentors (58.6%, n=29) and 8 mentees (27.6%, n=29) completed the final feedback form.

Number of meetings



Challenges faced



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Summary of Results

Main topics discussed during meetings



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Summary of Results

Statements regarding overall experience	% of participants who agreed/strongly agreed
Peer mentoring has been useful	96
This scheme has been enjoyable	96
Peer mentoring has made me a better colleague	84
As a mentee, my morale improved	50
As a mentee, my self-confidence improved	75

Positive qualitative feedback:

- “Good experience that needs to be a regular practice to look after new colleagues.”



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Discussion & Take Home Messages

- A formal peer support scheme for IMGs facilitates **pastoral support & networking with senior peers.**
 - Promoting **wellbeing & professional development.**
- High interest initially, but limited engagement due to ↑ clinical commitments & lack of time.
- Suggested improvement: **embedding** the scheme with **dedicated time** as part of the Trust's enhanced induction for IMGs & teaching timetable.



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Thank You

Any Questions/Comments?



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