

Global to Local:

ABUHBs Mentoring Scheme for IMG Doctors

Dr J Rankin Consultant Psychiatrist, Dr J Kitson Consultant Physician, Mrs K James Assistant Head of Medical Education

Introduction / Background

A need to improve the transition of International Medical Graduates (IMGs) into working life within ABUHB was identified. IMGs doctors make up an important component of workforce, with recent data suggesting nearly 40% are non UK graduates¹. We developed a health board wide mentoring scheme called Medic Mentors to support IMGs transitioning into the NHS and life in the UK.

Aims of the Scheme

- Empower and support IMGs in their initial 6 months in the UK.
- Provide pastoral and practical support as well as career development

Our Model

1. Identify and train mentors (consultants + specialist doctors)
2. Offer mentoring to all new IMG starts through recruitment + induction
3. Match mentors to mentees in different specialties
4. Monthly (or more) mentoring sessions
5. Mid point + end evaluation
6. Drop in sessions with mentoring lead for mentees and mentors

Progress to date

- 14 mentors trained
- 14 IMG doctors initially enrolled in June 2025 at project launch
- 5 drop outs
- 9 doctors now at midpoint, 1 completed
- 5 new enrolments in August 2025

Free text feedback



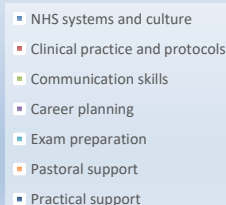
Mid point evaluation

- 5 questionnaires completed by mentees
- All felt the scheme was helping them make progress towards their goals
- 100% rated the scheme as excellent
- Mentoring appeared to focus on practical support and NHS systems and culture

Conclusion

- Improved confidence and integration.
- Early evidence of retention benefits
- Needs ongoing evaluation at end of scheme and for further cycles
- Continue to raise awareness of scheme
- Will require ongoing commitment from ABUHB.

What areas have you focused on during your mentoring sessions?



References:

1. The General Medical Council (2023) 'The state of medical education and practice in the UK: workplace experiences 2023