

## MTI (Medical Training Initiative) Scheme

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### Summary

- ENT UK is responsible for administrating the scheme
- HR departments are responsible for employment issues
- TPD/SAC are responsible for selection of candidates, supervision and quality assurance of the scheme
- A period of supernumerary work with competency checks can be included at the commencement of the attachment
- The posts are currently time limited to two years. They can be for less
- The appointments will commence at ST3+ level
- A small number of ST6+ subspecialist posts
- Doctors from overseas need professional and personal support
- Efforts to include them in the UK ENT fraternity are necessary
- To date the outcome of this training initiative in other specialties has been outstandingly successful
- ENT UK need to be informed of any vacancies that are available for this scheme

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Doctors coming to work in the UK need significant professional and personal support. Some units may expect these trainees to be capable of independent practice from the start. Such an assumption is potentially harmful to all parties concerned. With professional help and support many of these doctors may be nurtured to provide outstanding services for our patients and NHS. We have to invest time and effort to make this process work for the benefit of all.

The TPD/SAC should follow a strict selection process similar to UK national recruitment and a vigorous check of the clinical competency list is carried out from the application form and interviews. The concerns of the scheme are selection and clinical competency check of the overseas doctors, in order to protect patient safety.

There may be a need for a Generic NHS Induction Programme and a Basic Practical Skills course. At the least we should recommend a period of acclimatisation and competency check of all IMG's before they take up independent on-call duties at ST3+ level (if necessary supernumerary and paid!). It is very important to satisfy the DH and other authorities of the governance of our scheme. To this end we propose that;

- 1) All trainees spend 2-4 weeks of "clinical attachment" (unpaid but with rent free accommodation) without any formal duties during which they will have their CRB and health check etc performed, and get acclimatised with the UK NHS system.
- 2) During the following 4 weeks they work at ST3 grade but only during office hours under strict supervision without any independent on-call responsibility. This will

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British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology – Head & Neck Surgery (BAO-HNS)

allow time for each unit to complete the competency check and if necessary take remedial actions to safe guard patient safety.

If a department has space for an advanced trainee then greater care will need to be taken in ensuring that a trainee is capable of working at this advanced level and a period of months should be spent at ST3+ prior to taking higher responsibility.

AOMRC require Deanery support to process Certificate of Sponsorship for all MTI trainees. It would therefore be useful to keep Deanery school involved from the start to cut down application processing time.

The MTI doctor will have an Assigned Educational Supervisor, training contracts etc. like any other UK trainee but in addition will have a local trainee mentor drawn from the other trainees in the department they are to work in.

The MTI in ENT scheme is aimed at ST3+ level and not "SHO" grade, CT1 &2, Trust Doctor, Research Fellow etc. The MTI in ENT fits into the posts that are being vacated by NTN and approved for training by the SAC.

MTI IMG should be included in the fraternity of UK ENT; they should be encouraged to attend the RSM and ENT.UK meetings. There is a need for specific meetings to address their issues and all MTIs in the country should be invited to an annual social/academic meeting similar to the AOT and YCOHNS meetings.

Process of selection:

- Adverts in ENT NEWS every spring. Launch advert June/July 2010 with Editorial and Letter from Alan Johnson.
- CV with qualifications and structured application form with dates available.
- Letter of recommendation from local head of training or service. Personal contacts with UK and recommendation by people with contacts in UK
- Structured interview with panel of TPDs to rank candidates into quartiles and recommend the top ones to be available for picking by individual TPDs/Regional training schemes.
- Offer of placement by deanery. HR sends form to AOMRC. For Tier 5 Visa. Candidate starts in trust. 2 weeks free accommodation and then first month assessment working without on call. Then work as other registrars.

The following link provides information about the Tier 5 visa. The Doctor does not have to apply for the Visa as this is done by the HR department of the Deanery Training scheme.

<http://www.bia.homeoffice.gov.uk/workingintheuk/tier5/governmentauthorisedexchanged>