



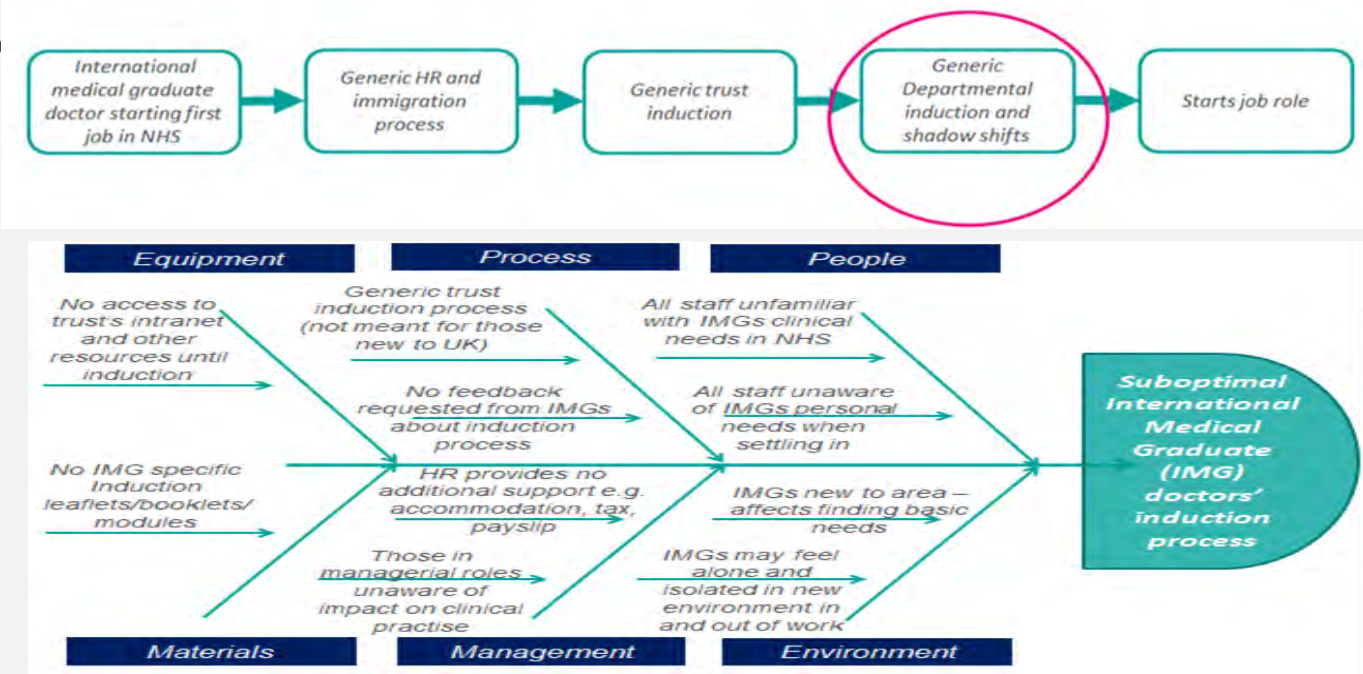
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BACKGROUND

IMG doctors are not given the right tools and support. This can reduce efficiency and confidence and increase risk of errors. Domino effect of stress impacts on IMG doctor, their team and patients

15% of GMC registered doctors are International medical graduates (IMGs). 11 IMGs surveyed at my trust reported suboptimal induction affecting their clinical and personal integration in the UK.

DIAGNOSTICS



AIM & MEASUREMENT DEFINITION

Aim
By August 2022, new International Medical Graduate (IMG) doctors in my department will report improved support with clinical integration

Measurement definition
Confidence in using Kaizen eportfolio

Inclusions International Medical Graduate doctors who started in my department on or after March 2022

Exclusions International medical Graduate Doctors who started in my department before March 2022

Sampling strategy Confidence rating before and after eportfolio support sessions occurring from May to August 2022

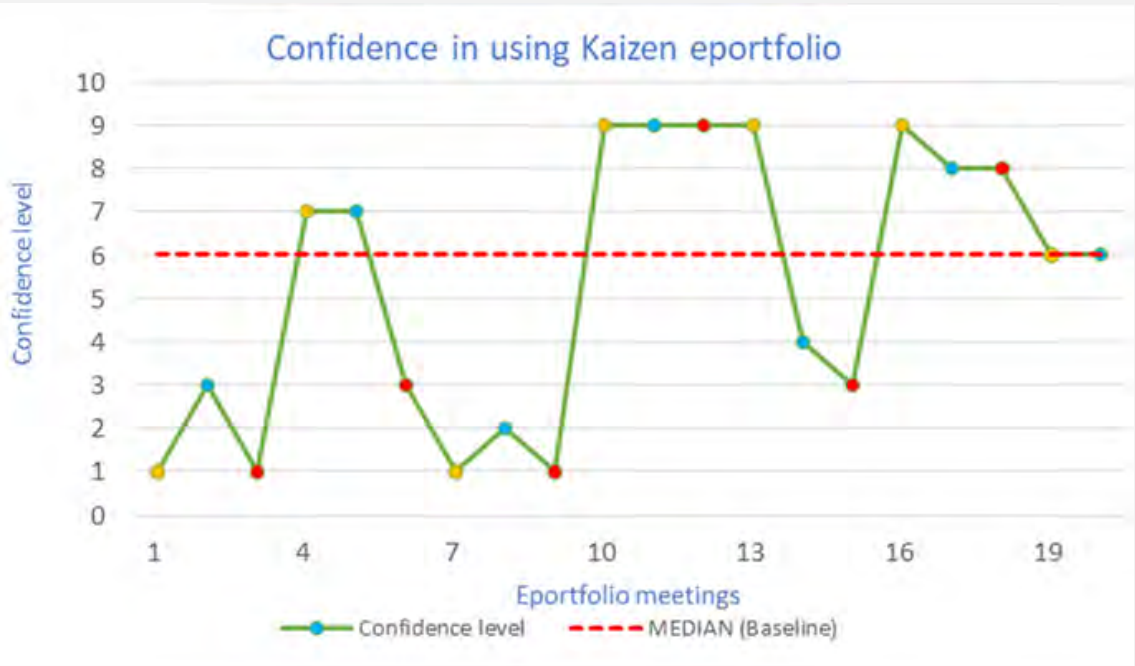
CHANGE IDEAS

I have chosen my measure to be confidence in using eportfolio. It is quite important for clinical integration - it provides a formal area to have assessments done. It is format familiar to most staff members and they can support it. I can provide bespoke sessions and individual support. The IMG doctors involved will have documented transferrable skills and an eportfolio that can help with future career progression.

PDSA cycles



RUN CHART



REFLECTIONS & LEARNING

Take a moment to pause, observe and reflect on what can be better at work

Am I passionate about this topic? Am I willing to put in the work to effect change?

I can't do this alone – I must engage others and be open to feedback.

Choose one thing – a bite size chunk of the bigger issue that you can change

Learn and adapt to each PDSA cycle.

Think about how this change can be continued – I do not 'own' this change, I am just igniting and facilitating the first step