

Why choose the Medical Training Initiative?

The Royal College of Physicians (RCP) Medical Training Initiative (MTI) supports international medical graduates (IMGs) who are seeking short-term training opportunities in the UK with the intention to return to their home countries on completion of their training.

- > Are you a hospital looking to recruit an IMG to a vacant post?
- > Are you a hospital that has already identified an IMG candidate for a vacant post?
- > Are you an IMG who is seeking training in the UK?

Benefits of the MTI to NHS trusts:

- > recruit excellent RCP-endorsed medical graduates
- > IMGs contribute a wide range of clinical skills and teaching expertise to UK medical practice
- > the initiative fosters links with hospitals around the world, as IMGs return to their countries with the knowledge and skills gained at your trust.

Benefits of the MTI to the candidate:

- > develop clinical, communication and leadership skills in a fast-paced, supportive environment.

What the RCP offers

- > support for General Medical Council (GMC) registration
- > support for Tier 5 visa application (if required)
- > quarterly induction
- > free associate RCP membership for the first year and a discounted rate for the second year – with all associated benefits, eg discounts on RCP conferences, events and educational programmes, career development and networking opportunities, 30% discount on Medical Masterclass, 20% discount on UpToDate
- > free access to ePortfolio
- > RCP certificate at the end of training
- > support with any issues relating to training.

What is required of candidates?

Candidates must meet all the following requirements:

- > hold a primary medical qualification that is recognised by the GMC
- > have a postgraduate medical qualification (MRCP(UK) part 1, MD or other higher degree in medicine or a medical subspecialty)
- > have 3 years of post-qualification experience (including a 1- year internship and at least 1 year in the specialty in which you intend to train while in the UK)
- > have been in clinical practice for at least 3 of the past 5 years, including the 12 months before GMC registration was granted: there should be no gaps in employment (Please note that the GMC does not consider clinical observerships as clinical practice); it is important that the candidate remains in clinical practice throughout the application process
- > possess the skills, competencies and understanding of medicine at least equivalent to a UK graduate at the end of their core medical training (CMT)
- > have sat and achieved the International English Language Testing System (IELTS) (academic or UK Visas and Immigration (UKVI)) OR Occupational English Test within the past 2 years. All scores must be obtained in one sitting. IELTS – minimum overall score of 7.5 and minimum 7.0 in all categories. OET – minimum grade B in all categories.

What does the candidate need to do?

I've found my own post – what next?

- > Complete postgraduate professional experience form and CV template and upload onto the online application portal.
- > If we assess you as being eligible for the scheme, you will be able to continue your application on the online application portal and upload the required documents.
- > We will process your application when we have received your completed pack and the completed pack from the hospital.

I would like to find a post in the UK – what next?

- > Apply for an upcoming interview if you meet the criteria. Please find more information at www.rcplondon.ac.uk/medical-training-initiative-interviews.
- > If you are shortlisted, you will be interviewed face-to-face in your home country by an RCP panel.
- > If you are successful at the interview stage, you will be placed on our database and matched to suitable posts when they become available.
- > When a suitable post is available, you will be interviewed by video by the hospital.
- > If you are offered the post, you will need to complete an RCP application pack via our online application portal.
- > We will process your application after we have received your completed documents.

What is required of hospitals?

- All posts that are submitted to the RCP must be IMT posts (equivalent to house officer) or above.
- All MTI candidates must receive high-quality education and training, equivalent to that of a UK trainee, with associated study leave and study leave budget.
- If the post is unpaid, the doctor needs to have funding from an official source.
- All MTI candidates should be assigned an educational supervisor, who is also responsible for ensuring that the doctor sets and achieves their personal development plan (PDP).
- It is essential that there is a shadowing period of 4–8 weeks minimum before the doctor starts working.
- All MTI candidates are given free access to the ePortfolio and it is important that they engage with it to enable them demonstrate the full value and breadth of experience gained during their fellowship.
- To be awarded the diploma, participants are required to document their training carefully using the ePortfolio, to complete a range of continuing medical education sessions and to submit a written reflection piece.

What does the hospital need to do?

I have a candidate already – what next?

- > Complete the RCP trust pack.
- > Submit a job description and timetable that meet the RCP requirements.
- > The post will need to be approved by the TPD/DME and for tier 5 visas, the local health education authority.
- > The RCP will liaise with the applicant, the GMC and the Academy of Medical Royal Colleges to complete the GMC registration and Tier 5 visa application.

I would like to have an MTI doctor – what next?

- > You will need to have a paid post for the doctor to come in to.
- > Complete the RCP post submission form.
- > The job description and timetable should be in line with the RCP job description template.
- > The RCP will send you the CVs of suitable candidates.
- > The trust is required to hold a video interview to select a candidate.
- > We will liaise with the applicant, GMC and Academy of Medical Royal Colleges to complete the GMC registration and Tier 5 visa application.

Visas – what you need to know

The MTI scheme accepts doctors on the visas listed below, as long as the trust and candidate show that there is an intention for the doctor to return home after their training in the UK.

Tier 2 – Work visa

Posts are subject to the Resident Labour Market Test (RLMT)

Who for?

Applicants coming into paid posts that meet the RLMT requirement or paid posts on the Shortage Occupation List.

Tier 5 Youth Mobility – Temporary work visa

Visa for a maximum of 24 months

Who for?

Candidates from Australia, Canada, Japan, Monaco, New Zealand, Hong Kong, Republic of Korea and Taiwan who want to live and work in the UK and are aged 18–30.

Tier 4 – Student visa

Who for?

Those coming to the UK to study. We will sponsor doctors on this visa for GMC registration if the course has at least 50% clinical content.

Tier 2 / Tier 4 / Tier 5 dependent visas

Who for?

Dependents of Tier 2, Tier 4 or Tier 5 visa holders.

Tier 5 Government Authorised Exchange – Temporary work visa

Visa for a maximum of 24 months

Who for?

Doctors on the MTI. Priority is given to candidates from Department for International Development (DFID) priority countries and low/lower-middle income countries.

All other candidates must be on a waiting list for the Tier 5 Certificate of Sponsorship and there is no guarantee that one will be issued.

British ancestry / British passport

RCP requirement – the candidate must be clear that he/she has no intention to stay in the UK permanently, eg they are coming to the UK for part of their postgraduate training.

Why choose
the MTI

Candidate
requirements

Trust
requirements

Visas

Rate card and
case studies



Rate card

For candidates

Candidates who have found their own posts and require GMC registration and/or a Tier 5 visa	£850
Candidates who have found their own post and would like the support of the RCP or to have RCP pastoral support during their training	£400

For hospitals

RCP administration charge to trusts for matching a candidate to their post	£2,700
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Case study

‘We have improved our induction and support to help doctors who are new to the NHS to settle into our workforce’

University Hospitals of Leicester NHS Trust has successfully used the RCP MTI programme to recruit several doctors over the past few years in a wide variety of specialties. We have received great support and guidance from the RCP and working with them always makes the process of applying for visas much more straightforward.

We have improved our induction and support to help doctors who are new to the NHS to settle into our workforce. The calibre of staff who join us from the scheme has been very high and we have also made significant savings compared with the cost of filling rota gaps with locums.

– Dr Catherine Free, deputy medical director,
University Hospitals of Leicester NHS Trust

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Case study

‘Further, exposure to the methods of training and assessment for trainees in the UK was an asset to my career in medical education.’

I regard this as one of the most beneficial periods in my career, in spite of the difficulties that I met initially, especially facing a completely different work environment.

Following my local training in general medicine, I was practising as a general physician while doing specialised clinics in endocrinology and diabetes with one of my senior colleagues. The period that I spent as a trainee in the UK was a great chance to build my knowledge and confidence in my specialty. It also opened my eyes to the structure of the medical training programmes, which is very different from the local programmes in Sudan.

I feel that the gain from my UK training period is evident in more than one aspect. Upon returning, I was able to deliver better clinical care for my patients in the field of endocrinology and diabetes. My experience allowed me to work with my colleagues towards improving the quality of the service that is available, as well as starting a local endocrinology training programme.

Further, exposure to the methods of training and assessment for trainees in the UK was an asset to my career in medical education.

– **Dr Rihan Said, Sudan MTI doctor**
Endocrinology and diabetes trainee, Lincoln County Hospital,
December 2011 – November 2013

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Case study

‘As well as gaining a lot of clinical knowledge I have developed confidence, good communication, self evaluation, management and leadership skills. ’

Candidate
requirements

My 2 years’ experience on the MTI scheme helped me to develop further skills for my future career and to take some steps to improve service back in my own society.

Trust
requirements

My first days were busy and somewhat stressful, as I was getting used to an unfamiliar healthcare system, trying to overcome cultural and language barriers and adapting to a new living environment. For the first 2 weeks I struggled with NEWS (national early warning score) and multiple assessment sheets attached to medical records, especially in the elderly medicine department.

The RCP MTI induction was very helpful for gaining a better understanding of NHS structures and processes as well as cultural differences.

I trained at CMT level for 6 months to build my confidence and get used to the system before moving on to DME registrar. Online training programmes provided by the trust and RCP events such as “Fast bleep” were really useful and a great resource for doctors who are new to the NHS.

Visas

After 1 year, I had the first appraisal in my life. I found the ePortfolio an effective way to assess professional competency. As well as gaining a lot of clinical knowledge, I have developed confidence, good communication, self evaluation, management and leadership skills.

I intend to apply the knowledge I have gained within my limited time in the UK in my community. Together with my seniors back home, we are starting an orthogeriatric service in one hospital, creating and piloting assessment score sheets that would be appropriate for our population and conducting teaching sessions on geriatric medicine topics to juniors and medical students. I am introducing a students’ feedback system for tutors to evaluate in teaching sessions and we are also commencing work-based assessments and reflective case discussion in postgraduate students.

Rate card and
case studies

**– Hnin Yi Mon, Myanmar MTI doctor, Geriatrics trainee,
Hull and East Yorkshire Hospitals NHS Trust 2015–2017**