International

Medical

Graduate

Induction

Pack

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**Change log**

This document aims to provide helpful guidance and resources for International Medical Graduates (IMGs) to use for their initial placements working in Intensive Care Medicine in the UK. It is intended for IMG doctors new to the NHS working in ICM outside of the ICM CCT Programme (i.e. for those doctors in non-training posts).

This is **Version 1.0** As the document is updated, version numbers will be changed, and content changes noted in the table below.

|  |  |  |
| --- | --- | --- |
| **Version** | **Date issued** | **Summary of changes** |
|  |  |  |
|  |  |  |
|  |  |  |
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**Acknowledgements**

The Faculty would like to sincerely thank the following people that helped develop these resources:

* Ms Natalie Bell, FICM Training Manager
* Dr Taqua Dahab, FICM IMG StR Representative
* Dr Sonya Daniel, Member of FICM’s Legal & Ethical Policy Unit
* Dr Teresa Evans, ICM Regional Advisor for Wales

# Educational Supervision

You will be supported by your assigned educational supervisor and the education team.

**Your educational supervisor will:**

* Be responsible for the overall supervision, assessment and management of your educational progress during your time with us.
* Meet you regularly (an initial meeting, 3 months, and 6 monthly thereafter).
* Guide and support you through the process of settling into the NHS, working towards the Initial Assessment of Competency in Intensive Care Medicine, working towards your career goals, and annual appraisal.
* Arrange a peer buddy (a member of the team who has personal experience of being an International Medical Graduate new to the NHS) to help you settle in.
* Provide opportunities to develop practical skills, familiarisation with equipment and discuss clinical topics.

**The Supernumerary Period:**

* For this period you will be an extra on the rota.
* It gives you the chance to familiarise yourself with the hospital, usual practices, unit and team.
* During this period, it is expected you will take opportunities to involve yourself in daily work on the intensive care unit, directly observe (shadow) the work of the ICU registrar, gain airway experience in theatre, and work through this sign-off workbook to achieve the *Initial Assessment of Competency in Intensive Care Medicine.*
* At the end of this period, it is expected you will have achieved the *Initial Assessment of Competency in Intensive Care Medicine* and take on full responsibility for your role.

It is the responsibility of the International Medical Graduate (IMG) to upload their documents to either the FICM Lifelong Learning Platform or appraisal platform.

# Educational Supervision Initial Meeting Checklist

**This checklist must be completed at the first Educational Supervision meeting.**

**Doctor’s Name:**

**Educational Supervisor’s name:**

**Date:**

|  |  |
| --- | --- |
| **Practical Considerations** | |
| Housing |  |
| Bank account |  |
| Professional Indemnity Insurance |  |
| GMC registration. MTI |  |
| Visa |  |
| **Induction** | |
| Health Board Induction | Date completed: |
| Departmental Induction | Date completed:  Checklist reviewed: Yes/No |
| eLFH modules | Date to be completed: |
| GMC workshop | Date booked: |
| ESR mandatory training modules | Date to be completed: |
| **Development** | |
| Initial Assessment of Competency Certificate | Date to be completed: |
| Assessments | Date to be completed: |
| Mandatory Courses | Date to be completed: |
| Annual Appraisal & eportfolio | Date to be completed: |
| CPD resources/ Study leave | Date to be completed: |
| **Wellbeing** | |
| Wellbeing resources |  |
| Discuss any concerns/advice needed |  |
| Peer Buddy | Name: |

**Any Advice given:**

**Initial Educational Supervision Meeting (Cont’d)**

**Doctor’s Name:**

**Educational Supervision Meeting Date:**

**Date of current post:**

**Previous Experience (review CV):**



**Shadowing Period:**



|  |  |  |
| --- | --- | --- |
| **Initial PDP** | | |
| **Aim** | **Activity** | **Target Date (3 Months)** |
| Familiarise self with working in the NHS | Complete ...... month shadowing period, eLFH, GMC workshop |  |
| Complete Initial Assessment of Competency | ......... month shadowing period |  |
| Gain feedback | Suggest Multisource Feedback |  |

**Career Intentions:**

**IMG Concerns/Wellbeing:**







**Comments:**









**Agreed date of Multi Source Feedback:**

**Agreed date of Next Meeting to review Assessment of Initial Competence:**

**Name & Signature (IMG):**

**Name & Signature (ES):**

**Date:**

# Interim Educational Supervision Meeting (at 6mths)

**Doctor’s Name:**

**Educational Supervisor’s Name:**

**Date**:

**Review PDP outcomes:**

**New PDP:**

|  |  |  |
| --- | --- | --- |
| **Aim** | **Activity** | **Target Date** |
|  |  |  |
|  |  |  |
|  |  |  |

**Quality Improvement Project/ Audit: Research:**

**IMG Concerns/Wellbeing:**

**Complaints/ Serious Incidents:**

**Feedback:**

**Comments:**

**Name & Signature (IMG):**

**Name & Signature (ES):**

**Date:**

# Initial Assessment of Competence in ICM

## **Practical Procedures**

|  |  |  |  |
| --- | --- | --- | --- |
| **Self-Directed Learning** | | | |
| **Topic** | **Evidence** | | **Date completed** |
| Scrubbing for procedures |  | |  |
| Central line insertion CVC (US guided UK Gold Standard) |  | |  |
| Nasogastric tube insertion (NG) |  | |  |
| DAS Guidelines | [das.uk.com/guidelines](https://das.uk.com/guidelines) | |  |
| Introduction to the MRI suite |  | |  |
| **Airways** | | | |
| Igel Insertion | |  | |
| Endotracheal Intubation | |  | |
| Rapid Sequence Induction (RSI) | |  | |
| Bronchoscopy | |  | |
| **Lines** | | | |
| Arterial Line | |  | |
| Central Venous Line (CVC) | |  | |
| Vascath | |  | |
| CO Monitoring Insertion | |  | |
| Trauma lines (if appropriate to role) | |  | |
| **Transfer** | | | |
| In hospital transfer | |  | |
| MRI transfer | |  | |
| **Other** | | | |
| NG tube insertion | |  | |

A logbook of all procedures performed on ICU should be kept and reviewed with your educational supervisor. Numbers required should support competency and will depend on the prior clinical experience of the IMG.

**All assessments/discussions should be performed with aConsultant/Specialist only.**

To help you familiarise yourself with UK Intensive Care Medicine practice the following self-directed learning may help:

* [**International Medical Graduate Induction & Supplementary Modules**](https://www.e-lfh.org.uk/programmes/nhs-induction-programme-for-international-medical-graduates/)
* [**e-ICM “New to ICU” Learning pathway**](https://portal.e-lfh.org.uk/Component/Details/567589)

## **Equipment**

This checklist is intended to aid familiarisation with commonly used equipment on the ICU.

|  |  |  |
| --- | --- | --- |
| **Airway** | **Date** | **Consultant signature** |
| Equipment |  |  |
| Igel |  |  |
| CICO equipment |  |  |
| Videolaryngoscope |  |  |
| **Respiratory** | **Date** | **Consultant signature** |
| Bronchoscope |  |  |
| Ventilator & Modes |  |  |
| Ventilator NIV |  |  |
| **Cardiovascular** | **Date** | **Consultant signature** |
| Lines trolleys |  |  |
| C.O monitor |  |  |
| Infusion pumps |  |  |
| **Resuscitation** | **Date** | **Consultant signature** |
| Resus trolley |  |  |
| Defibrillator |  |  |
| **Transfer** | **Date** | **Consultant signature** |
| Monitors |  |  |
| Ventilators |  |  |
| **Other** | **Date** | **Consultant signature** |
| Ultrasound machines |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

## **Common Patient Presentations**

These activities are intended to familiarise you with the expected management, standard operating procedures and guidelines surrounding common presentations or problems on the ICU.

|  |  |
| --- | --- |
| **Clinical Presentations & Problems** | |
| **Presentation** | **Suggested Assessment** |
| Acute admission to the intensive care unit | CEX |
| Community acquired pneumonia and severe hypoxia | CBD +/- CEX |
| Sepsis and hypotension | CBD +/- CEX |
| AKI and hyperkalaemia | CBD +/- CEX |
| Raised intracranial pressure in traumatic brain injury | CBD +/- CEX |
| Management of agitated delirium | CBD +/- CEX |
| End of life care | CBD +/- CEX |
| **Simulation** | |
| Tracheostomy emergency | sim CEX |
| Basic Life Support | sim CEX |
| Advanced Life Support | sim CEX |
| RSI and failed intubation drill | sim CEX |
| **Communication** | |
| Breaking bad news | CBD / CEX or sim CEX |
| Updating relatives | CBD / CEX or sim CEX |
| Handover | CBD / CEX or sim CEX |

**All assessments/ discussions should be performed with a Consultant/Specialist only.**

## **Resuscitation**

Resuscitation is an important aspect of ICU practice. Please arrange to attend BLS/ALS or your ICU based training.

**Basic Life Support Assessment:**

**Date:**

**Name of Assessor:**

**Comments:**





**Assessor’s Signature:**

**Advanced Life Support Course:**

**Date Booked:**

**Certificate Review Date:**

**Educational Supervisor’s Name:**

**Signature:**

## **Initial Assessment of Competence Certificate2**

This is to certify that…

**Name:**

**GMC number:**

Has satisfactorily passed the necessary assessments and demonstrated familiarity with the following:

* Common practical procedures and equipment used on the ICU
* Common patient presentations and problems on the ICU
* Advanced Life Support Guidelines
* Working practices in the NHS

**Date:**

**Educational Supervisor’s Name:**

**Educational Supervisor’s Signature:**

**FICM Faculty Tutor’s Name:**

**FICM Faculty Tutor’s Signature:**

2 This certificate must be ratified with the hospital stamp below:

# Assessment Forms

## **Mini Clinical Evaluation Exercise (Mini-CEX)**

**Please complete the question using a cross (x). Please use black ink and CAPITAL LETTERS**

**IMG’s name:**

**GMC number:**

**Date:**

|  |  |
| --- | --- |
| **Description of Case:** |  |
| **IMG’s Summary Notes of Case:** |  |

**Observed by:**

**GMC number:**

**Signature of supervising doctor:**

**Clinical Setting** (check one option only): Critical Care  ED  Ward  Transfer  Other 

|  |  |
| --- | --- |
| **Summary of discussion between IMG and trainer:** |  |
| **IMG’s notes and reflections on the learning from the case discussed:** |  |
| **Examples of good practice were:** |  |
| **Areas of practice requiring improvement were:** |  |
| **Agreed plan to develop on any areas of practice requiring improvement:** |  |

**This supervised learning event is a formative tool to guide learning and is not a pass/fail assessment. Based on the capability level descriptors as detailed in the ICM curriculum handbook, the assessor should however give an indication of overall level of performance to inform IMGs and educational supervisors.**

Suggested level of performance / global impression ([see Capability Level Descriptors in the ICM Curriculum for reference](https://www.ficm.ac.uk/trainingexamstrainingcurriculaandassessmenticmcurriculum/capability-levels-in-the-icm-curriculum)).

## **Case Based Discussion (CbD)**

**Please complete the question using a cross (x). Please use black ink and CAPITAL LETTERS**

**IMG’s Name:**

**GMC Number:**

**Date:**

|  |  |
| --- | --- |
| **Description of Case** |  |
| **IMG’s summary notes of case** |  |

**Observed by:**

**GMC number:**

**Signature of supervising doctor:**

**Clinical Setting** (check one option only): Critical Care  ED  Ward  Transfer  Other 

|  |  |
| --- | --- |
| **Summary of discussion between IMG and trainer:** |  |
| **IMG’s notes and reflections on the learning from the case discussed:** |  |
| **Examples of good practice were:** |  |
| **Areas of practice requiring improvement were:** |  |
| **Agreed plan to develop on any areas of practice requiring improvement:** |  |

**This supervised learning event is a formative tool to guide learning and is not a pass/fail assessment. Based on the capability level descriptors as detailed in the ICM curriculum handbook, the assessor should however give an indication of overall level of performance to inform IMGs and educational supervisors.**

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## **Direct Observation of Procedural Skills (DOPS)**

**Please complete the question using a cross (x). Please use black ink and CAPITAL LETTERS**

**IMG’s Name:**

**GMC Number:**

**Date:**

|  |  |
| --- | --- |
| **Description of Procedure** |  |
| **IMG’s Summary Notes of Case** |  |

**Observed by:**

**GMC number:**

**Signature of supervising doctor:**

|  |  |
| --- | --- |
| **Summary of discussion:** |  |
| **IMGs notes and reflections on the learning from the procedure:** |  |
| **Examples of good practice:** |  |
| **Areas requiring improvement:** |  |
| **Agreed plan to develop areas requiring improvement:** |  |

**Direct Observation of Procedural Skills (Cont’d)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Performance** | **Yes** | **No** | **N/A** | **Comments** |
| Understands indications and contraindications for the procedure |  |  |  |  |
| Explained procedure to patient |  |  |  |  |
| Understands relevant anatomy |  |  |  |  |
| Satisfactory preparation for procedure |  |  |  |  |
| Communicated appropriately with patient and staff |  |  |  |  |
| Full aseptic technique |  |  |  |  |
| Adequate analgesia and or anaesthesia |  |  |  |  |
| Satisfactory technical performance of procedure |  |  |  |  |
| Adapted to unexpected problems during procedure |  |  |  |  |
| Demonstrated adequate skill and practical fluency |  |  |  |  |
| Maintained safe practice |  |  |  |  |
| Completed procedure |  |  |  |  |
| Satisfactory documentation of procedure |  |  |  |  |
| Issued clear post-procedure instructions to patient and staff |  |  |  |  |
| Maintained professional demeanor throughout procedure |  |  |  |  |

**This supervised learning event is a formative tool to guide learning and is not a pass/fail assessment. Based on the capability level descriptors as detailed in the ICM curriculum handbook, the assessor should however give an indication of overall level of performance to inform IMGs and educational supervisors.**

Suggested level of performance / global impression ([see Capability Level Descriptors in the ICM Curriculum for reference](https://www.ficm.ac.uk/trainingexamstrainingcurriculaandassessmenticmcurriculum/capability-levels-in-the-icm-curriculum)).

# Appendix – Abbreviations

|  |  |
| --- | --- |
| **Abbreviation** | **Meaning** |
| AKI | Acute Kidney Injury |
| ALS | Advanced Life Support |
| BLS | Basic Life Support |
| CBD | Case Based Discussion |
| CEX | Clinical Evaluation Exercise |
| CICO | Can’t Intubate Can’t Oxygenate |
| CO | Cardiac Output |
| CPD | Continuing Professional Development |
| CVC | Central Venous Catheter |
| DAS | Difficult Airway Society |
| DOPS | Direct Observation of Procedural Skills |
| ES | Educational Supervisor |
| ESR | Electronic Staff Record |
| FICM | Faculty Of Intensive Care Medicine |
| GMC | General Medical Council |
| IAC | Initial Assessment of Competence |
| Igel | Generic Laryngeal Mask |
| IMG | International Medical Graduate |
| LLP | Lifelong Learning Platform |
| MRI | Magnetic Resonance Imaging |
| MSF | Multiple Source Feedback |
| MTI | Medical Training Initiative |
| NGT | Nasogastric Tube |
| NHS | National Health Service |
| NIV | Non-Invasive Ventilation |
| RSI | Rapid Sequence Induction |
| SI | Serious Incident |
| US | Ultrasound |