

SHAPE YOUR STORY

Recruitment Information Pack



Integrating refugee doctors into the NHS

Medical Support Worker Scheme for Refugee Doctors





Our Vision To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
W WELCOMING	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you <ul style="list-style-type: none"> Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you <ul style="list-style-type: none"> Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health <ul style="list-style-type: none"> Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A ACCOUNTABLE	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion <ul style="list-style-type: none"> Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations <ul style="list-style-type: none"> Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E EQUITABLE	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly <ul style="list-style-type: none"> Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

Integrating refugee doctors into the NHS: Medical Support Worker Scheme for Refugee Doctors

The UK urgently needs more health professionals to meet growing demand for healthcare. Refugee health professionals have a huge amount to offer the NHS but return to practice can be a long and complicated process.

The *Medical Support Worker Scheme for Refugee Doctors* is a new initiative seeking to support experienced doctors with refugee status who have been 'out of practice' for a number of years and are wishing to pursue a future medical career within the NHS. Newham University Hospital, part of Barts Health NHS Trust, has considerable experience over the past ten years in successfully supporting refugee doctors return to medical practice through the CAPS (Clinical Apprenticeship Placement Scheme) and BBKA (Building Bridges Clinical Attachment) programme.



The *Medical Support Worker Scheme for Refugee Doctors* aims to provide a structured programme of clinical and educational support, careers advice and guidance, exam support and language classes to enable their safe return, and transition into NHS medical practice.

The scheme will employ up to six refugee doctors at Barts Health NHS Trust for a period of six-months as a Medical Support Worker paid at an AfC Band 6 level. As part of the programme, participants will undertake clinical placements at Newham University Hospital, which has a strong track record of creating supportive learning environments for refugee doctors.

Each participant will be provided with a tailored development and education package of support, along with a comprehensive induction programme including orientation aimed at clinicians new to the NHS. Participants will also be closely supported by an allocated clinical and educational supervisor for the duration of the 6-month programme. Throughout their time on the programme each participant will be a valued member of a team and be given the relevant skills and clinical experience to help them integrate fully into the NHS.

The *Medical Support Worker Scheme for Refugee Doctors* is specifically for candidates who have already acquired Professional and Linguistics Assessment Board (PLAB) 1 and previous experience in a registered medical role in a non-UK setting. The programme of support available will enable candidates at the end of the 6-month placement programme to complete PLAB 2 and be eligible to apply for entry to the General Medical Council (GMC) Register.

Having successfully completed the 6-month programme as a Medical Support Worker, candidates will be guaranteed a place on the CAPS Scheme.

Job Particulars

Job Title	<i>Medical Support Worker</i>
Pay Band	<i>AfC band 6</i>
Location	<i>Newham University Hospital</i>
Contract Duration	<i>Fixed-term for 6-months</i>
Reports to	<i>Clinical Lead and Training Programme Director (TPD) for Return to Practice</i>
Responsible to	<i>Divisional Director</i>

1. Job Purpose

This role has been developed in recognition of the valuable skills and experience that Refugee Doctors have to offer to the NHS. The role is designed for Refugee Doctors who are qualified medical practitioners in their country of origin but unable to practise currently as a doctor as they are not registered on the GMC Medical Register and fulfilled the requirements for professional licence to practice in the UK.



Through programme clinical placements, the Medical Support Worker will work within a multi-disciplinary team of healthcare professionals including nursing staff, pharmacists, allied health professionals (AHPs) and medical staff. The post holder will undertake a range of essential routine tasks under supervision and delegated authority of the relevant consultant in charge of the clinical area in which you are assigned. The post holder may be required to work flexibly in a shift pattern.

Underpinned by an appropriate package of educational support, this role will offer the post holder the opportunity to use their knowledge and skills to contribute to the care of patients in a range of clinical specialities at Newham University Hospital as an important and valued member of the NHS workforce.

The post holder will be fully inducted into the role of Medical Support Worker, including a formal learning and skills needs assessment and access to the training required to safely undertake the role. The post offers the opportunity to practice and demonstrate Foundation level competencies, to be used as part of a portfolio development plan to support entry onto the Clinical Apprenticeship Placement Scheme (CAPS) and a future application for a UK licence to practise.

2. Main duties, responsibilities and results areas

Professional/Clinical

- Carry out assigned duties and tasks under the direction of the doctor with whom they are scheduled to work, ensuring that the care is of a high standard.
- Assist clinical staff to carry out duties in the delivery of patient care
- Undertake clinical procedures such as taking and recording clinical observations and completing relevant documentation such as taking blood samples, blood cultures, venous blood gases, insert and flush peripheral cannula, perform ECGs
- Accompany senior medical staff on ward rounds, list jobs, scribe in patients' medical records, complete tasks and collate results and present to the directing doctor or consultant
- Perform diagnostic/therapeutic procedures, subject to training and experience
- Communicate with medical and other clinical staff and support prompt completion and transmission of discharge summaries once deemed competent by supervising consultant
- Undertake relevant refresher training for clinical procedures
- Collect data about care performance e.g., for clinical audit
- Record and present findings in a manner consistent with local policies and procedures
- Assist in clinical emergencies
- Take an active part in all required mandatory training and induction, and in particular undertake training in maintenance of infection prevention and control procedures, when and how to use Personal Protective Equipment and the rules regarding management of patients with confirmed or suspected CoVid19



- Maintain knowledge of and work in accordance with trust policies, procedures and protocols
- Prioritise own workload as directed by senior staff

Operational

- Ensure that any complaints, questions or queries from patients are reported immediately to the supervising doctor or nursing staff
- Report accidents/incidents immediately to the nurse in charge
- Identify themselves to patients and staff as Medical Support Worker and not as a doctor to avoid confusion and misunderstanding

3. Additional Information

Health and Safety at Work Act

- The post holder is expected to undertake the appropriate management responsibilities, and be aware of individual responsibilities in accordance with the Trust's Health and Safety policy and report as necessary, any untoward accident, incident or potentially hazardous environment. The post holder will promote and implement the Health and Safety Policy. The Trust operates a No Smoking Policy.

Infection prevention and Control

- To adhere to Trust policy and infection control principles and standards to minimise patient risk and ensure high quality patient care.
- Undertake appropriate training and practice to ensure you (and your teams) have the right skills and are competent.
- Are responsible for keeping the environment clutter free, clean and raising issues of concern in the interest of staff and patient safety.
- Ensure high cleaning standards to prevent infection and increase patient's confidence

Confidentiality

- The post holder has a responsibility to maintain confidentiality and adhere to the organisation's policies and procedures. Safeguarding of children and vulnerable adults
- During employment the postholder has a responsibility to safeguard children and vulnerable adults.

Information Management/ Data Quality

- The post holder must ensure that records are documented, secured, stored and disposed of appropriately and in accordance with the relevant legislation. Freedom of Information
- The post holder must be aware that any information held by the organisation in theory could be requested by the public, including emails and minutes of meetings. It is therefore essential that records are accurately recorded and maintained in accordance with the Trust's policies.

Equal Opportunities

- The post holder must at all times carry out responsibilities and duties with due regard to the Trust's Equal Opportunities Policy.

Disclosure and Barring Service

- All applicants who are offered employment will be subject to a criminal record



check from the Disclosure and Barring Service before the appointment is confirmed. Travel to other sites

- May be required to travel to other locations

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e., line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant (October 2002). www.nmc-uk.org/

Person Specification

Domain	Essential Criteria	Desirable Criteria
Immigration status	Refugee status (in accordance with the Home Office regulations). Hold Right to Work status	
Language requirement	Achieved PLAB 1 Met the GMC minimum language requirements. Equivalent to a grade B in Occupational English Test (medicine) or an average mark of 7.5 in IELTS (with no single section scoring below 7)	
Residency location	Required to currently live within the London or Greater London area	
Qualifications	Educated to degree level in a relevant medical discipline in a non-UK setting. Hold a primary medical qualification recognised by the General Medical Council (GMC)	Post graduate qualification in specialist subject or previous experience in a registered medical role in a non-UK setting
Experience and Knowledge	Previous experience in a registered medical role in a non-UK setting. At least one year of experience of working as a doctor in the country in which they gained their primary medical qualification Achieved PLAB 1	
Skills, Capabilities and Attributes	Reflect on own practice and learn from it	



	<p>Excellent communication skills Recognise the limits of practice that they must always comply with, notwithstanding any previous role they may have had as a fully registered doctor</p>	
<p>Values and Behaviours</p>	<p>Commitment to and focus on quality, promotes high standards to consistently improve patient outcomes. Values diversity and difference, operates with integrity and openness Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others Works well with others, is positive and helpful, listens, involves, respects and learns from the contribution of others Enthusiastic and self-motivated</p>	

Evidence will take place with reference to the following information:
 Application form, Interview and Role Play

