Medical Training Initiative

Information for partnering institutions

Brief introduction

For 40 years the Royal College of Physicians (RCP) has been running successful sponsorship schemes to support well-qualified and highly recommended international medical graduates (IMGs) seeking clinical training placements in the NHS. The current scheme, the Medical Training Initiative scheme (MTI), was set up six years ago and has grown considerably over the past 12 months, with 50% more applicants accepted to the scheme in the past 12 months than in the previous year. The RCP’s scheme is the largest of all the Royal College initiatives. The scheme facilitates full GMC registration and Tier 5 visa sponsorship for training in the UK for up to two years.

Candidate requirements/ eligibility

- Have a primary medical qualification recognised by the General Medical Council
- Have a postgraduate qualification (eg MRCP part 1 or MD or higher specialty training)
- Have three years clinical experience post qualification (including one year internship and at least one year in the specialty in which candidate wants to train whiles in the UK)
- Passed the academic version of the IELTS in the last 2 years with a minimum scores of 7.5 overall and 7.0 in each category
- Been in clinical practice for 3 out of the last 5 years including the most recent 12 months
- Possess the skills, competencies and understanding of medicine at least equivalent to a UK graduate at the end of their core medical training (CMT)

Partner institutions

The role of partner institutions is to help identify suitable candidates by advertising the scheme locally, nationally and in some instances regionally and taking part in the interviews. The partner institution also helps to get an insight into the postgraduate structure in the country and how the scheme will benefit trainees from that country. The visa available for trainees is the Tier 5 Government Authorised Exchange visa which allows training for only 24 months after which the candidate will have to return home. The scheme works best where candidates have a job to return to after their training in the UK and the home institution or government has regulations in place to encourage this.

Posts

It is important to note that the posts we recruit into are “normal and ordinary” NHS training posts, most of which include general medicine as well as specialty. Most posts require being on call at night and for general medicine. Training is uniform throughout the UK so from the training point of view this is not a problem. The candidates will be working to exactly the same rotas and standards and share the same training opportunities as UK graduates. They are paid standard NHS salaries. We ask trusts to provide a run in period of up to 3 months to allow acclimatisation to the NHS before they assume their full responsibilities.
**Application and interview process**

Adverts for MTI interviews usually go out about 3-4 months before interviews take place. The RCP will provide the advert to the host institution to circulate. All interviews take place in the host country. Applicants have to complete an application form and return with a copy of their CV to mti@rcplondon.ac.uk. Shortlisting is then done by the RCP.

At the interview there are usually 2 – 4 panel members, at least 1 UK consultant and 1 local consultant, where possible a doctor who has had experience of working in the UK. The interview is in 2 parts, the first part assesses communication and clinical skills. The communication aspect is typically about breaking bad news. The second part of the interview focuses on CV and suitability for the MTI scheme and the level of post that they are suitable for (CMT/SHO, ST3/ registrar, ST5/ senior registrar) and the specialty or rotations that they are interested in. Sometimes it is necessary for candidates to start at a lower CMT level for the first six or 12 months and then progress to a higher level.

Requirements for interview: 2 rooms, one for interviewing and the other for briefing candidates prior to the interview. We will also require photocopying facilities and access to the internet.

**After the interviews**

All successful candidates are informed within two weeks of the interview. If posts are available immediately, candidates are matched straightaway if not then candidates are placed on a matching database and matched when posts become available. Sometimes the wait can be up to 12 months or more depending on the specialty.

Once the candidate has been matched to a post the hospital/Trust will conduct an interview either via phone or skype to make sure that the candidate is suitable for the post and vice versa. If the candidate is successful at this interview then the RCP will process the paperwork for GMC registration and Tier 5 visa. It usually takes between 3 – 4 months from when the candidate has been accepted by a hospital/Trust to arrival in the UK.
What we offer candidates

Once the candidates arrive in the UK to start the post the RCP offers the following:

- Induction to working in the NHS
- Annual MTI day with postgraduate lectures at the RCP
- Free access to e-portfolio – this is an electronic system for assessment of competences and skills, used by UK trainees
- Free associate membership of the Royal College of Physicians
- Diploma in UK Medical Practice on successful completion of 12 – 24 months training

The candidate should also have an allocated educational supervisor within the hospital/Trust and should have regular feedback from this individual. Candidates are also encouraged to take the MRCP (UK) and Specialty Certificate Examinations, where possible.

All candidates are permitted under the Tier 5 visa to bring their dependents (spouse and children) with them for the duration of their training. Spouses are permitted to work. Please see the UK visa and Immigration website for me information - https://www.gov.uk/tier-5-government-authorised-exchange