



INDO-UK TRAINING FAST TRACK PROGRAM FOR POSTGRADUATE DOCTORS

WELCOME MESSAGE



Dr Ramesh Mehta
President - BAPIO



Prof Parag Singhal
Executive Director BTA,
Chair of Indo-UK Programs

We are delighted to announce the launch of latest BTA initiative; Indo-UK program for Postgraduate Doctors. This special scheme will enable doctors holding Indian PG qualification in different specialities to obtain further training in the UK promoting professional and clinical excellence which are the core principles of BAPIO Training Academy.

This scheme ensures quality training along with mentoring, pastoral care and medical defence protection upon arrival to the UK. A big advantage of this programme is the enrolment in a Diploma/Masters course at the University of South Wales. This is to provide an opportunity to the doctors to acquire extra skills in their chosen speciality, medical education or medical leadership. We are pleased that the GMC has granted sponsorship status to BTA, thus simplifying the process for obtaining PLAB exemption and the GMC registration.

Finally, selection of the doctors for training will be matched with the position available in a UK hospital so that after 3 to 6 months of training/induction in India they will be able to come to the UK to join a middle grade/registrar level post, which will also be beneficial to the NHS. We look forward to welcoming many trainees to the UK.



Dr. Shashank Vikram
Consul General of India,
Birmingham

India and UK is an unbeatable combination in Healthcare. This mutually beneficial BTA initiative of Indo-UK for Postgraduate doctors will be extremely conducive to the medical professionals of both the countries for enhancing their skills. Similar to the other programmes initiated by BAPIO training academy, this course will also help in strengthening healthcare bridges and will deepen the collaboration in healthcare services especially when COVID-19 pandemic has brought healthcare to center stage, and the need for collaborations has been realized by all stakeholders more than ever before. Even in this unprecedented crisis the India-UK healthcare partnership has proven to be beneficial to all humanity, as is evident by Oxford-AstraZeneca-Serum Institute of India vaccine, which today through the 'Vaccine Maitre initiative of the Government of India has brought help and solace to countries around the world. My heartiest wishes to BAPIO training academy for this programme which I am sure will provide both the economies a high-quality, longer-term, value-added collaborations of enduring benefit.



Prof. Martin Steggall
PVC University of South Wales

We are delighted to be welcoming our clinical colleagues from India, and look forward to continuing this International collaboration in partnership with BAPIO. While hosting the visitors, the University of South Wales (USW) is pleased to be able to offer our facilities and expertise to support their educational development. USW has one of the most modern and extensive clinical simulation suites in the UK, providing 'safe' learning experiences that enhance clinical training. By using these facilities, the visiting clinicians will be able to develop and hone their decision-making.



Prof. Davinder Sandhu
Chair of Quality Assurance

This is a unique opportunity for Indian doctors holding PG qualifications to gain higher training in the UK to enhance their skills in medical leadership, clinical medicine and research. I feel privileged to lead the quality team for such a unique course.



INTRODUCTION

The NHS is one of the best healthcare systems in the world and offers world-class training. However, in recent years, the NHS has seen an acute shortage of trained medical staff with direct consequences on patient care and training.

The existing COVID-19 scenario has only exacerbated this problem and brought to light the urgent need for medical staff, now more than ever. Presently, the NHS is trying to fix the workforce problem, in part, by employing temporary staff at premium rates, imposing significant cost pressures, and is thus a poorly coordinated stop-gap service.

The Office for National Statistics has shown a near 100% rise in locum doctor use by NHS hospitals in England between 2009 and 2015 and according to NHS Improvement, in 2015 there were over 16,000 locum doctors working in NHS hospitals in England, costing approximately £1.3 billion between 2015-16. It's no secret that the NHS needs a stable and trained workforce that is financially sustainable.

There are significant shortages of doctors at the middle-grade level in certain specialties across the NHS hospitals. This offers an opportunity for international doctors to experience and benefit from UK postgraduate medical training.

The BAPIO Training Academy (BTA) has developed a training project in collaboration with the University of South Wales, that has the potential to develop a steady pipeline of competent, experienced doctors on a medium-to-long-term basis.

While the UK has vacancies, India offers highly skilled postgraduate doctors who are capable of bridging the gap at the middle-grade level in return for training opportunities in the NHS. They can provide competent middle-grade support to clinical work while they gain excellent experience and training.

We believe that this is a far more rational approach compared to the use of resources for agency locums, and is as beneficial to the UK as well as it is for the developing host country, India.

ABOUT THE SCHEME

India has a large pool of well-trained and experienced doctors, having completed their medical training in English, and holding postgraduate qualifications. These doctors can benefit from a period of specialist training in the NHS before returning to India to continue their medical careers. However, there is a clear need to create a seamless process that enables these doctors to quickly integrate the NHS culture.

The proposal is to recruit doctors holding postgraduate qualifications from India for additional focused training first in India and then in the UK. The trainees will undergo 3-6 months of intensive training in their chosen specialty at selected Indian hospitals in India. The training will include enrolment in a UK university masters/diploma course relevant to their preferred specialty along with ongoing induction to the NHS working environment by trained local and UK faculty.

Once these doctors achieve desired competencies in accordance with the GMC criteria and qualify their English language proficiency tests (IELTS or OET) they will be ready to work in NHS hospitals at the registrar level.

BTA plans to bring these doctors to the UK under Tier-2 and apply for a sponsorship scheme to avail of PLAB exemption.



KEY POINTS

STEP
01

Selection of postgraduate doctors from India

Doctors from India with postgraduate qualifications and who have completed their medical training in English seeking NHS experience at higher specialist levels will be selected commensurate with their experience.

Enrolment in a UK University Masters or Diploma Program

These doctors will be enrolled in a UK university master or diploma program in their respective specialties or in an MBA (Healthcare) program.

STEP
02

STEP
03

Supervised training in India and the UK

They will receive supervised training in Indian hospitals for 3-6 months (instead of the usual 12 months) after which they will arrive in the UK on a Tier-2 visa, subject to them achieving clinical competencies. BTA plans to have sponsorship for full GMC registration.

UK employers will handle relocation and induction

They will join a planned NHS hospital at the registrar level. The specific terms & conditions for their job and training opportunities for these doctors from India will be at the same level as for local trainees at the ST-3/ST-4 level.

The UK employers will be responsible for relocation and induction programs or packages as set out in Schedule-1 to support the international trainees.

STEP
04

STEP
05

Clinical and educational supervision

The local deanery will provide a certificate of satisfactory progress and completion of training at the end of the training period (usually 2 years). In addition, all international trainees will receive regular appraisals from their allocated educational supervisors in line with the college and deanery guidelines.

Certificate of Completion of Training issued by BTA and hospital after 2 years

In addition to their local education and clinical supervisors, each international trainee will also receive a college-appointed mentor (there is no college appointed mentor for Tier-2) and a named BAPIO consultant as a mentor for the duration of their training.

STEP
06

RECRUITMENT PROCESS

Step 01 - Identifying vacancies

- The NHS employers will identify vacant training positions and advise BTA of the level, specialty, and location of each vacant position.
- NHS employers will also provide the necessary job descriptions.
- BTA will use these job descriptions to allow for quality control measures before these vacant positions are accepted as suitable for international trainees.
- Once accepted, additional details will be provided to BTA for sharing with its partner institutions (medical schools & universities) in India.
- The partner institutions, using the stringent quality control measures laid down by BTA will identify suitable candidates for these vacancies.

Step 02 - Interviewing shortlisted candidates

- The Indian partner institutions will shortlist candidates from the pool of applicants according to the programme requirements.
- Interviewers from BTA along with representatives from the deanery and employing trusts will visit the Indian partner institutions to conduct face-to-face interviews of the shortlisted candidates.

Step 03 - Preliminary training in India

- Selected candidates will be enrolled in an intensive training programme that will last between 3-6 months.
- Simultaneously, candidates will also be enrolled in an additional diploma or master's programme conducted by the University of South Wales.

Candidates have to pay the GMC registration fee. BTA will provide the sponsorship .

Step 04 - GMC registration

- After the candidates achieve the necessary competencies, they will be recommended for GMC registration.
- The host Trust will arrange for a final format interview and offer the appropriate positions to the candidates.
- BTA will complete all the necessary sponsorship documentation for GMC registration.
- The candidates will apply for GMC registration through routine processes.

Step 05 - Visa

- Once candidates receive their invitation for their identity check from the GMC, they can start their visa application.
- In order to hasten the process of recruitment and to bring to the NHS experienced and competent middle-grade doctors, the Trust will offer the candidates Tier-2 visas.



BENEFITS TO THE CANDIDATES

- Access to a quality training program with the possibility of a smooth career progression.
- Secure an additional qualification in the specialty of their choice or to enroll in a world-class MBA in Healthcare Management.
- Clinical training and formal induction in the NHS culture and governance.
- Pastoral care and mentoring from BAPIO.
- Support for employment and conduct issues from Medical Defence Shield.
- Possibility of a continuing career in the UK or the option to return home with world-class qualifications and experience.

BENEFITS TO THE GMC AND DEANERIES

- Reduce administration cost in international recruitment.
- Supporting high-quality workforce recruitment for the NHS, specifically in shortage specialties.
- Secure the quality and governance of internationally recruited doctors.
- Increase overseas influence.
- Promote an international network to support the quality of education, good practices, and patient safety.
- Support equality and diversity in the NHS.
- Assist in reducing differential attainment.
- Back provision of trainees in remote areas, i.e Scotland and Wales.





BENEFITS TO THE EMPLOYING HOSPITAL TRUSTS

- Financial benefits to NHS hospitals/community trusts as they get access to a steady pipeline of competent middle-grade doctors on a medium to long term basis, thus reducing their expenses on locum doctors.
- The doctors will receive intensive training during their time with the Indian partner institutions, making them ready to start work at the middle-grade level in NHS hospitals with just a short induction programme.
- The doctors will also complete their assessment of competencies during their training in India.
- The arriving doctors will receive an induction in NHS culture, so they will be less likely to face issues related to communication, behavior, or disciplinary issues.
- The doctors will go through a much more seamless recruitment and immigration process because they'll be awarded Tier-2 visas.

FINANCES

The fee charged to the selected candidates

- BTA will charge a nominal fee for the Indian part of the training and for enrolment into the university diploma or master's programme.
- No fee will be charged from the candidate for posting in NHS hospitals.

The fee charged to the hospital trust

- BTA will charge a flat fee of £3,000 to the hospital trust once the trainees join the position.
- This is to cover the cost of the membership to the Medical Defence Shield (MDS) and BAPIO.
- This fee includes the cost for cultural induction, pastoral care, educational supervision, and administrative cost.

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