



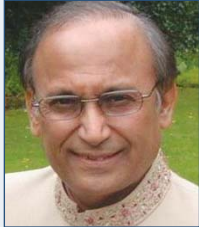
# HARMONY

The e-newsletter of BAPIO

British Association of Physicians of Indian Origin

Volume 5 Issue 2 September 2010

## MESSAGE FROM THE PRESIDENT



It has been a pleasure meeting many of you during MDS Road shows all over the country. The second phase of MDS was launched in Manchester on 31st July 2010. This Phase provides 'indemnity' cover to GPs and Dentists. We are grateful to the Chairman of BIDA Dr Bachi Sarker and the Secretary of IMA Dr Anita Sharma for their support to MDS. Indemnity cover is now also available for Consultants.

In July, under the banner of the White Paper "Equity and Excellence: Liberating the NHS" the coalition government unveiled a programme of dramatic change to the National Health Service. At BAPIO we are discussing if this White Paper opens the door to the comprehensive privatisation of healthcare and the end of the NHS as a national service, or the way forward to free the health service from bureaucracy, put family doctors in the driving seat and hand power to patients. The consultation ends on 11<sup>th</sup> October.

An inappropriate number of International Medical Graduates continue to be referred to the GMC. They are also the subject of the worst outcomes. The GMC is not making satisfactory progress to rectify this situation. We are planning to take it up again with the GMC. BAPIO is concerned about the Government suggestion that the GMC should continue its adjudication as well as its investigative functions.

The GMC is moving on with implementation of its revalidation agenda and responsible officers (RO) are likely to be in post across the country by January 2011. BAPIO has expressed its concerns and suggested that the RO's should not be Medical Directors.

The Government's management of medical manpower continues to be disastrous. On the one hand there is a major shortage of middle grade doctors all over the country and on the other hand the Government has imposed a new immigration cap. We hope wiser counsel will prevail and the Government will reconsider medical immigration which is fair to the NHS as well as to International Medical Graduates.

The re-launching of our Welsh division in Cardiff, and our North East division in Newcastle were a great success. Thanks to Mr. Keshav Singhal and Dr Has Mukh Shah from Cardiff and Dr Sethu Wariyar and Dr Nandu Bhatt from Newcastle

Dr Ramesh Mehta  
President- BAPIO

## WALES DIVISION REVITALISED

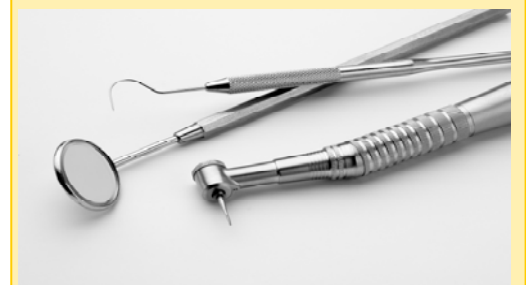


Dr Ramesh Mehta, Dr Has Mukh Shah, Dr Ashish Wagle and Mr Keshav Singhal (LR)



The Second Phase of Medical Defence Shield was launched on 10th July 2010 in Manchester. This phase offers the indemnity cover that is popular with GPs. MDS is a unique service for doctors and dentists. Its comprehensive package includes advice and legal protection, tailored to the requirements of the modern medical professional. Partner organisations of MDS include BAPIO, Lockton International (Largest independent Insurance Broker), Amicus Legal (Leading Legal expenses Insurance Company) and Linder Myers (long established firm of Solicitors). For more information visit [www.mdsuk.org](http://www.mdsuk.org).

## INDEMNITY COVER FOR GPs AND DENTISTS



Indemnity cover for doctors and dentists is now available from Medical Defence Shield.

## PAKISTAN FLOOD DISASTER APPEAL

The deadliest floods in Pakistan's history have left the country in tatters. The three week's disaster has affected 20 million people, and has destroyed crops, infrastructure, towns and villages. Without a doubt this may also lead to the serious possibility of epidemics to add to the suffering. BAPIO, at times of disasters, has endeavoured to play its part. Support at this hour of trial for Pakistan will be very much appreciated. To ensure that support and donations are used effectively and properly we have joined hands with the All British Pakistani Doctors Forum.

Please send your donations to:

**All British Pakistani Doctors Forum**

**ABPPA : Barclays Bank**

**Sort code: 20-49-76**

**Account Number: 737 709 82**

Please Mention BAPIO in your message and

if possible inform the BAPIO office [admin@bapio.co.uk](mailto:admin@bapio.co.uk)



Service for doctors and dentists by doctors and dentists

[www.mdsuk.org](http://www.mdsuk.org)

**MEDICAL DEFENCE SHIELD**

MDS Contact

Tel: 01234 - 330243 / 212879

email: [info@mdsuk.org](mailto:info@mdsuk.org)

# BAPIO Young Doctors Forum

## GETTING PUBLISHED: WHAT YOU NEED TO KNOW



British Association of Physicians of Indian Origin is a national voluntary organisation which was formed in 1996. Its aims have been amongst many to help members achieve clinical excellence, allow professional networking and liaise with statutory and other organisations to improve the delivery of health care.

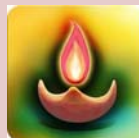
### BAPIO YDF Educational Events

The Young Doctors Forum of BAPIO are organising the next educational event "Getting Published: What you need to know" in Manchester in early 2011. This event has been organised in Cambridge and London in the past and received positive feedback from delegates. If you would like more information about the Manchester event or want to share your ideas and suggestions regarding future events and workshops of the Young Doctors Forum, please email Dr Abrar Hussain, Chair BAPIO YDF at [abrar71@yahoo.com](mailto:abrar71@yahoo.com)



## NEWS IN BRIEF

### BAPIO DIWALI CELEBRATIONS



## 20th November 2010 Bedfordshire

Regional Divisions will be planning such celebrative events in their relevant local areas. Please contact the Chair or Secretary of BAPIO Divisions in your Region.

## British Association of Physicians of Indian Origin

National Conference

## Glasgow, Scotland, 27th Nov 2010

### 'Protecting Patients and Supporting Doctors'

Key Note speaker: Dr. Harry Burns, Chief Medical Officer for Scotland

#### Provisional Scientific Programme

##### Protecting Patients

- Patient is always first!
- Patient Safety and Medical Errors Concept
- Coaching and Mentoring for Success
- Panel Discussion

##### Supporting Doctors

- Why Doctors get in difficulty
- Medical Defence Shield - a New Unique Concept
- Panel Discussion

Venue: David Lloyd Club West End between 1300 to 2200 hrs

AFTER THE SUCCESS OF  
RAFI RESURRECTED, REMEMBERING NUSRAT AND SIMPLY RAHAT..



SUN 24 OCTOBER

De Montfort Hall  
Leicester  
6:30 pm  
Tickets: £20 - £45  
Box Office: 0116 233 3111  
Online Bookings: [www.demontfort-hall.co.uk](http://www.demontfort-hall.co.uk)  
booking fees apply

MON 25 OCTOBER

Symphony Hall  
Birmingham  
7:30 pm  
Tickets: £15 - £55  
Box Office: 0121 780 3333  
Online Bookings: [www.thsh.co.uk](http://www.thsh.co.uk)  
£2 fee for phone and web bookings

FRI 29 OCTOBER

Royal Festival Hall  
London  
7:30 pm  
Tickets: £15 - £55  
Box Office: 0844 847 9910  
Online Bookings: [www.southbank-centre.co.uk](http://www.southbank-centre.co.uk)  
booking fees apply

SUN 31 OCTOBER

Philharmonic Hall  
Liverpool  
7:30 pm  
Tickets: £15 - £55  
Box Office: 0151 709 3789  
Online Bookings: [www.liverpool-phil.com](http://www.liverpool-phil.com)  
booking fees apply



For further information visit: [www.saregamevents.com](http://www.saregamevents.com)



Unique  
Service for GPs and  
Dentists

join  
MEDICAL DEFENCE SHIELD

# BAPIO response to Medical Training Initiative

## Background:

Many doctors from all over the world have previously come to the UK for training under the Permit Free Training (PFT) arrangement. In March 2006, the Department of Health (DoH) changed their policy which led to thousands of Doctors from non-EU countries having to leave the UK. Subsequent to the mass exodus of non-EU doctors, together with the overhaul of medical training by the MTAS, there is again a shortage of doctors in the UK. This was further compounded in August 2009 with the implementation of the European working time directive which restricted the number of hours junior doctors could work.

## Current situation

There are two main categories of job available for doctors in the UK, training jobs and service jobs. Although these jobs look the same on paper, there is a substantial difference in career progression. Of the many vacancies advertised overseas, most are non-training jobs for service. There are a small number of training positions available throughout the UK for non UK/EU doctors.

It would be correct to state that the demand of the NHS is for doctors to fill service jobs, and not training positions.

There are currently two main routes for non-EU nationals to work in the UK: Tier 2 work permits and Tier 5 work permits.

Tier 2 (Sponsored Skill Workers) is for doctors coming to the UK for service provision and is as such sponsored by individual trusts. On rare occasions they can take up a training post if there is no EU doctor available for the post, and if the deaneries support such an application.

Medical training initiative (MTI) comes under Tier 5 (Temporary Migrant Workers) and this is for overseas doctors who are coming to the UK for up to two years at a time. These posts are recognised for training by various deaneries. There seems to be no indication of numbers involved as the DoH believes that workforce planning is not required in employing these doctors, as these jobs do not offer any permanent career prospects in the UK.

To be recognised outside the UK, training must usually be completed in full and result in the CCT (Certificate of Completion of Training) or entry into the specialist register of the GMC. As training to CCT standard in specialities takes anything from 8 to 10 years, it is unlikely that any doctor will achieve this via the MTI route.

Even for doctors recruited under Tier 2, or those already on HSMP/Tier 1 visas issued after February 2008, the visa carries an endorsement stating 'Not valid for doctors in training'. For these doctors to successfully obtain a training post is the exception - only when there is no UK/EU applicant available to recruit.

There is, therefore, no current visa category that allows non UK/EU doctors to progress in a career leading to CCT/Specialist Registration.

## Scope of MTI

The term 'Medical Training Initiative' does mislead junior doctors into believing that these posts will lead to a recognised Specialist qualification. The new initiative may be detrimental to the careers of those junior doctors who do not have Specialist accreditation in their home country. Individuals should be made aware that a brief period of training / service, even if this means obtaining membership examinations like MRCP or MRCPCH, may not allow them specialist accreditation, as membership examinations alone without higher specialty training and entry into the Specialist register in the UK are not recognised in India, or many other countries.

While doctors recruited under MTI may gain some skills, it is unlikely to fulfil their career aspirations as this stint does not lead to specialist accreditation either in the UK or in their parent country.

## International recruitment

According to the code of practice for the international recruitment of health professionals published by the DoH in 2004, there has to be explicit government to government agreement before developing countries are targeted for recruitment of healthcare workers. These rules are also applicable to the agencies recruiting on behalf of the NHS. This agreement only affects the government actively recruiting from countries such as India, but does not prevent individuals from applying for positions of their own accord. The current recruitment drive in India has not been explicitly discussed with the Indian Government, as has been laid down in the code of practice despite widespread advertising and recruitment in India.

All active international recruitment must be with agreement of both governments involved and follow the DoH code of practice.

**Quote from BBC 1 June 2010 Story By Michael Buchanan BBC News, Radio 4's The World At One**

### Doctor shortage sees new recruitment drive in India

The dearth of doctors has been recognised by the Department of Health. Ramesh Mehta was asked to help recruit more junior doctors from India. The World at One has learned that it approached the British Association of Physicians of Indian Origin (BAPIO) seeking its help to recruit several hundred junior doctors from India.

BAPIO agreed to help the government - as long as the Indian medics were allowed to stay and get training for between three and four years, rather than the two year limit currently in place. Dr Ramesh Mehta, the President of BAPIO, stressed the importance of allowing the Indian doctors enough time to get proper training in the UK, rather than simply using them to plug holes in rotas. "The Department of Health said its hands are tied," said Dr Mehta.

"The problem is at the Home Office. The Department of Health is very much willing to extend this [visa] period, but (they are saying) that the block is at the Home Office." Having failed to get the changes it was looking for, BAPIO refused to help the DoH.

## BAPIO position

**BAPIO** recognises that these short term jobs under MTI might benefit people who have personal reasons to accept these jobs. Jobs may be tailored to suit individual training requirements, and may benefit senior doctors who would like some focussed training in a particular field. The obvious advantage is that individuals have a job prior to arriving in the UK. That said, BAPIO has concerns about the mechanisms of mentoring, support and monitoring of trainees who might arrive in the UK on MTI as there is no statement or policy regarding this that is available for scrutiny. MTI also does not figure in the DoH's workforce planning.

**BAPIO** understands, and is sympathetic to, the UK's need to recruit doctors from overseas but it does not wish to see a generation of non-EU, sub-consultant grade doctors in the UK because of the potential flaws in the process. The DoH must recognise the need to be honest and fair in this process and avoid exploitation of the medical workforce from the developing world to fill in service gaps in the UK NHS. Once doctors are recruited by the NHS, they should be able to progress solely based on merit. This should be complemented by sensible workforce planning.

## BAPIO Proposals

- The DoH should discuss the recruitment initiative with the Government of India and BAPIO, as mentioned in the code of International recruitment.
- Doctors contemplating a move to the UK should be able to qualify at Consultant level based solely on merit, **even** if this means that these individuals cannot take up a permanent position in the UK after obtaining CCT. There is a precedent to this suggestion. In the 1990s in the NHS there was a provision for Visiting Training Number (VTN).
- The Medical Training Initiative (MTI) could continue for a small number of senior doctors who would like speciality experience with the provision that:
  - The terms of visas and job contracts should be clear and transparent. BAPIO could assist with this.
  - MTI is a misnomer and it should be renamed. Examples: "NHS Speciality Experience" "NHS Medical Experience"

**BAPIO understands the requirements of the NHS as well as Indian doctors and is keen to assist in a "win win" situation.**



# MDS newsletter is published

The **Medical Defence Shield** team launched its first newsletter *'The Shield'* in July 2010. An electronic copy will be distributed to members of MDS on a regular basis and will feature a case study drawn from the experience of the medico-legal advisers working with MDS.

Dr Paul Lambden, one of the medico-legal advisors said, "It is not designed to frighten but to give pause for a moment's thought to help avoid the prospect of an error when such a patient turns up in the surgery, the A&E department or the hospital consulting room." The aim of *The Shield* is to help readers decide what went wrong that can save them from a potentially significant problem in the future. Its thought provoking contents with case study and comments are written by experts in medico-legal issues from the MDS advisory team.

## NEW BOOKS: "Against the Odds" and "Turning the World Upside Down"

NHS Manchester has recently published a book on the role of black and ethnic minority (BME) clinicians in Manchester since the creation of the National Health Service (NHS) in 1948. Professor Rajan Madhok, who is Chairman of BAPIO and the Medical Director of NHS Manchester, had commissioned the book and commented: "This book is a tribute to the large numbers of BME clinicians who have made major contributions to health services, and a unique resource charting, as it does, not only the experiences of doctors but also nurses. The role played by the latter has not always been recognised or celebrated. Although we have become more aware of racial equality issues and things have definitely improved over the last few years, there is a lot more to do still to ensure that the NHS becomes a true meritocracy."



*Against the Odds* by E Jones and S Snow is distributed by Carnegie Publishing



Lord Nigel Crisp, former Chief Executive of the NHS, has published a book entitled "Turning the World Upside Down.". It is an excellent introduction to global health issues. Prof Rajan Madhok, Chair of BAPIO, Lord Crisp with his book, with Dr Ramesh Mehta, President of BAPIO, and Prof Jonathan Montgomery at BAPIO's Annual Conference in February. *Turning the World Upside Down* can be ordered from RSM Press/Hodder Education.

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 2009-2012

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- Send your feedback and suggestions to office@bapio.co.uk

## BAPIO Annual General Meeting 2010

The Annual General Meeting of the British Association of Physicians of Indian Origin will be held on Saturday, 9th October 2010 in Bedford.

BAPIO's 'THINKTANK' is an advisory forum and meets before the AGM to reflect on major policy and development issues to provide advise to the Executive Committee.

This year BAPIO's Grand Advisory Council will meet. It will include senior members of Speciality organisations, of Indian origin, and will explore co-operation and joint working opportunities.



Dr Subhash Kanungo, Hon treasurer and Dr Ramesh Mehta, President. Dr Satwinder Basra Presenting reports at AGM 2009

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