



"Motivation is everything. You can do the work of two people, but you can't be two people. Instead, you have to inspire the next guy down the line and get him to inspire his people." -Lee Iacocca

PRESIDENT'S MESSAGE



It seems that the Indian summer is here! The medical politics is heating up too. MTAS is in shambles! It has once again exposed the problems in workforce planning of DH. We have managed to create ripples on Prof Templeton's "shocking" email to Prof Dame Carol Black suggesting that the 'major purpose' of the Modernising Medical Careers (MMC) was to 'identify' UK graduates and that one of the failings of the application process was that it was incapable of doing so. Professor Templeton reassured us that his comments were misinterpreted and Prof. Dame Black was gracious in offering an apology for unintentional comments. The BAPIO supported Remedy UK march was a big success and also created heat waves! Thanks to those BAPIO members who attended the march on our behalf.

It was satisfying to see the Secretary of State for Health conceding to BAPIO demand in the high court and giving an undertaking that all doctors who were on HSMP on 5 February 2007 (the closing date for the application process) would be treated at par with doctors of UK and EU. This has been a much needed moral boosting victory for us. The dates for hearing of the appeal has been set to 30th and 31st of October 2007.

We are pleased that our Chairman Professor Raman Bedi has been invited to join the National Clinical Assessment Service (NCAS), Equality and Diversity reference group representing BAPIO. We hope this is an indication of the NCAS commitment to the equality agenda!

Dr Prabhu and I had a very interesting and useful meeting with Dr. Anbumani Ramdoss the Minister for Health, Govt. of India. The details of the meeting are given in this issue. We were impressed by Dr. Ramdoss whose commitment to assist Indian doctors in the UK was noticeable.

We are very conscious about disproportionate disciplinary actions against Ethnic Minority Doctors. In fact we are assisting many doctors who are in difficulty. We continue to have dialogue with the GMC and the BMA on this issue.

Dr Ramesh Mehta
President-BAPIO

Have you paid your membership fee?

BAPIO requests all its members who haven't yet paid the annual membership fee to do so at the earliest. Please arrange to pay by a standing order instruction through your bank so that you don't have to remember in future.

Membership application form can be downloaded at <http://www.bapio.co.uk/>

BAPIO COURT CASE UPDATE

BAPIO had lodged an appeal against the judgement on 2nd March 07.

The date of hearing is now for 30th and 31st October 2007. The appeal will be heard by a bench of three Lord Justices in the Royal Court of Appeal.

We take this opportunity to thank all those who have contributed to the legal fund.

The collections are presently stagnant at about £95,000.

We have yet to reach our initial target. We have a big fight at hand. Please continue to contribute.

-Legal Action Team

www.bapioaction.moonfruit.com



BAPIO meets Indian Health Minister

The Indian Minister for Health Dr Anbumani Ramdoss told BAPIO delegation that he will be personally writing to Rt Hon Patricia Hewitt MP, the Secretary of State for Health in the British Government, asking that Indian trainee doctors should be treated fairly and equally.

BAPIO President Dr Ramesh Mehta and Vice-Chairman Dr Umesh Prabhu met the Minister during his visit to London and updated him with the progress in the legal case that the organisation is pursuing against the Government. The Minister expressed concern on the way Indian doctors are being treated. He said, this also may affect several medical research collaborations between the two countries.



The Minister assured that the Government of India will provide assistance to doctors who want to return to India in finding appropriate jobs. As a part of this assistance he said he will work on getting British training and qualifications recognised in India. He also said if any of our doctors wanted to work in North East India, there are lot of opportunities available immediately and he will personally assist interested doctors.

He mentioned that 6 new All India medical Institutes were coming up. Each of these will be 850 bedded super speciality hospitals and there will be opportunity for doctors returning from UK. The Indian High commission will be coordinating assistance from London.

Dr. Ramdoss explained that there is significant increase in the resources for health sector in India and the quality of health care will be improving fast.

The minister commended BAPIO's work and said GOI will be keen to collaborate with BAPIO for projects in India. Also present at the meeting were the Acting Indian High commissioner Mr.Ashoke Mukerji and Mr. S. Jagadeesan, Minister (Economic) High commission of India.

THE TEMPLETON CONTROVERSY



Prof Templeton has replied to BAPIO saying that his comments had been misinterpreted and that he had not meant to be discriminatory or cause offence to International Medical Graduates.

This was subsequent to a letter from Dr Ramesh Mehta, President BAPIO, expressing shock at a statement which appeared in a letter from him to Prof Dame Carol Black (Chairman, Academy of Medical Royal Colleges) and was posted on the RCOG website. In the letter, he had suggested that the 'major purpose' of the Modernising Medical Careers (MMC) was to 'identify' UK graduates and that one of the failings of the application process was that it was incapable of doing so. This had horrified many international medical doctors who believed this was tantamount to open support for discrimination against non-UK graduates.

Dame Professor Carol Black in her reply to Dr. Mehta's request for comments said, "I am writing to reassure you that the current review of MTAS will not discriminate against eligible international medical graduates and, if any of our statements have given this impression, I sincerely apologise. We know that there are serious weaknesses in MTAS through which many local and international medical graduates have been disadvantaged. We are determined to do everything in our power to rectify this situation." Dr Ramesh Mehta said 'I do not believe the medical royal colleges intended MMC to discriminate against IMGs but I do believe this is the intention of the DOH.'



RCPCH President thanks Indian Doctors at BAPIO York Dinner

Bapio hosted another successful dinner reception at the York spring meeting of the Royal College of Paediatrics and Child Health on 27th of March 07. The chief guest was Dr. Patricia Hamilton, the College President. She was full of praise for the contribution of the Indian doctors to the Paediatrics in UK. Dr Rajeev Gupta welcomed the guest at the Champagne reception. The very authentic Indian food was enjoyed by guests. Cultural programme included beautiful Indian songs in Hindi, Tamil and Malayalam by Dr Jayachandran and Mr Dilip. Guests enjoyed dancing to Bollywood tunes. Dr. Virendra Puri proposed vote of thanks.



BAPIO CHAIRMAN INVITED TO JOIN THE NCAS



The National Clinical Assessment Service (NCAS) promotes patient safety by providing confidential advice and support to the NHS in situations where the performance of doctors and dentists is giving cause for concern.

Chairman of BAPIO, Dr Raman Bedi has been invited to join the National Clinical Assessment Service Equality and Diversity reference group representing BAPIO.

NCAS is a Division of the [National Patient Safety Agency](#) and was established following recommendations made in a report by the Chief Medical Officer for England, *Supporting Doctors, Protecting Patients* (November 1999) and its follow-up, *Assuring the Quality of medical Practice: Implementing, Supporting Doctors, Protecting Patients* (January 2001).

There was concern that tackling problems with medical performance needed specialist skills which were not always available in individual NHS trusts. With so many Black and Minority health care professionals working in the NHS equality and diversity issues are important. To this end NCAS has a high level reference group to advise them on these issues.

Ramesh Mehta, BAPIO's President said, "NCAS has a key role to play in ensuring equality and diversity issues are understood within the NHS. All too often cultural naivety or misunderstanding results in health care professional facing unnecessary conflict or disciplinary action. This leads to disruption of patient care and low morale among the workforce. We are delighted that Raman is joining this important group".

Wanted: Outstanding Physicians who put Patients First



At Moolchand, our aspiration is to emerge as a global benchmark for healthcare. As part of this vision, we are developing our landmark South Delhi campus as Moolchand Medcity – India's largest single site multi-hospital complex (1,500+ beds, 6 specialty hospitals*).

Our vision is born out of our half-century old tradition of caring healthcare recognised for integrity, quality of care, service and innovation. At Moolchand, healthcare has been consistently delivered with a strong foundation of values and charity.

We are inviting physicians and other healthcare professionals to partner with us in achieving our vision and also changing the paradigm of Indian healthcare.

Interested professionals should have a demonstrated track record of excellence, a patient-friendly approach, a protocol-driven mindset and a strong academic orientation.

* General Hospital, Women's Hospital, Heart and Vascular Hospital, Children's Hospital, Cancer Hospital, Orthopaedics and Neurosciences Hospital

TO BECOME A PART OF OUR DREAM AND REALISE YOURS, CONTACT US AT:

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Dukhi's Corner

Last week, our leader asked me to join him to meet the Indian Health Minister. This cheered me up. Unfortunately, the "Dukhi Atmas" have company of bad lucks too! I had to decline his kind invitation as I was unwell. I rang him several times that afternoon to find out how it had gone. Finally, he told me that Dr. Ramdoss would be personally writing to the Secretary of State –our Patricia, telling her Indian trainee doctors should be treated fairly and equally.

But I am still trying to come to the terms with the fact that British Government has decided to make the Commonwealth Countries unwanted and opted to prefer EU nations as closest allies. It is significant historical shift which goes beyond the issue of the treatment of Indian medical graduates in the British-NHS job market. Mind you, we had excellent backing from the India House over the Work-permit issue and I am told I should not grumble.

We Dukhis are prone to behave like a 'Minister without Portfolio'. Anything controversial or sensitive stirs our inner conscious and we go in overdrive in thought and reaction while others simply shrug it off as if it is not their business.

I came across an email that for a moment took my breath away and made me think! It was an email sent by some one in USA asking us why the Indian Doctors are enduring the insults and kick in the teeth in UK, while there are millions in our motherland who need their services. A touch of emotional-'salt in wound' technique! It did force me to question the loyalty and dignity of our fellow professionals. Immediately, I was chocked with sentiments. This, in the middle of the legal battle when we have made some progress, I was lost for a moment!

Suddenly, the face of our lost comrade Dr Imran a medical graduate from Pakistan flashed across my mind and it dawned upon me that the battle is about dignity and respect.

For centuries people have migrated for all kind of reasons across many parts of the globe. India must embrace all of her sons and daughters who explore the world without making them feel somehow that they are disloyal to India. Just until a century ago, people in India had to go through a cleansing ritual if they had ever crossed the sea! We must come out of the isolated shell. Then, there is also some harsh economic realities people have to face in India. Majority from poor background often have to borrow money against their home and farmland, and use it to bribe their way to gain education or employment. I think we are proud of our people who have taken a brave step to immigrate.

'What about the UK graduates?' was a response from some of our own colleagues whose children are facing difficulties in securing training places in the NHS. Well, let us put it this way! The chaos in the NHS is not our fault and the IMGs are demanding equal access to fair competition in the recruitment process. We are not asking for any favours or special treatment. The NHS as an employer and service provider should be encouraged to recruit the best. Why should local graduates fear competition? Well, wanted to get this stuff off my chest so that I can enjoy the Easter holidays with some peace of mind.

By the way, BAPIO needs funds for its legal appeal. I hope you have contributed, if not please do so now or I will be more Dukhi.

Dukhi Atma



Feedback & suggestions to Dr Sajayan (sajayan@gmail.com)

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