

"An appeaser is one who feeds a crocodile, hoping it will eat him last."

Sir Winston Churchill

## PRESIDENT'S MESSAGE



As we pass through the global economic meltdown interspersed with job cuts, redundancies, unemployment and funding problems, it's but natural for us in the NHS to worry, not just about our future but about future patient care. We must work together so the quality of patient care is not compromised.

At this juncture the Chief medical Officer's annual report acknowledging the rampant discrimination against ethnic minority doctors and its adverse impacts is quite noteworthy. Welcoming this extensive report BAPIO offered cooperation and hopes for a partnership working with the CMO's Office to reach our common goals. We also look forward to implementation of the recommendations across the NHS.

The past few months have been very hectic and eventful for BAPIO. The Eastern Division of BAPIO hosted a successful social-networking event led by Dr R. K. Rao, Chair of the Division. We were delighted to welcome the shadow health secretary Hon Andrew Lansley MP CBE as the Chief Guest.

We had two major National conferences energised by the active involvement and participation of all the major stakeholders. The first one was about 'Trainees in difficulty'. It is likely to have a major impact in the way trainee doctors are supported in future. The second conference was about helping consultants in applying for the Excellence Awards in the presence of the ACCEA Medical Director, who happened to be the chief guest.

We have had a very useful meeting with the top brass of the Medical Protection Society, who promised direct access to its services for BAPIO members.

Disproportionate number of ethnic minority doctors being referred to the GMC continues to be a major concern. A BAPIO Team visited the GMC to observe and learn on-site the process of dealing with a complaint, the details of which will be submitted to BAPIO Executive Committee. We continue to have close dialogue with the GMC.

We have been involved in extensive negotiations with the Immigration Advisory Service and other service providers to secure special deals for our members.

I was invited to meet the new Indian High Commissioner, H.E. Shiv Shankar Mukherjee. He was greatly appreciative of the work being done by BAPIO.

Professor Raman Bedi and Dr Satheesh Mathew joined me in participating at the National Convention of American Association of Physicians of Indian origin (AAPI) in Las Vegas, USA to strengthen the bond between the two organisations.

**Ramesh Mehta**

**Have you paid your BAPIO membership fee?**

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

## 'CLINICAL EXCELLENCE AWARDS' BAPIO's NATIONAL CONFERENCE



Professor Hamid Ghodse lighting the traditional Indian lamp to open the conference. Also seen are Professor Gupta, Dr Raj Verma, Dr Dwarak Sastry, Dr Ramesh Mehta and Dr Manju Bhavnani

BAPIO hosted yet another successful National Conference on 'How to succeed in getting Clinical Excellence Awards' at Wythenshaw Hospital, Manchester on 20th September 08. Prof. Hamid Ghodse, Medical Director of ACCEA was the Keynote speaker.

## CMO's REPORT CONFIRMS THAT RACISM IS STILL RIFE IN THE NHS!

The latest annual report from Britain's Chief Medical Officer, Sir Liam Donaldson, looks at the problem of racial discrimination in medicine.

Welcoming the report BAPIO president Dr Ramesh Mehta said, "Our members appreciate the acknowledgement in the report that historically ethnic minority doctors have suffered discrimination and many doctors experienced systemic prejudice, overt racism and harassment which impeded their career progression."

Dr Raman Lakshman, BAPIO Vice-Chair commented that "The report contains some laudable recommendations which now require joint efforts for effective implementation." BAPIO is seeking a meeting with the Chief Medical Officer to discuss the progress.

BAPIO's senior leadership hopes to achieve the common goal of racial equality through a working relationship with the CMO's Office as well as the NHS.

**CURRENT NEWS**

**BAPIO Eastern Region**

**The Eastern Division led by Dr RK Rao successfully organised a social event cum dinner at the prestigious Chilford Hall, in Linton, Cambridge on the 5th of September 2008.**

The Chief Guest was the Shadow Health Secretary, The Rt. Honourable Mr Andrew Lansley MP who was joined by the President of BAPIO, Dr Ramesh Mehta, Dr Satheesh Mathew, Dr Lakshman Raman, Dr Satwinder Basra and other members of the Executive Committee.



**Rt Hon Andrew Lansley MP**  
Shadow Health Secretary  
Speaking at the event

The Shadow Minister's views on the state of the NHS were heard with rapt attention.

Dr Mehta emphasised the contribution of BAPIO in supporting Indian doctors and promoting Professional Excellence in the NHS. Well done 'Eastern Division'!



**Partnership with London Deanery**

Following several high level meetings BAPIO and the London Deanery have agreed to develop partnership for the benefit of International Medical Graduates. The Deanery will assist BAPIO in training 'Super Mentors' who in turn will train the mentors. BAPIO is in the process of developing a nation wide network of the mentors for the members. There are also plans between two organisations to develop a certificate course for medical Directors on Diversity.

**UK BORDERS AGENCY TENDERS SINCERE APOLOGY TO A DOCTOR**

The Head of the UK BORDERS AGENCY issued a sincere apology to a member of BAPIO regarding an incident of mistreatment at the Manchester Airport by an immigration official.

BAPIO had received several complaints from the doctors returning back from India, who were accused of fraud for using NHS resources by immigration officers. The questioning was unpleasant and the doctors felt harassed and victimised by these incidents.

A resolution was achieved by escalating the issue to the highest level through a high profile meeting between Dr Ramesh Mehta, BAPIO President and Mr Keith Best the Director of IAS. Following this Mr Best received a letter advising us that the concerned official was cautioned by his line manager and a memo was issued for all immigration officers to familiarise themselves with full details of recourse to public funds with regards to the doctors working in the NHS.  
*More details on BAPIO website*

**BAPIO**

For your diary

**Annual Dinner 09**

**24 and 25th JANUARY**

**BAPIO Meets the GMC**

BAPIO representatives Dr Ramesh Mehta and Dr Raman Lakshman met GMC President Sir Graeme Catto and Mr Paul Philip, Director of standards and Fitness to practice GMC.



**BAPIO MEMBERS TO GET IMMIGRATION ADVICE FROM A SOCIAL ENTREPRISE.**



**BAPIO is pleased to announce a major partnership agreement with Immigration Advice Services (IAS) to provide assistance and support to its members regarding immigration issues.**

**Mr Keith Best  
Director of IAS**

Under the scheme, the members will be offered a fixed time legal advice session on immigration matters at no cost.

IAS is non-profit making organisation and has a experienced legal team with clear understanding of the immigration rules and policy trends. IAS has a wide presence in most parts of the UK as well as in many other countries such as India and Pakistan.

Mr Keith Best, the head of IAS, a non-profit making organisation said that there will be a dedicated phone line for the BAPIO Members. Mr Best has actively supported BAPIO during its battle against the Government and stood shoulder to shoulder with the Doctors during the peaceful protest organised by BAPIO at the White Hall, London.

Further details on [www.bapio.com](http://www.bapio.com)

**'Watch the space'**

**BAPIO soon to move in to a bigger and better office.**

***BAPIO CONFERENCE***  
***Trainees in difficulty***

**Professor Elisabeth Paice, Dean Director of London Deanery, President of GMC, Professor Graeme Catto and Professor Alastair Scotland, Medical Director NCAS were amongst the speakers at BAPIO's National Conference on "Trainees in Difficulty" at City Hospital, Birmingham on 3rd September 08.**

Professor Dame Lesley Southgate skilfully chaired the conference. The Conference reflected on a number of issues including the trainees perspective when their careers are at stake, probity issues of the trainees and the trainers and the education supervisor's difficulties and dilemmas. Delegates heard the views from all the stake holders including Deaneries, GMC, NCAS, Trainees, Colleges, BMA as well as Remedy UK.

The galaxy of speakers also included Dr. Raj Verma, Deputy Regional Advisor RCPCH, Dr. Rekha Shroff a trainee, Dr. Sanjeev Deshpande, Programme Director, West Midland Deanery, Dr. Liliane Field, Medical Protection Society, Dr Ram Moorthy, Chairman JDC BMA, Dr Matt Jameson Evans, Remedy UK, Dr Rajeev Gupta, Consultant Paediatrician, Dr Ian Curran, Associate Dean, London Deanery, Dr Vishal Agrawal, Psychiatrists Support Service, RCPsych.



**Professor Dame Lesley Southgate**



**Prof Catto and Prof Paice lighting the traditional Indian lamp to inaugurate the conference**



**Are you a qualified doctor, who has completed PLAB but still no job offer?**

Thousands of skilled overseas doctors have come to the UK & completed the PLAB process in the hope of work, only to find that placements in an APS (Approved Practice Setting) are not available.

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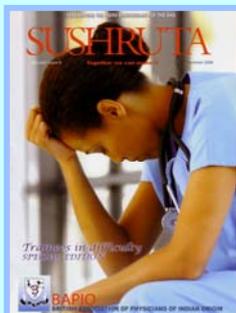
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# SUSHRUTA Journal



Next issue  
**PROFESSIONAL EXCELLENCE**  
The Editorial Team is inviting articles, comments and views for this special feature edition.

Contact : Buddhdev Pandya  
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**SPONSORSHIP INVITED**

## BAPIO MEMBERSHIP

British Association of Physicians of Indian Origin is a national voluntary organisation.

**Focus:**

- Policy influence
- Education for excellence
- Advice and representation for doctors in need
- Increasing awareness
- Providing a voice

**Good reasons for joining BAPIO**

- Avoiding personal and professional isolation
- Not suffering in silence
- Empathy when needed
- Mentoring to promote excellence
- Educational and learning opportunities
- Updates via the website, e-newsletters, and journal
- Access to free discussion groups
- Socialising with medical community
- Part of a collective 'voice' supported by experienced colleagues
- Belonging to a national organisation
- Special discounts for services or goods

**Who can join?**

The membership is open to General Practitioners and Hospital Doctors of all grades working in UK.

Doctors not from the Indian subcontinent may apply to join as associate members, and will have full access to services, except voting rights.

Medical students are encouraged to apply for student memberships.

FEES	
Single	£50
Couple	£75
Associates	£50
Student	Free

**How to join? Visit [www.bapio.com](http://www.bapio.com)**

New direct debit facility will be introduced soon

**ARE YOU CONNECTED WITH YOUR REGIONAL BAPIO DIVISION ? IT IS A GREAT NETWORKING OPPORTUNITY .**

**Editorial board: Dr Sajayan, Dr. Joydeep Grover, Mrs. Parvathi Raghuram, Dr Vinita Manjure, Dr Onteeru Reddy and Mr Buddhdev Pandya MBE**  
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