



HARMONY

BAPIO

British Association
of Physicians of Indian Origin



The e-newsletter of BAPIO

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Oh, East is East, and West is West, and never the twain shall meet, Till Earth and Sky stand presently at God's great Judgment Seat; But there is neither East nor West, Border, nor Breed, nor Birth, When two strong men stand face to face, tho' they come from the ends of the earth! -Rudyard Kipling



MESSAGE FROM THE PRESIDENT

Dear Friends

The weather has been kind and it may not feel like it but it is already October and almost time for the clocks to go forward. Soon the lights and bells will be out for Diwali and Christmas! We have been patiently waiting for the hearing of the appeal of BAPIO vs. Department of Health which will take place on the 30th and 31st of October. We were therefore disturbed to find that the DH had initiated a new consultation process on the way HSMP doctors are to be treated in recruitment rounds in 2008. We strongly believe this consultation is untimely and inappropriate as we are waiting for a legal judgment on this issue. We have therefore challenged this consultation and asked for it to be immediately withdrawn or postponed failing which we may have to ask for a stay order to stop this process. Our solicitors have this matter in hand. The other event of significance to recruitment in 2008 is the publication of the Tooke report. The report confirms our findings that workforce management in the last two years, in particular, has been chaotic and that this has caused unfair anxieties for all doctors and especially International Medical Graduates. BAPIO members met Professor Elizabeth Paice, Director of COPMeD, along with the work force manager of COPMeD and the Dean of Oxford deanery. We were able to highlight the different problems faced by IMGs in training and suggest solutions which were accepted. Professor Paice will take these forward to a conference of deans in November. I am also very pleased to inform you of two excellent conferences organised by BAPIO divisions. The first one was the Clinical Excellence Awards meeting which was presided by Prof Hamid Ghodse and Professor Sir Netar Mallick. Thanks to Raj Verma, Viren Puri and Romesh Gupta for all their hard work in organizing this. The second meeting, organised for SAS doctors, had excellent speakers including Dr Mohib Khan, Professor Dame Lesley Southgate and Dr. Ike Anya. It was organised by our West Midlands division. My sincere thanks to the organizers, Kishor Tewary, Uday Kale and Gyan Sinha, for an excellent conference. Finally as many of you will be aware, BAPIO decided to opt out of joining the newly formed International Doctors Action Group (IDAG) because we were worried that our voice and freedom may be compromised. However we are in touch with the leaders of the many IMG organisations that formed IDAG and will work towards issue based cooperation for the benefit of all IMGs.

Ramesh Mehta

GMC LAUNCHES ETHNICITY DATA COLLECTION DRIVE

Thanks in huge part to BAPIO's discussions and representations, the GMC is set to collect comprehensive data on ethnicity from all registered members. Currently only about 30% of registered doctors have such information logged in with the GMC.

Sir Graeme Catto, President GMC, hopes that this information will be invaluable for helping ESRC (Economic and Social Research Council) determine why IMGs are disproportionately represented in Fitness to Practice procedures and hopes that this would help GMC eliminate unfair discrimination. The data will be analysed robustly to ISO 27001 levels and final findings are due to be published in early 2009.

This is an important development and reflects BAPIO's continuing and relentless pursuit of fairness to IMGs



BAPIO meets COPMeD

Representatives of the British Association of Physicians of Indian Origin (BAPIO) and the Conference of Postgraduate Medical Deans (COPMeD) met on 3rd October 07 to discuss closer working on race equality. Both groups affirmed their strong commitment to equality of opportunity within medical education.

The discussions included plans to monitor educational outcomes and address areas of concern where these were identified. The draft plan will be considered at the next COPMeD meeting and the approved version will be available shortly afterwards.

Professor Elizabeth Paice (pictured), COPMeD Chairman and Dean Director, London said: "It was very useful to exchange viewpoints with Dr Mehta and Dr Mathew, and to discuss how we could move from concern and evidence to appropriate action."



TOOKE REPORT

PUBLISHED

The draft report of the independent review of the MMC selection process by the team lead by Prof. John Tooke is available on public domain.

<http://www.mmcinquiry.org.uk/draft.htm>



2008 ST RECRUITMENT --DoH CONSULTATION

http://www.mmc.nhs.uk/download_files/consultation.doc

In brief, this consultation, suggests that from 2008, UK citizens and EEA nationals can be given preference over international graduates who do not have right to indefinite stay (including those on HSMP visas), in the recruitment of post-graduate trainees. We have, however, been reassured that this will not affect trainees who are already in training posts as they will be allowed to continue their training. The consultation will give a large number of stake holders such as the BMA, Remedy UK, Colleges and Deaneries to give their views. The BAPIO view is unchanging and clear. Individuals on HSMP visas have been promised by the British Government that they would be treated on an equal basis and any change in this would be an unacceptable renegade on this promise. If current estimates suggest that the UK is self-sufficient in medical graduates, they are free to restrict new entries to the country but this should not affect doctors already here on the understanding that they would be treated on merit. This will also constitute a violation of human rights. BAPIO, after obtaining legal advice, has decided not to respond to this consultation and has expressed our view to the DoH about the inappropriate timing of this consultation when BAPIO legal challenge is due for hearing at the end of this month. But BAPIO urges its members and other IMGs to respond individually to the consultation.



BAPIO CONFERENCE

How to succeed in getting Clinical Excellence Awards Manchester

Speaking at the BAPIO conference held in Wythenshawe Hospital, Manchester, on 29th of September 'How to succeed in getting Clinical Excellence Awards', **Prof. Hamid Ghodse**, Director of ACCEA, urged doctors to take collective ownership of the scheme and to provide clinical excellence awards to doctors who could show they were excelling at their work. He said this was important and while no system was perfect, the current one for selection was robust, transparent and fair. **Professor Sir Netar Mallick** also gave a passionate speech where he said that while in the past overseas and ethnic minority doctors may have been disadvantaged and were often working in the periphery of the NHS, this was no longer the case. "Ethnic Minority doctors are now equal members of the NHS, clearly visible in all areas including teaching hospitals and major cities". He asked BME and overseas doctors to change their mindset, stop being despondent and to publicly demonstrate the excellent work they were doing. He commended BAPIO on the BAPIO motto 'Striving for Clinical Excellence' and he said this was exactly what ACCEA was hoping to promote as the motto brought out clearly the notion that clinical excellence should be seen as a process involving continuous effort rather than a preset goal that had to be reached. Other speakers at the meeting included Dr Dwaraka Sastry, vice chair for awards in Wales, and Professor Romesh Gupta. They gave lectures and led workshops on the various domains of the clinical excellence awards application form (CVQs) and highlighted the common errors made by applicants. Dr Sastry gave the audience clear guidelines on what is expected in the different domains and gave examples of how *not* to fill a CVQ form. Professor Romesh Gupta said that while some progress had been made there was still more to be done. "The recommendations of the Royal Colleges carry huge weight", he said "yet, when we wrote to the colleges asking for statistics on how many ethnic minority and overseas graduates were supported by them, most were not able to provide these figures." The day was well attended by consultants from all over the country and the feedback was excellent with all attendants finding the conference extremely useful and interesting.



Raman Lakshman, Vice Chair for Policy said " This is all about changing the perceptions of BME and overseas doctors. We know doctors from the Indian subcontinent are capable and work very hard. However in the past many have been reluctant to devote energy to this process believing it to be a waste of their time. Sir Netar Mallick and Prof Hamid Ghodse have worked hard to make the system fair and to encourage all doctors irrespective of origin or place of graduation to apply for these awards. We are immensely thankful to them. While BAPIO recognises the importance of maintaining an optimistic stance, we also feel that there is a continued need to be vigilant against discriminatory practices that limit adequate recognition of the efforts and contributions of ethnic minority doctors' ".

Ramesh Mehta, President of BAPIO, added " It was a great privilege to have Sir Netar Mallick and Prof Hamid Ghodse speaking at this conference. They have promised to come again and the feedback has been excellent. We plan to conduct this course in other places across the country".

Ramesh Mehta, President of BAPIO, added " It was a great privilege to have Sir Netar Mallick and Prof Hamid Ghodse speaking at this conference. They have promised to come again and the feedback has been excellent. We plan to conduct this course in other places across the country".



BAPIO CONFERENCE-

CAREER PROGRESSION FOR SAS DOCTORS-A MIRAGE?

The conference for the SAS doctors organised by BAPIO, West Midlands division, at the Staffordshire general hospital on 6th October was a great success. The event was well attended and featured many useful presentations from eminent speakers.

Mr. Martin Yeats, Chief Executive, Stafford General Hospital opened the seminar and admired BAPIO's efforts to help SAS doctors. Mr. Mohib Khan (Co-Chairman of BMA-SAS committee) offered useful insights into the trials and tribulations of the new SAS contract, which is currently in limbo. Prof. Dame Lesley Southgate, led the debate about licensing and revalidation issues and the uncertainties facing SAS doctors. Other speakers included Dr Ikechuku Anya (Board Member PMETB), Dr Kishor Tewary, Mr Gopal Sheshappanavar, Dr Ashok Beckaya, Dr Gyan Sinha, Dr Uday Kale, Dr Nandu Potdar and Dr Virendra Puri.



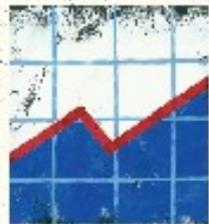
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LIFE STILL HAS A MEANING

If there is a future there is time for mending
Time to see your troubles coming to an ending.

Life is never hopeless however great your sorrow
If you're looking forward to a new tomorrow.

If there is time for wishing then there is time for hoping
When through doubt and darkness you are blindly groping.

Though the heart be heavy and hurt you may be feeling
If there is time for praying there is time for healing.

So if through your window there is a new day breaking
Thank God for the promise, though mind and soul be aching,

If with harvest over there is grain enough for gleaning
There is a new tomorrow and life still has meaning.

(Courtesy Indiavilas.com)



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