



EMPOWERING EXCELLENCE AND LEADERSHIP

HARMONY

British Association of Physicians of Indian Origin

December 2011

MESSAGE FROM PRESIDENT

Seasons Greetings!



2011 has been another eventful year for BAPIO. In its second year, the Medical Defence Shield (MDS) has made slow but steady progress. An extensive review of the services had been carried out including the reinforcement of the management team. You would recollect that BAPIO ventured in to this new project to assist a large number of our members who were unable to get support from existing organisations.

MDS was conceived to support you in difficult times. If you have not already joined, please do so. We know many members who leave this protection until it is too late.

Annual "Think Tank" meeting of BAPIO was held in November to review BAPIO policies and plan for the activities next year. I am grateful for excellent contribution from over 40 members who enthusiastically participated in the discussions. Some of our divisions are more active than others. In this context I would like to congratulate the Scottish, Welsh and South West divisions for proactive programmes. Well done Drs Meena Viridi, Keshav Singhal, Hasmukh Shah, Parag Singhal and their colleagues. I am also pleased to note that some of our other divisions are being energized thanks to Sujatha and Gopal Kothandapani (North West) Sethu Madhavant (North East) and Hemadri (Yorkshire). Our Young Doctors Forum continues to do excellent work. The mentoring project is taking good shape, thanks to Dr Rajeev Gupta and Dr. Abrar Hussain. The Paediatric Forum under the leadership of Dr Amit Gupta and Dr Ravikumar is taking many initiatives. Our partnership with several deaneries, colleges and trusts have helped many members solve their problems.

The issue of the GP trainees being removed from the training programme has been a major concern of BAPIO. We have opened up discussions with the RCGP and also looking in to legal options. I would like to reassure the affected members that BAPIO will extend its full support to their cause.

I was invited to participate in a seminar organized by the International forum of the Academy of Medical Royal Colleges to discuss health care in India. Other invitees included DH, Welcome trust and representatives of all the colleges.. There was appreciation of the BAPIO /GAPIO work and request for close collaboration with British Institutions.

Ongoing NHS reforms and new GMC guidelines provide us with new opportunities to influence policies as well as avail new ways of career progression. We plan to have national road shows and hope to bring positive news to you. If you would like a road show in your area please contact the office.

Participation of several specialty organisations in our Annual National Conference at the International Convention Centre in Birmingham was a new experiment for BAPIO. It was a huge success and will now be a regular feature on the BAPIO calendar. The Conference and Dinner were major undertaking for us and were executed superbly by a team of volunteers and staff. They deserve very special thanks. The cricket legends *Mr Sunil Gavaskar and Mr Imran Khan* were delighted to meet our members.

We hope that the next year brings more success to BAPIO in the journey seeking equality and fairness.

Wish you all a very happy new Year!

Dr Ramesh Mehta



BAPIO Diwali Celebrations



GMC AND REVALIDATION

Building on solid ground: have your say on the legislation that will underpin how revalidation works.

The countdown to revalidation has begun. An important step in all this is getting the legislation in place that will govern how it works. GMC is consulting now on the draft regulations that set out our legal powers for revalidation. It is important that as many doctors as possible to take part in this consultation to influence for making sure that the right rules in place and that we you believe are workable and fair before the legislation goes through Parliament. If you have concerns or suggestions on how it could improve any aspect of this please consultation. Closing date is 27 January 2012.

How can I take part?

You can read our proposals by [downloading a PDF of the consultation document](http://www.gmc-uk.org/doctors/revalidation/10843.asp) from our website – www.gmc-uk.org/doctors/revalidation/10843.asp.

Have you renewed your membership?

www.bapio.co.uk



The NHS CLN REAL (Race Equality Action Leadership) Initiative was established in 2010 to develop and support BME clinician leaders to promote and deliver the QIPP challenge and the race equality agenda. Although some progress has been made to tackle racial discrimination in the NHS, much more needs to be done. Overall, given the large numbers of BME Clinicians in the NHS (e.g. approximately 38% of doctors are from outside the UK), harnessing their power is crucial to the success of the NHS, especially in the current economic climate.

The chair of the programme Professor Rajan Madhok was the Medical Director of NHS Manchester, and is the current chairman of BAPIO. A medical graduate from Delhi, India, he has been in the West since 1980. He initially trained as an orthopaedic surgeon in the NHS and then switched to public health. Over the years he has held increasingly senior leadership positions in the NHS.

He has a longstanding interest in BME issues, and his work has covered the breadth from his early research in health services experiences of Asian patients to developing BME leadership.

The CLN REAL has received support from the Leadership for Equality Steering Group and has started work on its first leadership development project. The Aspiring Leaders Development programme was launched on 7th December 2011 and has been carefully designed to increase the capabilities of BME clinicians (including doctors, nurses, AHPs, scientists,

ambulance service, pharmacists and dentists) and to help them secure senior roles in the NHS and DH, through personal skills development.

The faculty delivering the programme will be undertaking an evidence-based evaluation and in particular consider three issues:

1. The career progression of the participants
2. The participants' views of their own personal development
3. The senior sponsor's view of the participants' development

We hope that with continuing support CLN REAL will become a major vehicle for delivering, not just the aspirations for the Leadership Academy but also for the Equality Delivery System. We are very hopeful of securing funding for future programmes and request you to monitor developments at <http://clinreal.wordpress.com/>

Developing GMC guidance

Make sure you have your say

We are currently consulting on a revised version of *Good Medical Practice*. To tell us what you think should be included in our core guidance for doctors, visit www.gmc-uk.org/gmp2012. This consultation runs until 10 February 2012.

We have produced new guidance on continuing professional development (CPD), which provides support for doctors planning, undertaking and evaluating CPD. To take part in this consultation, which runs until 27 January 2012, go to www.gmc-uk.org/CPDreview.

We are also consulting on the draft regulations that set out our legal powers for revalidation. This is an important step in getting the legislation in place that will govern how revalidation works. You can read our proposals and give us your views by visiting www.gmc-uk.org/doctors/revalidation/10843.asp. The consultation is open until 27 January 2012.

**General
Medical
Council**

Regulating doctors
Ensuring good medical practice

The GMC is a charity registered in England and Wales (1089278) and Scotland (SC037750)



Redefining Healthcare in India

The Jaypee Group is a leading Indian Infrastructure Conglomerate with a combined turnover in excess of USD 3 Billion. The Group already has presence in Power, Cement, Infrastructure, Hospitality, Sports (F1) and Education & is now planning to set a new benchmark in Health Care delivery. The Jaypee Medical Centre would be the Group's Flagship Multi-specialty 510 bedded tertiary care hospital, located at Noida (Delhi-NCR) and shall have the capability to expand and up-grade to a 1000 beds, over the next couple of years.

The Jaypee Medical Centre shall commence operations by the last quarter of 2012.

We invite Clinicians for all Specialties and Super Specialties, to come and be a part of this exciting venture. This would provide the doctors who have the relevant experience, an opportunity to relocate and settle down in India and become a part of this exciting journey, to establish new benchmarks in quality healthcare.

Inviting Resumes for the position of Sr. Consultant/ Consultant/ Associate Consultant in following Specialties and Super Specialties:

- Cardiology & Cardio Thoracic & Vascular Surgery (Adult & Pediatrics)
- Orthopedics (Adult & Pediatrics) & Joint Replacement (Knee, Hip, Shoulder, Ankle)
- Neurology & Neurosurgery (Deep Brain, Tumor, Spine etc)
- Minimal Access Surgery (Incl. Bariatric Surgery, Hepatobiliary Surgery)
- Solid Organ Transplant
- Critical Care (Adult/ Pediatrics/ Neonates)
- Nephrology & Urology
- Oncology (Medicine/ Surgery/ Radiation)
- Gastroenterology & GI Surgery
- ObGyn and Women's Health / IVF
- Internal Medicine
- Rheumatology
- Emergency Medicine
- Endocrinology
- Laboratory Medicine
- Transfusion Medicine
- Hematology
- Pulmonology & Respiratory Medicine
- Nuclear Medicine
- Ophthalmology
- Radiology & Imaging (CT/ MRI/Sonology)
- Interventional Radiology
- Reconstructive & Aesthetic Surgery
- Pediatrics Surgery

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**East Midlands SAS Doctors
Annual Education Conference
FREE EVENT
Friday, 20th January 2012**

This one day conference, with an afternoon workshop has been organized to provide an opportunity for SAS who are keen to build on their knowledge of available resources, network with colleagues and improve their generic skills by means of workshops.

To confirm your attendance please email Robin Sturtivant robin.sturtivant@nhs.net with dietary requirements, if any.

Hosted by East Midlands Healthcare Workforce Deanery



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

**BAPIO
Annual Awards Dinner
Saturday 24th March 2012**

Royal College of Physicians
London

BAPIO is planning to hold its Annual Awards Dinner at the Royal College of Physicians. Members wishing to attend are invited to register their interest. Details will be announced in January.

admin@bapio.co.uk
Tel: 01234 212879

**BENEFITS FOR
SPECIALTY GROUPS AND ALUMNI**

Medical Defence Shield is a not for profit initiative that provides access to professional and confidential advice to its subscribers.

The management of MDS invites Specialty Groups and Alumni to encourage their members to join MDS scheme and earn up to 10% benefit from its standard package.

Contact:
office@bapio.co.uk Tel: 01234 212879



**HUNDREDS OF POUNDS
WORTH ADDITIONAL BENEFIT**

Medical Defence Shield is offering additional benefits worth hundreds of pounds to new members.

- £50 off to Spouse as discount
- 50% Discount on BAPIO Membership
- Free Wealth Management Advice from FSA regulated experts
- Discount on legal advice
- Shopping voucher worth £25

(Registration between 1st January 2012 and 31st March 2012)

Online registration is available on www.mdsuk.org

A GMC BRIEF



What does the legislation cover?
How often doctors will need to revalidate

The draft regulations confirm that most doctors should revalidate once every five years.

But we think we should be able to vary this so that we can be flexible in some circumstances. For example, doctors taking career breaks may need the date they revalidate brought forward or pushed back if they won't be working at the time they would otherwise be due to revalidate.

We want to know if you think this is the right approach, but also if you think there may be some adverse consequences for doctors if their revalidation date is deferred for any reason.

How much notice we need to give

The draft regulations set a minimum period of three months for us to let doctors know when their next revalidation date. We expect we will be able to give much longer notice in most circumstances, but we think this is a fair period of time.

Withdrawing or restoring a doctor's licence to practise

We can already withdraw a doctor's licence to practise in certain circumstances, including at the doctor's request, but the draft regulations include some new circumstances in which we may need to do so. For example, if a doctor refuses to take part in revalidation completely or fails when asked to give us the information we need to revalidate them.

Doctors with no responsible officer

A very small number of doctors will have no connection with a responsible officer. The draft regulations would allow other organisations to take on that role if we believed they met the standards required.

Got a question?

If you would like to know more or need help in taking part in this consultation, please call us on 0161 923 6602 or email revalidation@gmc-uk.org.

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