



Successful friendship dinner of Pakistani and Indian doctors of UHNM

BAPIO was delighted to organise a great friendship meeting of Pakistani and Indian doctors of University Hospitals of North Midlands NHS Trust (UHNM) contradicting a comment in BRAP/Roger Kline report that *"there is animosity between Pakistani and Indian doctors or those from Muslim and Hindu backgrounds"*; along with the support of APPNE and BIDA.

The dinner meeting was addressed by Dr Ramesh Mehta, President BAPIO, Dr Irfan Akhtar, President APPNE, Dr Chandra Kanneganti, President BIDA, Dr Satheesh Mathew, Vice President BAPIO, Dr Raj Mattu, Chair Patient and staff safety wellbeing forum BAPIO, Dr K Gajanan, Chair SAS and LED forum BAPIO amongst other members.

There were lively interactions at the dinner and it was planned that there will be regular social meetings.

All the guests applauded BAPIO for bringing the two communities together and planning into expanding more social get-togethers, picnics, charity and sports events.



Dr Ramesh Mehta congratulated Dr. Cherian George and Dr. Sadaf Jafferboy for organising the very successful event.

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Editorial : NHS is awarded the George Cross

by Dr Indranil Chakravorty

In a tweet the Royal Family announced that the George Cross was awarded to all members of the UK National Health Service at an investiture attended by Amanda Pritchard and representatives of the NHS. This is a momentous day for all the 1.3 million employees of this jewel in the crown of British institutions and an 'envy of the world'. We are proud to be in the deserving NHS millions.

While this is indeed a day of pride and honour, the NHS is facing a summer of challenges and discontent. The [NHS waiting lists tracker](#) estimates that over 6.5 million patients are waiting more than 12 weeks for their procedures a whopping 2 million more than July 2019, before the pandemic. In addition, there are around 300,000 patients waiting more than 52 weeks. [Emergency care attendances](#) in England have remained around 2.2 million per month, yet the waiting times in emergency departments in excess of 12 hours, rose from under 3000 in Jan'22 to nearly 25,000 in Apr'22.



The story in primary care remains challenging with many patients experiencing delays in making appointments. Data from [NHS Digital](#) shows that there were 27.5 million appointments in General Practice in May'22 with nearly 44% seen on the same day and nearly 50% by GPs. The [NHS Workforce data](#) shows that there were over 35,000 full time equivalent GPs and over 16,000 nurses in primary care in May'22. The [Health Foundation](#) estimates a shortage of around 4,200 full-time, qualified, permanently employed GPs in England, in 20-21, rising to a predicted shortfall of over 10,700 in 2030-31. The [shortfall in nursing numbers](#) has risen sharply from 10-12% in June 2020 and the UK government's target of recruiting 50,000 nurses from abroad will not go far enough.

NHS People

Hence, workforce recruitment and retention remains paramount as an essential tool in steering the country from further deterioration of its population health. There is ample research from social scientists that suggest that autonomy, being valued and inclusion are more important than remuneration in determining job satisfaction. Since 2009, the [NHS Staff Surveys](#) have provided a barometer for job satisfaction and are aligned to the People's promise. In 2021, the staff survey showed a 6-7% decline in many parameters. Only 59% of staff would recommend their organisation as a place of work. Although over 87% felt that they were making a difference to people, only 68% felt happy with the standard of care they were able to provide.

The prevalence of racism and discrimination from patients and managers in the NHS was rising. Almost 8-10% of all staff and 17-19% of staff from minority ethnic backgrounds reported racism and discrimination. Only 42% felt valued and less than a third of staff were satisfied with their pay and remuneration.

The net change in pay for NHS staff has remained well below inflation in the last decade. The [BMA](#) has calculated that the estimated take-home pay for the average junior doctor in England has declined by 22.4% in real terms (RPI) between 2008/09 and 2020/21, taking into account estimated tax and pension contribution changes. The average [consultant in England](#) has seen their real terms take-home pay cut by nearly 35%.

All Change - again?

Add to this backdrop, two further significant events - the legal status of the Integrated Care Systems (1 July 2022) and the [fall of the Johnson government](#) amidst a bevy of scandals, cronyism, nepotism, a total disregard for the people (party gate) and the [cost of living crisis](#). The Conservative party retains its huge majority in the House of Commons and a new leader is expected by early September. What are the attributes that the country needs in its new (Tory) leader? What should be the priorities for the country and for the health service?



How should a new Secretary for Health and Social Care tackle the challenges facing the NHS?

While 2020 brought on a shift towards working from home for many people, others had no choice but to continue working on the front lines. Some have hailed frontline workers as 'heroes,' but it's also worth considering what that label means moving forward in 2021.

Aspirations from the new PM

Merely calling healthcare workers 'heroes' is harmful. While their actions may be heroic, calling them 'heroes' without also listening to what they have to say closes off any possibility for improvement. Public recognition is important, but bottom-up communication within an organisation is essential for making sure frontline voices continue to be heard.

As of now there are eight contenders for the Tory leadership - Jeremy Hunt, Rishi Sunak, Suella Braverman, Nadim Zahawi, Liz Truss, Penny Mordaunt, Tom Tugendhat and Kemi Badenoch. The most recent Secretary for Health and Social Care, Rt Hon Sajid Javid bowed out before the first round of voting began. While Rt Hon Jeremy Hunt has a chequered legacy with the healthcare sector since 2012, particularly during the junior doctor strikes, he is also the one who has remained outside the fatalistic Johnson government and had reached the top in the previous leadership contest- a darling of his parliamentary colleagues.

What is common amongst all contenders now is their commitment to Brexit, to tax cuts and to reduce the government/ public footprint. Rishi however, has his heart set on fiscal discipline, tax rises to fund investments and economic growth.

Most healthcare professionals are far removed from the complexities of fiscal policy and many have little interest in party policies or politics. It is unwise to ignore the leadership race, as the values and beliefs of the new leader will indeed drive future policies and have a lasting impact on the health service, healthcare workforce and the health of the nation.

The priorities for the new leader for the healthcare sector should include -

- supporting the ICSs to deliver on their aspiration for levelling up and tackling health inequalities working jointly with local government,
- providing autonomy to primary care, public health and the secondary/ specialist care sector to determine their local priorities,
- To work collaboratively with patients and the voluntary sector, in providing the tools to reach sections of society that are far removed from the NHS provision,
- to reform the healthcare workforce by recognising the contribution of international graduates, funding adequate pay, improving working culture and environment,
- To support NHS to become an anti-racist organisation, and a model employer -an exemplar in equality, social justice, embracing the power of diversity and inclusion.

Over the next few weeks, we will be seeking opinions and ideas from our readers to submit our proposals to the new leader, so feel free to contact us.

BAPIO Team meets to formulate a response to GMC consultation

BAPIO Organised Away day in collaboration with GMC on 25th June 2022, during which there was a detailed discussion on different aspects of General Medical Practice (GMP).

The discussions were led by Dr Indranil Chakravorty, Chair of BAPIO Institute for Health Research (BIHR) and Dr Sunil Daga, Secretary BIHR.

Dr Ramesh Mehta, President BAPIO thanked over 20 delegates contributing to the discussions and Tista Chakravorty for sponsoring the event and said 'we at BAPIO wanted to ensure an appropriate response to the GMC consultation on GMP'.

The final response has been sent to the GMC.



[Click here for a Copy of the outcome](#)

BAPIO hosts another successful dinner during RCPCH Annual Conference

Personal experience of a trainee at BAPIO dinner – RCPCH conference 2022 by- Dr. Swati Gupta

It was such a refreshing experience to be able to attend the annual RCPCH conference in person held in Liverpool in June 2022. Like the currents of river Mersey which provided a gorgeous backdrop to the venue, the knowledge and conversations flowed effortlessly and incessantly. People from diverse backgrounds, stations, and countries came together to create a beautiful experience of shared learning and mutual growth. Nowhere did I see this diversity and complexity come together in such an incredible way than at the immensely popular and highly subscribed dinner hosted by BAPIO.

The occasion was graced by the presence of many dignitaries - RCPCH president Dr. Camilla Kingdon, IPA president Dr. Navin Thakkar, DR. Jackie Small President of Royal College of Physicians Australia, BAPIO founder, and President Dr. Ramesh Mehta to name a few.

More than 100 medical specialists including trainees, consultants, and clinical leads engaged in this event. People from different countries came together connecting at a soul level and the atmosphere was awe.



The night opened on a wonderfully positive note with an address from Dr. Jainer chair of the BAPIO pediatric forum which included a key message that lies at the heart of BAPIO: inclusivity in the medical community and it was really heartening to see how BAPIO has been spearheading the campaign for awareness, equality, and rights for doctors from ethnic backgrounds.

The universal challenges in delivering quality care in medicine and especially paediatrics form an important agenda for the organisation and it was very encouraging to see the enormous effort towards championing a global consortium for achieving the same.

In addition to food for thought, we were treated to scrumptious Indian culinary delights accompanied by Indian music and dance. An exquisitely elegant Bharatnatyam recital by a very talented medical student was followed by some charming Bollywood singing by Drs Arvind Shah and Dr. Arvind Shastri.

Dr. Anshoo Dhalaria took the dance floor by storm with her vibrant rendition of a dynamic Indian Bollywood dance number. We also had Dr. Neeraj Jain play the mouth organ. As the night progressed, all of us were seen dancing our hearts out to the energetic Indian beats. We talked and laughed and danced and ate and danced some more.

The time flew by us and we felt an overwhelming sense of camaraderie and bonhomie with each other. It felt like being at home, away from home. What started out as a night amongst strangers ended up as a magnificent experience with friends.

I look forward to attending more of the RCPCH conferences in the future notwithstanding the huge appeal to find myself amongst my friends and newly found family at BAPIO that is all-embracing and accepting of everyone.



BAPIO condemns the DDRB pay settlement and derisory pay award by the Government

BAPIO strongly condemns the pay settlement for NHS staff announced by the Secretary of State for Health and Social Care recently.

BAPIO and BINA stand firm with trade union colleagues at the BMA, RCN and UNISON in seeking ways of improving a pay deal that will be fair, just, and rewarding for all doctors, nurses and pharmacists in the NHS.

Dr Satheesh Mathew, Vice President BAPIO, commented: "This appalling so-called pay rise adds insult to injury for all our NHS doctors and dentists who have worked tirelessly to keep the NHS afloat over the last decade and especially during a pandemic which has caused them stress, burnout, and sometimes personal grief. The government must act now, otherwise, the consequences to the

NHS and our patients are dire".

[Click here to read the press release.](#)



BTA and PLAB master are proud to announce their free introductory online teaching for PLAB 1

BAPIO is one of the most respected overseas doctors union in the UK which fights for the rights and supporting careers of all overseas doctors. BTA and PLAB master are proud to announce their free introductory online teaching for PLAB 1 from 24th July 2022.

Dr. Mahadeo Bhide is well known in UK as the pioneer of starting systematic PLAB training 25 years ago. He has now restarted his programme along with BAPIO. The teaching program will be held every weekend and the system will be to solve questions online and explain relevant topics. The sessions will periodically include advice and help in various career matters.

Hot topics in Paediatrics RCPCH conference 2022 Liverpool

By- Dr Renu Jainer

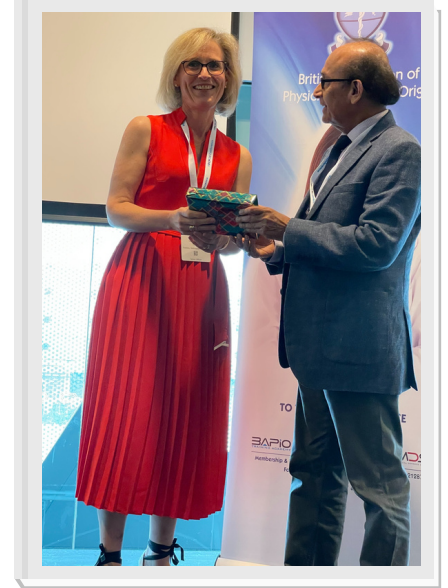
Every year BAPIO has delivered an afternoon on hot topics at Paediatrics at RCPCH annual conference.

This is an opportunity to showcase our diversity of topics and speakers but is also challenging to decide every year what topics would interest the audience and where we have gaps in our knowledge which need addressing.

Last year in our virtual conference we could learn from across the globe with speakers from US ,UK, India on management of Covid challenges though an element of fear and anxiety prevailed .We had Shivani Didi talk about ways of managing stress too.

This year was reliving our experience of a face to face conference after a gap of 2 long years with more enthusiasm with a wide number of topics presented. After Dr. Ramesh Mehta, President of BAPIO set the scene, we had an opening talk by Prof. Mukhopadhaya which was on precision medicine in asthma. This has been ground-breaking as it would change the way we treat it in future .

We had a keynote lecture on leadership from our RCPCH President Dr. Camila Kingdon and her compassion and kindness is reflected in her practice too.



Dr. Lavanya Damodarn enlightened us not only on Tourettes syndrome/tic disorder diagnosis but also a variety of new management options.

It was interesting to see Professor Parag Singhal `s road map of international fellowship and how it has spread its footprint in the UK benefitting so many overseas trainees.

How could we forget long term Covid in children? Dr. Nakul Gupta shared his experiences about a clinic set up in Wales and its similarities to chronic fatigue syndrome .It was his special 40th birthday he celebrated with us that day too.

Last but not the least was practical tips for cow's milk protein intolerance by Rachel which is such a common condition we all deal with as clinicians.

The speakers , chairs ,the audience and the questions kept the whole atmosphere of exchange of knowledge and learning flowing that afternoon .We look forward for this process of continuous learning to lead on year after year.

BAPIO was invited to a garden party hosted by US Consul General

BAPIO Northern Ireland Chair Dr Mukesh Chugh was invited to the Garden Party hosted by US Consul General Mr Paul Narain at His residence in Belfast.

It was to celebrate the services of all Healthcare workers during Pandemic. It was an early celebration of 246 years of Independence of The United States Of America



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