

UK-12

Safe Transition for Internationally Educated Health Professionals: A framework and resources to support Internationally Educated Health Professionals (IEHPs) and their educators, supervisors, trainers and mentors

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Internationally Educated Health Professionals (IEHPs) continue to make significant, valued contributions to the provision of high quality patient care in the NHS. However, the process of adapting to practise in a new cultural, professional and often linguistic environment may present significant challenges. While many will be able to make the transition without notable difficulties, others may encounter problems on induction which can extend through the early years of clinical practice in the new context. Educators and supervisors in clinical practice are ideally placed to help IEHPs make transitions more smoothly and successfully, with better outcomes for all.

Ensuring that IEHPs are adequately supported during this transition and beyond aids practitioner well-being and development, team cohesion, and vitally, to ensure safe and efficient service delivery.

The diversity of professional experience, cultural background and languages amongst IEHPs may impact on individual preparedness for working in the NHS and as a result, how competence and performance are evaluated by colleagues and patients. So there is also a challenge for educators in understanding and describing these factors in order for them to offer more support to their IEHP colleagues.

Health Education North Central and East London developed a framework to support the safe transition of IEHPs new to NHS practice in London. The work was led by Dr Catherine O'Keeffe, Head of Professional Development, together with a Task and Finish group.

The overall aim of the framework is to enable those supporting IEHPs to reflect on and further develop their own educational practice.

The objectives are to promote:

effective assessment of the challenges that are faced by IEHPs as they transition into the NHS

effective assessment of specific communication, cultural and professional learning needs related to safe clinical practice and practitioner health and wellbeing

planning and evaluating appropriate supervised practice and educational activities

identification of changes that colleagues and organisations can make to aid safe transition

access to resources to encourage resilience.

The framework provides a review of evidence identifying the need for ongoing support for IEHPs as they transition into the NHS. It is based around five domains:

- Communicative and cultural capability
- Clinical capability
- Professional culture
- Developing resilience
- Teaching and learning

Additional resources include:

- Podcasts featuring IEHPs sharing their experiences
- Case studies sharing best practice
- A tool for supervisors to develop skills in helping IEHPs identify specific learning needs

Feedback on this first edition of the Framework has been invited and will be used to inform future iterations.