

SOFT LANDING  
& ST. GEORGE'S HOSPITAL LONDON

FIRST EDITION



"Dropping into the  
Upstairs"

# UK PAEDIATRICS

ENTRY GUIDE FOR INTERNATIONAL MEDICAL GRADUATES

Nick Prince, Jaspreet Sokhi & Mahreen Sohail

# UK PAEDIATRICS

## ENTRY GUIDE FOR INTERNATIONAL MEDICAL GRADUATES

An International Medical Graduate Guide to entry into the UK workplace - National Health Service Paediatrics.

Edited by Nick Prince, Jaspreet Kaur Sokhi and Mahreen Sohail.





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## Meet the Editors



**Nick Prince** is a Consultant Paediatric Intensivist working at St. George's Hospital, London. He is also the hospital College Tutor for Paediatrics, responsible for the training and welfare of Paediatric training grade doctors. St. George's Hospital is one of London's four major trauma centres, receiving the sickest children from across the South of England direct to their helipad, in addition to its special expertise including, but not limited to, paediatric cancer, neurosurgery, neurology, ENT and respiratory diseases. Nick is a Training Programme Director at London School of Paediatrics.



**Jaspreet Kaur Sokhi** is a senior paediatric clinical fellow at St George’s Hospital, London. I am also the Handbook lead for the Soft Landing Team. Originally from Kenya, I completed my post graduate training before immigrating to the UK. I am passionate about making the journey for IMGs easier, as it was a tough road for me and I felt the main thing missing was a resource offering direction. I hope this handbook meets that need. I hope we help IMGs to settle in the UK and chose their career pathway early while being well informed. My main message to all IMGs would be: *“Believe in yourself, surround yourself with friends and chose your path early. That will be the key to your success!”*



**Mahreen Sohail** is a Paediatric trainee currently rotating in the North Central and East London Deanery. She grew up in Malaysia and Saudi Arabia, and then completed her undergraduate medical training in India before moving to the UK to pursue postgraduate Paediatric training.

She draws inspiration from her multicultural experiences and is passionate about integrating diversity in the workforce. She believes empowering IMGs in overcoming challenges both inside and outside the workplace is key to ally-ship and hopes that the handbook will enable a smoother transition for IMG's progressing through their individual, unique journeys in the UK.

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# List of Abbreviations

A&E:	Accident and Emergency
ABE:	Achieving Best Evidence
APEM:	Association of Paediatric Emergency Medicine
APLS:	Advanced Paediatric Life Support
ARCP:	Annual Assessment of Progress
BAPIO:	British Association of Physicians of Indian Origin
BCG:	Bacillus Calmette- Guerin
BMA:	British Medical Association
BMJ:	British Medical Journal
BRP:	Biometric Residency Permit
CAIT:	Child Abuse Investigation Team
CCH:	Community Child Health
CCT:	Certificate of Completion of Training
CESR:	Certificate of Eligibility for Specialist Registration
CoS:	Certificate of Sponsorship
CP:	Child Protection
CPD:	Continual Professional Development
CPD:	Continuous Professional Development
CREST:	Certificate of Readiness to Enter Speciality Training
CSE:	Child Sexual Exploitation
CV:	Curriculum Vitae
DBS:	Disclosure and Barring Service
DCH:	Diploma in Child Health
DHSC:	Department of Health and Social Care
EBM:	Evidence- Based Medicine
EEA:	European Economic Area
E-lfh:	E-learning for health
ENT:	Ear Nose and throat
EPP:	Exposure Prone Procedures
ESR:	Electronic Staff Record
FGM:	Female Genital Mutilation
FOMO:	fear of missing out
GMC:	General Medical Council
GP:	General Practitioner

HEE: Health Education England  
HEIW: Health Education and Improvement Wales  
HMRC: Her Majesty's Revenue and Customs  
HR: Human Resources  
ICS: Integrated Care Systems  
IELTS: International English Language Testing System  
ILR: Indefinite Leave to Remain  
IMG: International Medical Graduate  
LEZ: Low Emission Zone  
LTFT: less than full time  
MDDUS: Medical and Dental Defence Union of Scotland  
MDO: Medical Defence Organisation  
MDU: Medical Defence Union  
MMR: Measles Mumps Rubella  
MPS: Medical Protection Society  
MPTS: Medical Practitioners Tribunal Service  
MRCPCH: Membership of the Royal College of Paediatrics and Child Health  
MSF: Multi- Source Feedback  
MTI: Medical Training Initiative  
MTIp: Medical Training Initiative in Paediatrics  
NHS: National Health System  
NI: National Insurance  
NLS: Neonatal Life Support  
OH: Occupational Health  
OOP: Out of Programme  
OSCE: Objective Structured Clinical Examination  
PAYE: Pay As You Earn  
PDP: Personal Development Plan  
PEM: Paediatric Emergency Medicine  
PEPSE: Post Exposure Prophylaxis following Sexual Exposure  
PGHAN: Paediatric Gastroenterology, Hepatology & Nutrition  
PHP: Practitioner Health Programme  
PICM: Paediatric Intensive Care Medicine  
PLAB: Professional Linguistic Assessment Board  
PSU: Professional Support Unity  
PSWU: Professional Support and Wellbeing Unit

QIP: Quality Improvement Project  
RCPCH: Royal College of Paediatrics and Child Health  
SHO: Senior House Officer  
SOP: Standard Operating Procedure  
SPIN: Special Interest  
SpR: Speciality Registrar  
TB: Tuberculosis  
TPD: Training Program Director  
ULEZ: Ultra-Low Emission Zone  
WHO: World Health Organisation

# Foreword



**Dr Camilla Kingdon, November 2022**

President, Royal College of Paediatrics and Child Health  
&  
Consultant, Neonatal Intensive Care

# Preface

It was in early April 2019, when I took a major leap of faith and moved to the UK to pursue a career in paediatrics. I arrived to London Heathrow in the early morning hours, full of dreams, passion, anxiety and fears.

My first day at work reminded me of my first day at school, when I was clingy and hadn't wanted my mum to leave me there. I felt very out of my depth, with too much to take in. A new healthcare system, different social norms, different ways of communication and unfamiliar workplace culture.

I needed to figure all of these out whilst arranging other important things; for example, accommodation and a bank account. Anxiety and imposter syndrome related to moving countries are real, and that's when my wellbeing took a major hit.

Three months further down the line, everything felt better as I got to grips with living and working in the UK. I realised that things would have been easier if I had received the tailored support that I needed. This is when I started to work with Nadia, a friend and colleague, to help other International Medical Graduates recently arrived in the UK. Our sessions were very well received indeed and I'm grateful for the moment when Nadia suggested stepping the work we were doing locally up to national level.

Evolving from a simple induction workshop proposal, we developed a comprehensive programme that's tailored to the needs of international medical graduates in paediatrics with the aim of being the national hub for them.

*Soft Landings was born - made with love and great passion.*

For all those times when I wondered what my purpose in life was and the legacy I wanted to leave behind, I knew it would be something involving compassion, kindness and changing the world. In Soft Landing, I found my purpose.

I am proud to see our vision coming into reality. We strive to provide nothing but continuous excellence and sustainability. It is a process and change in the NHS takes time, but we will always be here, advocating for International Medical Graduates (IMGs) and paving their way towards a “Soft landing” in the NHS.

**Habab Easa**



# Acknowledgements

Foremost, we would like to express our heartfelt gratitude to our team members, who are going above and beyond to make the vision of Soft Landing come true, supporting IMGs. Your motivation, enthusiasm and hard work despite all the different obligations is truly inspiring.

We wish to express our heartiest thanks to the great ‘Don’t Forget the Bubbles’ team and Dr Tessa Davis especially for ongoing mentoring, encouragement, insightful comments and hard questions!

We thank the RCPCH team for the very humbling, warm reception of Soft Landing. The ongoing public support and acknowledgement of Soft Landing by the RCPCH president Dr Camilla Kingdon is so empowering.

A very special thanks to the Association of Paediatric Emergency Medicine (APEM), for their generous support of Soft Landing.

We thank the paediatric consultants all across the UK who joined us in an advisory capacity, in support of our Soft Landing vision, volunteering their expertise and time to promote the values of equality, diversity and inclusion. A very special thanks to Dr Pramodh Vallabhaneni (a clinician-educator and Consultant General Paediatrician in Swansea plus having several roles within the HEIW) and Dr Yincent Tse (Consultant paediatric nephrologist in Newcastle and RCPCH officer for NorthEast England), for being always approachable and supportive to our team members.

To the great editors of this handbook; this book wouldn’t have seen the light today without your perseverance, impressive hard work and dedication. Dr Prince, Jaspreet and Mahreen, we can’t thank you enough!!

To our families who endure with us a lot of late nights and countless zoom calls in preparation for our events. Thank you for the encouragement and patience.

To our International Medical Graduate colleagues, your trust in and support of Soft Landing means the world to us. Thank you for being there, cheering and motivating us to do more. The best is yet to come!

Thank you, from the Soft Landing Team

**Habab Easa, Nadia Baasher and Nadia Audhali.**

<https://www.soft-landing.org/meet-the-team>

<https://twitter.com/Paedsoftlanding>



## 1 - Introduction

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**T**his book is centred upon the healthcare systems of The United Kingdom (UK), with a specific focus towards medical training within Paediatrics and Child Health.

Each chapter of this book has been written by a different author. Almost all are Paediatric doctors currently working in the United Kingdom who trained abroad - International Medical Graduates.

We chose each author for their special expertise in the area they write about. As such, each chapter has an individual style which reflects the person writing.

We hope you will enjoy the variety of knowledge, advice, recommendations, writing style and occasional anecdotes.

This book cannot be absolutely comprehensive; we have strived for a balance between detail and broad applicability. As you read, **please do reflect on whether the material discussed in the book really applies to your situation**, and adapt accordingly.

Please do not take anything in this book as the only way to do something; this is a guide to give you some introductory information when you are considering moving to, or first arriving in, the UK. This is an overview information guide and not an instruction manual.

Finally, this book will grow and evolve with time. If you spot an error, or a topic that is missing and would be really useful, please do get in touch and let us know!

Best wishes

**Nick Prince**, Editor  
[nprince@nhs.net](mailto:nprince@nhs.net)



## 2 - How is UK Healthcare Organised?

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**T**he United Kingdom of Great Britain and Northern Ireland consists of four countries, England, Wales, Scotland and Northern Ireland. Central government is mostly based in London, but each of the devolved nations has their own seat of power; The Welsh Assembly, The Scottish Parliament and The Northern Ireland Assembly.

The majority of healthcare across the UK is provided by a central government funded system (publicly funded) called The National Health Service, NHS. This is an organisation that UK citizens are passionate about, and also that they depend upon, from birth, through life, and towards time of death. The four nations have some autonomy over their in-country NHS, leading to some differences in provision and funding across the four nations.

### 3 - Thinking About Working in the UK

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**I**n this chapter, Akshay provides an introductory overview of some important information and issues to consider if you are in the early stages of thinking about moving to the UK.

All of the topics touched on here are covered in greater depth further on, but this is a perfect start if you are trying to decide whether to make the leap and join us in the UK.

Akshay Vinoo

**[[ Excerpt Version Only ]]**

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available online late 2022.**

## 4 - Living and Working in the UK

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Mahreen Sohail

**M**y journey to the UK began soon after I finished my undergraduate medical training in India. During my foundation year job, I made the decision to pursue further training in the UK and I swiftly began preparing for the PLAB exam. I landed my first job in the UK not long after I registered with the GMC, and I arrived in London on a cold February morning. It was the first time I was traveling to the UK by myself. I bought a mobile phone sim card in the airport, texted my family my new number using the airport Wi-Fi and found myself a taxi to take me to the furnished hospital accommodation that I pre-arranged with the hospital.

The next month threw me completely out of my comfort zone. I joined work within a week of arriving in the UK and my previously established routine at home was no more; I had to start from scratch. I requested days off during my shadowing period to set up a bank account. I went for apartment viewings post-night shifts. I took many, many wrong trains as I tried to figure out how to navigate the London Underground train system.

**[[ Excerpt Version Only ]]**

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## 5 - Requirements to work in the UK

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Habab Easa

**A**s an International medical graduate, You can live and work as a doctor in the UK on one of the following visas:

- Tier 2 visa (health and care worker visa) as the main visa holder or as a dependent.
- Tier 5 visa: medical training initiative scheme (MTI).
- Spouse visa if you are married to a British national or a British resident.

For the context of this handbook, I will be focusing on health and care worker visa.

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## 6 - NHS Salary, Tax & Pension

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**Author: Tala Hegazi**

**N**HS Doctors receive pay according to your position on a pay scale. Very approximately, for each year you work in the NHS, you go up one year on the payscale. If you are arriving from abroad, you may need to prove your seniority to enter the pay scale at the correct point. Each year you will have an 'increment date' when you go up to the next pay scale.

It can be a bit confusing trying to manoeuvre through the way NHS pay scales work, especially as an International Medical Graduate (IMG) doctor.

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## 7 - Well-being

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Neelakshi Ghosh

**W**hen I came to the UK, I had a checklist of things I thought I would struggle with, and plans on how I would deal with them. But to be honest, the challenge of looking after myself was not on that list.

*“Are you okay?”*

I was asked this question a million times during my first job and the answer I gave was always ‘Yes!’, usually without thinking.

Nobody had as much, but I took it upon myself that as a new starter I would have to adapt, learn and show ‘resilience’. Even when things were not going great, I tried to ‘keep calm and carry on’; just like the souvenir mugs sold all across London.

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## 8 - Important UK Organisations

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Nadia Audhali

### **The Home Office**

This is the government department responsible for immigration, passports, drug policy, crime, fire, counter-terrorism and the police force.

It has many responsibilities but the main ones that are important to you as an IMG are:

- securing the UK border and controlling immigration
- considering applications to enter and stay in the UK
- issuing passports and visas

The Home Office does not work in isolation, it is supported by the following agencies:

- Border Force
- HM Passport Office
- Immigration Enforcement
- UK Visas and Immigration

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## 9 - Paediatric Training Programmes

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Elena Margau

**A**s an international medical graduate, you can choose from different pathways when pursuing a career in the NHS. Depending on previous experience, you can enter the UK medical workforce in a number of ways.

For your first job in paediatrics in the NHS, you can apply for any of the following:

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# 10 - MRCPCH Examinations

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Ahmed Youssef  
&  
Moataz Fathi

The MRCPCH stands for **M**embership of the **R**oyal Collage of **P**aediatric and **C**hild **H**ealth.

This exam is an essential component of training for Paediatricians in the UK. It is used as a benchmark for assessing progression; doctors in training are only able to progress beyond ST3 if they have successfully passed the theory examinations and beyond ST4 when they have completed all parts of the MRCPCH examinations. The MRCPCH exam is also used for doctors overseas as an additional standardised examination to demonstrate knowledge and proficiency in paediatric medicine.

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# 11 - RCPCH Membership and E-Portfolio

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Emma Dyer

There are quite a few different types of membership when it comes to joining the RCPCH. There are lots of details about these on the RCPCH membership webpage and are summarised below:

<https://www.rcpch.ac.uk/membership>

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## 12 - Certificate of Completion of Training (CCT)

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**D**octors who successfully complete a UK training programme receive a certificate of completion of training (CCT) at the successful completion of their HEE specialist training programme, with which they get registered on the GMC specialist register.

Jaspreet Kaur Sokhi

**[[ Excerpt Version Only ]]**

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# 13 - CESR: Certificate of Eligibility for Specialist Registration

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**Naomi Tobi**

**C**ESR stands for Certificate of Eligibility for Specialist Registration. It simply means eligibility to become registered as a consultant in the UK, without having completed a UK specialist training programme. It is one of the ways in which doctors whose specialist training, qualifications or experience was partly or completely acquired outside of the UK can join the GMC Specialist Register.

**[[ Excerpt Version Only ]]**

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# 14 - Clinical Governance

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Lloyd Abood

**C**linical governance is a framework to ensure continuous quality improvement in healthcare. It is an overarching term which encompasses a range of activities in which clinicians should become involved in order to maintain and improve the quality of the care they provide to patients and to ensure full accountability of the system to patients.

The most widely used definition is as follows:

*“A framework through which NHS organisations are accountable for continually improving the quality of their services and safeguarding high standards of care by creating an environment in which excellence in clinical care will flourish”*

**[[ Excerpt Version Only ]]**

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# 15 - Appraisal and Revalidation

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Elena Margau

**R**evalidation is a periodic ‘fitness to practice’ evaluation for all doctors registered with the GMC with a licence to practice. Its scope is to support doctors to improve and develop their practice, while at the same time confirming to the GMC that the doctor is fit to continue practising.

As per GMC regulations, every licensed doctor who practices medicine must revalidate every 5 years. The GMC recommends an appraisal on an annual basis with a minimum of 3 appraisals completed before the revalidation. Trainees on a formal HEE training programme revalidate automatically as part of their annual assessment of progress (ARCP).

**[[ Excerpt Version Only ]]**

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# 16 - Evidence Based Medicine

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Andrew McArdle

**H**ow do we make decisions for our patients regarding choice tests, results, diagnostic reasoning and treatments? Historically, these decisions were based on understanding disease processes that relied on developments in science and statistics.

However, by the 1980s it was increasingly recognised that medical practice was very slow to change in response to evidence. It was impossible for practitioners to keep up with all the new evidence within a field, and changes or introduction of new treatments might not depend on the quality and strength of evidence as much as one would hope.

The “evidence-based medicine” (EBM) movement developed from clinical epidemiologists wrestling with the problems of empowering clinicians to understand and appraise evidence relevant to the treatment of their patients.

**[[ Excerpt Version Only ]]**

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## 17 - Safeguarding Children

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**Bijan Shahrads**

**O**ne of *the* most important learning points from this chapter is that when dealing with children with safeguarding issues **we are never on our own**. As with a resuscitation, for child protection cases there is a team of responsible professionals who support each other to achieve the best interests of the child. This team includes your senior medical team, the trust safeguarding team, social care, school and health visitors and the police service as well as specialised teams such as the Haven and The Lighthouse for certain circumstances.

**[[ Excerpt Version Only ]]**

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## 18 - Checklist: Recruitment Items

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**[[ Excerpt Version Only ]]**

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## **19 - Checklist: Thing to arrange prior to arrival in UK**

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**[[ Excerpt Version Only ]]**

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## 20 - Checklist: Local Departmental Induction

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**A** checklist should ensure that both the new employee and their line manager know what has or has not been covered at any given time.

**[[ Excerpt Version Only ]]**

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## 21 - Resources and Apps Summary

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**T**eam Soft Landing Resources Induction Material.  
Here is our list of really useful resources, websites  
and apps.

A big summary all in once place!

**[[ Excerpt Version Only ]]**

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# Meet the Authors

## Akshay Vinoo

I came to the UK in April 2019 after completing my MBBS in India in 2018. After finishing my internship in India, I spent the next year clearing exams to gain my GMC membership in 2019. Following this, I completed a 1 month General Surgery attachment at Addenbrookes Hospital, Cambridge prior to starting my first job in Manchester. I knew I wanted to do surgery and getting a surgical first job was my priority.

In April 2019, I was appointed as a Clinical Research Fellow in ENT at the Manchester Royal Infirmary where I worked for just more than a year. During this period, I cleared My MRCS Part A and honed my skills in teaching and presentations. The next job I accepted was in Basildon, Essex as a Clinical Teaching Fellow in Critical Care which significantly broadened by skills. I managed to clear my MRCS part B, do online presentations and organised simulation and Virtual Reality Teaching programmes. I also had the opportunity to complete a PGCert in medical education during this period.

My most proudest achievement is I when I started an International Surgical Society with my colleague and have since organised international teaching sessions, a mentorship programme and recently received a bursary from the Royal College of Surgeons to organise a conference in 2023.

I applied to Core Surgical Training in 2019 and 2020. I was unsuccessful both times. However, I kept working hard on my CV and managed to get into a Urology themed programme of my choice in 2022. The key is to never give up.

---

## **Andrew McArdle:**

I am a UK-born and trained paediatrician, originally from the north east of England. I always aimed at paediatrics, and expected to seek experience in infectious diseases and immunology, in which I am now subspecialising as an ST8 GRID trainee. I have taken a slow route through training, with time out for a year in Sierra Leone's government children's hospital through the Royal College's Global Links Programme, and over three years for a PhD studying the aetiology of Kawasaki disease.

I have always been struck by the extra challenges faced by IMG colleagues, from first hearing with wide eyes the gamut of exams and paperwork faced to work in the UK. My experience in Sierra Leone gave me further insight into the challenges faced by medical trainees in low resource settings. My wife, who I met as a doctor in Sierra Leone, had a tough journey through the GMC validation process. As such, I have been very excited to see Team Soft Landing's development, and enthusiastic to support where I can.

I have had an interest in evidence-based medicine from early in my training, due to the combination of numerical thinking and statistics with challenging application to messy real-world scenarios where values, uncertainty and balancing of competing priorities come into play.

I am a sucker for the quote "Nobody made a greater mistake than he who did nothing because he could do only a little." My advice from almost a decade and a half in the NHS is that good humour, politeness and kindness go a long way to helping you and your colleagues get through the days, and is especially helpful on the phone!

---

## **Bijan Shahrads**

I have been extremely lucky to have worked alongside amazing IMG doctors during my paediatric training in London.

Being the son of an Iranian immigrant doctor, I have always been passionate about helping overseas trainees settle in the UK.

After a short time working in Australia, I am now a consultant in a busy London teaching hospital. My interests include teaching, safeguarding, respiratory and gastroenterology.

My advice to IMG's would be to believe in yourself: the fact that your work has brought you this far is a sign of your dedication, and the NHS is lucky to have you.

Also, please do not be afraid to wake up your consultant or registrar in the middle of the night. If you are worried enough to think about calling, then do - they will appreciate being informed.

---

## **Elena Margau**

Paediatrics has always been the dream career for me, and my love for children was the main reason I applied for medical school. I graduated in Romania and joined the NHS at the beginning in my second year of practice.

I developed as junior clinical fellow, following my interest in different areas of paediatrics, working in prestigious tertiary hospitals in London. Recently, I successfully gained an HEE

paediatric training number, a pathway I decided to follow to fulfil my dream of becoming a respiratory paediatrician.

Throughout my transition and career so far, I have been surrounded by supportive, kind people who believed in me, never let me give up and showed me that caring for children and their families can have a great impact on our society and future.

Paediatrics is a field with the kindest people; supportive colleagues and resilient staff. As an IMG, it is not easy to get through all the challenges and changes, but surrounded by my paediatric family, everything became serene. This paediatric handbook for IMGs is just one of the great Soft Landing projects, and I hope to return all the support and guidance I have received by contributing here.

My advise for doctors new to the NHS would be to dream big; never give up, and when you have your darkest days, just ask for help. Continue being kind and the sun will shine again. Work as a team, wherever you go; be aware of your team's needs and strengths.

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**Emma Dyer**

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**Habab Easa**

I am an ST6 paediatric trainee in Oxford deanery and one of the Co-founders of Soft Landing. I am Sudanese, and I obtained my PMQ from faculty of medicine, university of Khartoum -

Sudan ,and have been working in the NHS for the last 3 years. I am passionate about celebrating diversity, tackling systemic racism and differential attainment, and the wellbeing of the workforce. Outside work, I enjoy street photography, cooking, hiking and international politics.

It was in early April 2019, when I took a major leap of faith and moved to the UK to pursue a career in paediatrics. I arrived to London Heathrow in the early morning hours, full of dreams, passion, anxiety and fears. My first day at work reminded me of my first day at school when I was so clingy and didn't want my mum to leave me there. I felt very out of my depth as there were so much to take. I benefited a lot from many of the peer support platforms, where we shared our experiences, survival tips and learnt from each other's mistakes. I really hope that you will find this chapter useful when it comes to all matters related to living and working in the UK.

Remember to be kind to yourself while you navigate a new chapter of life in a foreign country and a new healthcare system. Hold your dreams tight and remember "When you have a dream, you've got to grab it and never let go."

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## **Lizzi Aguinaldo**

I am a paediatrics trainee rotating in South London, currently enjoying my placement at St George's Hospital.

I completed my Medical Degree in the Philippines and worked in paediatrics there before moving to the UK for Speciality Training.

I value being part of a system which boasts of a melting pot of cultures, and have been inspired by the stellar mix of IMGs I have met and their invaluable part in the speciality.

I am hopeful more IMGs will be empowered to step into the vibrant picture that is UK Paediatrics.

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## **Lloyd Abood**

My name is Lloyd and I am a Paediatric ST5 trainee working in South Wales. I graduated from Leicester Medical School and spent the first part of my medical and paediatric training in England and I have recently transferred to the South Wales Deanery. I have a keen interest in neonatology and paediatric cardiology and thoroughly enjoy teaching colleagues and medical students. Outside of work, I love anything to do with sport and I like to unwind with long walks exploring the South Wales coastline.

I am not an IMG myself, however, I understand the challenges of working in the NHS and how important it is to adapt to the pressures and demands that can be placed upon us. I appreciate these challenges are multiplied if you have never experienced working in the NHS. I recognise the importance of embracing the skills that IMG's have to offer and learning from their expertise as we endeavour to create a highly skilled and resilient workforce that provides the highest quality of care.

My motivation for contributing to this handbook is that, in my opinion, clinical governance underpins all that we try to achieve in the NHS. During my training, I have found it difficult to understand the different aspects of clinical governance and

really wished I had the opportunity to learn from a simple and effective introduction to the subject at the start of my medical career. This would have provided me with the tools to enhance my professional skills earlier in my training as well as the opportunity to understand the wider NHS infrastructure.

I hope this chapter of the handbook will enable you to understand how you fit into this organisation and how you can contribute to improve the working environment for yourself and your colleagues as well as influence better patient care.

### **Advice for IMG's:**

Please always ask questions - there is no such thing as a silly question.

*“The important thing is to never stop questioning”*

- Albert Einstein.

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### **Megha Jagga**

I am an International Medical Graduate from India, currently working as a Paediatric trainee in South Wales. I have been a part of Soft Landing team as a regional representative since 2020. I am not a good writer but my own struggles pushed me to help others by writing a section in the handbook. An important fact: You can claim tax back for the money you pay towards RCPCH/GMC/Indemnity insurance/exams etc, and you can make a back date claim for upto 2 years. I did not know this until 4 years into NHS!

## **Moataz Fathi**

I am a paediatrician working in the southwest region of England. I have over 14 years experience in teaching for the clinical MRCPCH exam. I was working as a role player for the clinical MRCPCH exam for 4 years in many exam centres, before I started teaching my courses officially in 2013-2014; I published my first book in 2015. I have helped thousands of IMGs who are struggling in the last part of the MRCPCH to understand the exam domains and successfully complete the exam.

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## **Nadia Audhali**

I am a Paediatric doctor in London, currently in training for PEM in East London. I have been a representative for the doctor's union, the BMA which has helped me support colleagues at various times, which I love to do.

My role at Soft Landing is that I am one of the organising. I was attracted to the project as I grew up in Saudi Arabia with a Yemeni dad and English mum, and moved to the UK for high school so remember the feeling different and trying to fit in to a completely new place. The handbook means we can capture all the great knowledge in the team and pass it onto new colleagues so they have a softer landing.

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## **Naomi Tobi**

My name is Naomi, from Nigeria. I graduated from University of Port Harcourt Medical School, Nigeria and completed my Residency training in Paediatrics from the National Post Graduate Medical College of Nigeria in 2017.

I trained and worked at several hospitals in Nigeria including - University of Port Harcourt Teaching Hospital, University of Benin Teaching Hospital, University College Hospital, Ibadan and Tehilah Children Hospital, Port Harcourt.

In pursuit of more challenging work in Paediatrics, I came to the UK in 2019 for the RCPCCH Medical Training Initiative in paediatrics (MTIp). I completed the 2-year training in 2021. Having enjoyed my time in training, I decided to stay on in the UK.

I now work as a Senior Clinical Fellow in Paediatrics at Epsom and St Helier University Hospitals NHS Trust. I am also a simulation instructor at my Trust and an APLS instructor.

I am working towards applying for CESR in 2023 and thought I should share some useful tips I have found on my CESR journey so far. This is what inspired me to write this chapter.

If you can dream about a thing, you can surely achieve it, so never stop dreaming! Anything is possible if you believe.

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## **Neelakshi Ghosh**

Neelakshi is an International Medical Graduate from Kolkata, India. She is currently a paediatric trainee in London. As a proud

member of Team Soft Landing, she is keen on celebrating the diversity at work and exploring her migrant life through food, literature, and long walks.

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**Tala Hegazi**

I graduated medical school from Saudi Arabia and currently work as a paediatric trainee in the East of England deanery with an interest in cardiology and neonates. I am keen about journal clubs, research and helping IMGs find their route within the UK system

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