

# IMPROVING MEDICAL TRAINEE RECRUITMENT

## THE SOUTH-WEST REGIONAL INTERNAL MEDICAL TRAINING RECRUITMENT EVENT 2021



Royal Devon and Exeter  
NHS Foundation Trust

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### Introduction

There are **difficulties** recruiting into **medical specialities** and consultant physician posts are under-filled. Many are **deterred** by the thought of being a **medical registrar**<sup>1</sup>.

Additionally, the **Covid-19 pandemic** has significantly **disrupted training** and **education** opportunities, with many trainees unsure of what each speciality entails<sup>2</sup>.

The **new 2019 IMT curriculum** enables a **supported** transition to the role of **medical registrar** and the opportunity to encounter a range of medical specialities.

The Royal Devon and Exeter (RD&E) Associate College Tutors (ACTs) wanted to **inspire medical students** and **junior doctors** to **undertake IMT** and organised the **first South-West regional recruitment event** for this purpose

### MATERIALS & METHODS

**Two ACTs** organised the event with the **help** of their **College Tutor**, **postgraduate department**, **deanery** and the **RCP**.

It was held **6-8.30pm 04/11/2021** in the **RD&E lecture theatre** with the option of attending **in-person** or **online** via Microsoft Teams *\*free of charge to South-West medical students /juniors doctors*

The **online** format was particularly **important**; given the **social distancing rules** applied in the current **Covid-19 pandemic**.

Split into **two parts** with a range of speakers (open to questions); **"Why you should consider a career in medicine"** and **"Practicalities of IMT"**. (see programme to the right).

**Attendees** completed a **survey** post-event.

#### References

- 1) Butterworth R, Smallwood N, Harding S and Black D. Trends in recruitment into core medical training in the UK. Clin Med (London) 2020. 20 (1): 86-91
- 2) An uncertain path; the future for juniors' careers. <https://www.bma.org.uk/news-and-opinion/an-uncertain-path-the-future-for-juniors-careers>

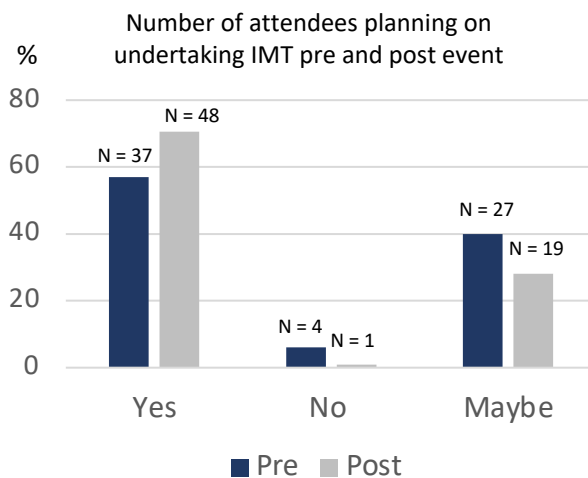
### Feedback & Results

**84** attended with the **majority (86%) viewing online**. **68** completed the survey; **47 foundation doctors**, **11 trust grade doctors** and **8 medical students**.

There was an **increase** in those choosing to apply for **IMT** from **54%** to **70.5%** after attending; with a **decrease** of **4.5%** in those who initially said they would **not** be applying for IMT and a **decrease** of **12%** in those that were **unsure** (see graph below).

**Attendees** were asked to **score** themselves on a **scale of 1-5** (1=*knowing nothing*, 5=*knowing everything*) regarding their **knowledge of IMT** and the **application process**. The **average score prior to attending** was **2.8** and the **average score after attending** was **4**; demonstrating an **increase of 1.2** points.

**100%** said they would **recommend** this event



### Conclusion

**IMT** can be perceived as a **challenging undertaking** to medical students and junior doctors; particularly the concept of being a **medical registrar**.

These data show that this event helped to **educate** and **attract** potential trainees for **IMT** by providing **inspiring** and **relevant** talks with the chance to **question the speakers**. It has had a **positive** impact regarding future applications; most notably for those that were **unsure** about IMT

It is **important** that **medicine** continues to recruit trainees to expand the **national workforce numbers**. Events like these may be **invaluable** to the recruitment process.

#### 6 - 7pm: Why you should consider a career in medicine

**Introduction:** Dr Ray Sheridan (Director of Medical Education RD&E)

**Why choose a career in medicine?** Dr Jo Szram (RCP Linacre Fellow, Consultant in Respiratory Medicine, Royal Brompton Hospital)

**Why on earth would I want to be a medical registrar?!** Dr Aish Desai (ST5 Geriatrics & GIM, RCP Chief Registrar)

**Dual Accreditation:** Dr Hugh Gifford (ST6 Respiratory & ICU)

**Forging the way as a female cardiology trainee:** Dr Charlie Jones (ST5 Cardiology)

**Medicine in the Peninsula Deanery:** Dr Helen Waters (Head of Medicine, Peninsula)

#### 7 - 8pm: Practicalities of Internal Medical Training

**Overview of IMT:** Dr Nicola Maddox (IMT3), Dr Philippa Smith (IMT3)

**The IMT application:** Dr Holly Emms (IMT1), Dr Amelia Skerritt (IMT3)

**Personal reflections as an IMT trainee:** Dr Carlos Pereira Chilima (IMT2)

**What we want to see in an IMT applicant:** Dr Tim Howell (IMT Training Programme Director, Peninsula), Dr Jo Szram (former PSRO Clinical Lead)

#### 8 - 8:30pm - Q & A session

**Panel:** Chair Dr Antonia Brooke (Consultant in Endocrine Medicine, RCP Regional Adviser), Dr Helen Waters, Dr Jo Szram, Dr Tim Howell, Dr Philippa Smith, Dr Nicola Maddox