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Their voices: Solutions based on a
New Zealand collaborative study

Outline

- Theme: Key stakeholder approaches
- Why international models ?
- Problems/ obstacles
- Possible solutions

Aims of the collaborative study (Mpofo, C. 2007)

- **Primary aim :**
 - (i) experiences & challenges
 - (ii) how they manage and cope
- **Secondary aim :**
 - (i) critical awareness - to suggest ways of addressing obstacles

Methodology

- Collaborative/ Co-operative enquiry

Methods

Individual interviews

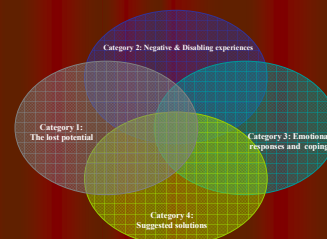
Focus group discussions

Participants (n=18)

- 11 Medical doctors including specialists (Excl. meetings)
- 5 dentists
- 2 physiotherapists

Findings

- Categories



Definitional problems

- Defining pre-registration OTDs vs intern OTDs
- Permanent resident OTDs vs recruitment agency OTDs
- ESB vs NESB

HPCA ACT & Disabling experiences

Other relevant laws: HDC Code of Rights

Registration process

1. pass IELTS test
2. Pass the Australian Medical multiple Choice tests or the USMLE Tests
3. pass the practical clinical tests
4. Get provisional registration (internship year)
5. Full registration

Who should be involved?

- No Structured tuition and guidance
- No Funded registration processes
- No Funding for providers of tuition programs (TEC)
- No Information service & reception services
- No clinical exam tutorials
- No Clinical placements
- English language tests
- Responsibility -Multi-stakeholder approaches??

Recommendations

- Structured tuition and guidance
- Funded registration processes
- Funding for providers of tuition programs (TEC)
- Information service & reception services
- Clinical exam tutorials
- Clinical placements
- Revisiting the English language requirement
- Multi-stakeholder approaches

e.g. BMA Charities

- provides grants to refugee doctors for PLAB exam fees,
- small grants for other PLAB-related expenses
- interest-free loans for GMC registration
- .

UK: 2 attempts free of charge!

- Part 1– PLAB Test- Get 2 attempts for free
- Part 2- Pay only £215 instead of £430.
- Pay fee for your first period of limited registration by quarterly payments
-

Integrated/Key stakeholder approach: International models (UK)

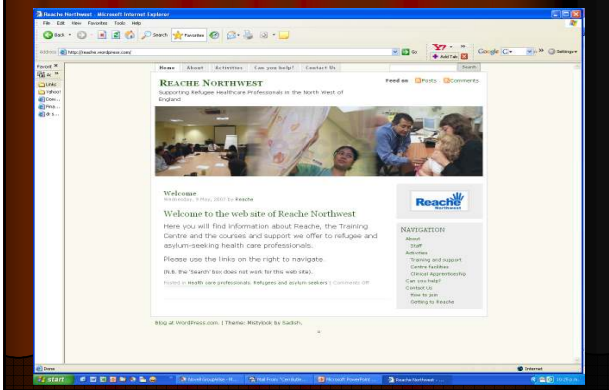
- BMA, **NZMA**
- Regulators (the GMC), **MCNZ**
- The postgraduate medical deaneries, **Colleges of GPs**
- The Department of Health, **MOH**
- Home Office/ immigration, **DOL**
- Department for Work and Pensions, **MSD**
- Local health trusts, **DHBs**
- Refugee community based charities, **ARMS**
- Adult education delivering English courses, **TEC**
- Medical schools delivering courses to refugee/overseas doctors/dentists, **Medical schools**

Hospital colleges

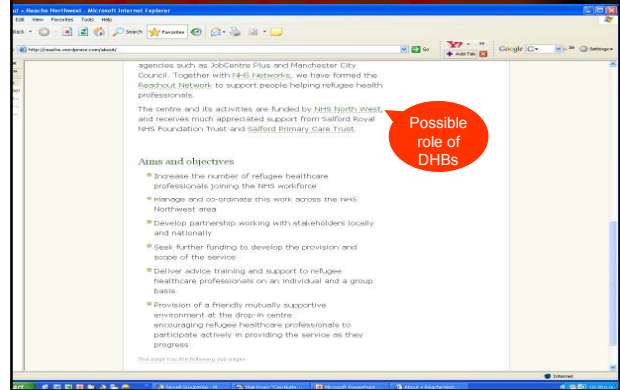
<http://www.hse.gmu.ac.uk/chs/development/refugeedoctors/index.php>



Charitable trusts



Funding?

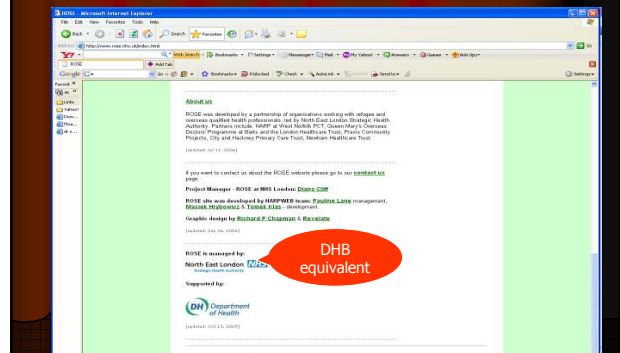


Another organisation

<http://www.rose.nhs.uk/index.html>



Funding....?



Another example 'DHB' involvement...?

- The case of Redbridge and Waltham Forest Health Authority is funding a group of refugee doctors through exams which could eventually help them work in the UK.
- Local NHS trusts will help find attachments for them in hospitals

Rationale for providing support

- context - era of accelerated globalisation (Hawthorne, 2001)
- "...disease is globalised and medicine needs to be" (Borman, 2007, p. 591)

Diverse workforce development

- "I interviewed one doctor who had such an experience and was on a placement in A&E where his supervisor was very impressed with his ability to deal with the gunshot victim very quickly and effectively". (Butler, 2007)

A doctor for £3,500!

- "For around £3,500 for the courses and exams, we could have a qualified GP to work with the local population, possibly with members of their own ethnic group," said Dr Peter Elliott, Redbridge and Waltham Forest HA's medical advisor.

UK also has challenges: Learning from their challenges

- There is currently no central mechanism to keep track of them.
- Bizarrely the UK GMC does not have the capability to flag refugees on their membership database (Butler, 2007)

Integrated/Key stakeholder approach: International models (UK)

- BMA, NZMA, MCNZ
- Regulators (the GMC), Colleges of GPs
- The postgraduate medical deaneries, MOH
- The Department of Health, DOL
- Home Office/ immigration, MSD
- Department for Work and Pensions, DHBs
- Local health trusts, ARMS
- Refugee community based charities, TEC
- Adult education delivering English courses, Medical schools
- Medical schools delivering courses to refugee/overseas doctors/dentists.

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