Medical Training Initiative (paediatrics) - guidance for NHS Trusts

Recruitment & Careers team
The MTI(p) scheme provides paediatricians from outside the UK / European Economic Area two years of high quality postgraduate training in the NHS. MTI(p) doctors can take up spare training capacity, providing a low cost and longer term alternative to locum appointments. This is a step-by-step guide for Trusts who wish to create MTI(p) posts for overseas doctors.

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Who is MTI(p) for?

This scheme is suitable for doctors who are:

- currently in training in developing nations outside UK/EEA
- looking for a short-term post (one or two years)
- not already registered with the GMC.

It is not suitable for doctors outside training and:

- from EEA or developed countries
• at UK consultant or equivalent level
• looking for long-term posts or to enter paediatric/paediatric sub-specialty training.

To check whether your prospective applicant is eligible, you see the full eligibility criteria on our MTI(p) guidance for applicants page. If you are still unsure, please contact us on mtip@rcpch.ac.uk.

What is MTI(p)?

International Medical Graduates (IMGs) learn from experienced consultants within the UK national health system. They use their experience to improve the level of patient care in their home country on their return.

MTI(p) doctors can take up spare training capacity, providing a low cost and longer term alternative to locum appointments.

Quality assurance process

As of February 2018, all potential MTI(p) posts must go through the RCPCH quality assurance process. This ensures the training offered is achievable and equivalent to that of a UK trainee, that rotations are clearly laid out in advance and that the necessary support mechanisms are in place.

Posts approved for MTI(p) training can be advertised on the RCPCH website. We also match applicants who have been put forward by our selected overseas partners.

Trusts can also source and appoint doctors independently. However, they must still go through the same post approval process.

We have developed a standardised MTI(p) interview framework and scoresheet, which should be used.

Step 1 – Post approval and candidate selection

Approving a post is simple.

You will need to send us these documents:

• a copy of the job description
• a completed post submission form.

The job description must closely conform to the model MTI(p) job description, which can be downloaded at the bottom of this page. All should include:

• details of the post, job, role, duration, training programme and training provided
• confirmation that an up to six-month period of supervision on the Level 1 rota (ST1-3) is mandatory, no matter how experienced the candidate is
• clearly outlined training provisions, assessments and appraisal processes
• clear details of salary, annual leave and study leave
• for fellowship programmes and specialty specific programmes, details of the specialty
training programme; this is crucial where the posts being offered rotate between paediatrics, neonatology and a paediatric specialty
- clear description of duties including the on call component and its frequency
- a copy of the local training programme, a provisional rota, and educational programme (desirable)
- for Trusts supporting research or achieving higher qualifications, an exact statement of what is being provided and whether there is protected time for the same

The provision of training and all the elements mentioned in the job description must be met.

We require that funding for MTI posts is equivalent to the wage of a UK/EU trainee at a comparable level or in line with the amount a Trust doctor with similar expertise/experience would receive. Where appropriate, MTI doctors must have access to banding. MTI doctors' overseas experience should be taken into account when generating their pay scale. This also applies to applicants coming with funding/stipends offered by overseas institutions: it is employing Trusts' duty to ensure the salary is topped up to the appropriate level.

Once a suitable candidate is identified, they must be provided with a conditional job offer letter and the RCPCH should be notified.

Prior to any appointment, Trusts should check applicants fulfil the eligibility criteria on our MTI(p) guidance for applicants page. Where candidates are found not to be eligible, an application cannot be taken forward at that time.

**Proposed start dates should be set at least six months from the point at which an application is formally made.** This gives enough time for the relevant paperwork to be gathered and processes completed. With a timely submission of paperwork by all stakeholders, this can be reduced to about four months.

For posts that are to be advertised on the RCPCH website, the proposed start date should be set further ahead to allow time for the sourcing and selection process.

**Key documents for step 1**

- Model job description
- Job description template
- Post submission form
- Interview framework/scoresheet (available on request)

Please ensure that all applicants have passed OET/IELTS. Preferably this should be before the interview but will need to be in place before applying to the college, otherwise we will not be able to progress the application.

**Step 2 – Application for sponsorship**

Once an eligible candidate is identified and offered an approved post, we issue the candidate with a **candidate pack** to complete and return to the RCPCH.

At the same time, Trusts will need to complete their own **Trust pack**. This comprises the following documents:
We encourage you to complete these as far in advance as feasible.

Both packs must be fully completed and submitted before the application for sponsorship can progress.

**Key documents for stage 2**

- MTI Tier 5 form
- Template contract (available on request)

**Step 3 – Application processing**

Once all paperwork is submitted, our MTI(p) champions will make a final review. If needed, we will undertake a postgraduate qualification assessment to establish MRCPCH equivalence.

Provided all is satisfactory, we will issue a letter confirming sponsorship. We will support the appointed doctor to apply to the GMC (General Medical Council) via our sponsorship pathway.

Once provisional registration is offered and pending an identity check in person, we then be able to request a Tier 5 Visa Certificate of Sponsorship from the Academy of Medical Royal Colleges (AoMRC.)

This concludes the application for sponsorship.

**Step 4 – When the MTI(p) doctor enters or is in post**

When the MTI(p) doctor has entered post and is going through the induction process, you should submit two documents to us:

- tier 5 Visa starter’s report
- enrolment form for ePortfolio access

The RCPCH will send the starter form over to the Academy to be logged with UK Visa and Immigration, confirming that the doctor has entered post.
The enrolment form will be used to set up the doctor’s RCPCH ePortfolio account (on the Kaizen platform). There should be an initial meeting with the doctor’s educational supervisor to discuss educational goals, and these should be worked towards on RCPCH ePortfolio. The doctor should subsequently meet regularly with their educational supervisor to discuss educational goals and record progress on ePortfolio.

Sufficient engagement with ePortfolio is necessary for the issuing of a training certificate from the RCPCH. It also serves as the main basis for assessment for the Diploma in UK Medical Practice, offered by the RCPCH in partnership with the Liverpool School of Tropical Medicine, which serves to accredit the doctor’s MTI(p) training. More details can be found on the Dip UK MP website.

**Step 5 – When the MTI(p) doctor leaves post**

We should be informed and an exception report filed.

Downloads
- MTI job description template.docx (54.94 KB)
- MTI model job description.pdf (110.74 KB)
- MTI Post Submission Form (90.09 KB)