


<p>Title of the project</p>	<p>Improving medical workforce equality and integration of international doctors</p>
<p>Sponsor Name, Title, Host Organisation</p>	<p>Dr Katherine Webber and Dr Monica Minardi, Medical Education Team, Royal Surrey County Hospital</p>
<p>Explain the project in one sentence</p>	<p>To improve integration, workforce equality, training and retention of international junior doctors in the NHS.</p>
<p>Tell us about the project and sponsor in no more than 175 words</p>	<p>The Royal Surrey County Hospital has an exciting opportunity for an individual to make an importance difference in improving the working lives of junior doctors.</p> <p>The NHS is reliant on an international workforce (20-30%). In the NHS five-year forward view the importance of supporting international doctors and being an inclusive employer are highlighted.</p> <p>The majority of international doctors report issues with discrimination, burn out and loss of confidence as well as inadequate training to learn NHS systems.</p> <p>Intercultural communication and resilience programmes are recognised measures to address certain issues. However, there is no clear evidence about the most effective strategies to support and improve working conditions.</p> <p>This project focuses on the issues faced by international junior doctors. The successful applicant will be able to develop important leadership skills by:</p> <ul style="list-style-type: none"> • Identifying current problems faced by international junior doctors

	<ul style="list-style-type: none"> • Assessing the roles of key stakeholders in such problems • Producing and implementing solutions • Outcome measures to ensure solutions effective • Share good practice within KSS and propose a way of standardising programmes for international doctors.
<p>What skills or attributes are you looking for in a fellow?</p>	<p>We are looking for an innovative fellow with excellent communication skills who is able to approach problems from different angles. This could be a medical, nursing or allied health professional. Ideally an individual who is enthusiastic about improving junior doctors' well being and able to work well within a team. Experience in intercultural communication is desirable.</p>
<p>Who to contact? (Please include a brief bio, contact details and photo)</p>	<p>Dr Katherine Webber, Training Programme Director Foundation School Consultant in Supportive and Palliative Care Contact: Education Centre, Royal Surrey County Hospital, Guildford, Surrey, GU2 7XX E-mail: kwebber1@nhs.net</p>  <p>Dr Monica Minardi, Lead Consultant for Workforce, Programme lead for international emergency medicine doctors. Emergency Medicine Consultant E-mail: monica.minardi@nhs.net</p> 