

Building Bridges Impact Report 2016-19





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Foreword

As Chair of the Clinical Steering Committee for the Refugee Health Professionals Programme, Building Bridges, it is a real pleasure to deliver my thoughts for this current impact report.

Since the beginning of my involvement some 11 years back, I find it remarkable and a privilege to be involved in seeing the growth of the Building Bridges programme.

Since the last report three years ago, 167 individuals have joined the programme and 46 Doctors gained NHS employment, with an additional 78 transitional jobs secured. Since 2009, over 600 Refugee Healthcare Professionals (65% of these are Doctors) have been supported through the programme.

What is paramount and encouraging is the recognition of employers in the UK (and globally) see how Refugee Health Professionals contribute to host countries with efficiency, cost-effectiveness and quality – all with the background of robust training, ongoing education and mentoring where appropriate.

Since the last report the programme has been able to contribute in terms of dialogue, presentations and working groups with the British Medical Association, International Organisation for Migration, and Department of Work and Pensions, in addition to global networks, such as the World Health Organisation based in Turkey who are looking to emulate a similar model for Refugee Doctors originating from Syria to contribute within the Turkish Healthcare.

As a marker of robustness and validity we have had the privilege of having a peer reviewed publication within the journal [“International Advances in Medical Education and Practice”](#).

We were able to provide robust data over a 10-year period of demonstrating how a fair proportion of Refugee Health Professionals (Doctors, Pharmacists, Dentists and other allied health professionals) have gone through a training/educational program and transitioned into full-time/long term employment. We are proud that we received a seal of approval of our work through this publication.

Ultimately, our goal remains to support the integration of Refugee Health Professionals into UK Society and Healthcare but also now exploring how to coordinate and collaborate bigger projects throughout the United Kingdom. We owe special recognition and gratitude to all involved in the Program delivery, the external Organisations, selfless volunteers and finally of course the Refugee Health Professionals themselves who continue to demonstrate dedication and resilience.

Dr Sandy Gupta, MD FRCP

**Consultant Cardiologist,
Whipps Cross/Barts
Health NHS Trusts,
London**



**Chair, Clinical Steering Group,
Refugee Doctors Programme**

13th January 2020

Introduction

“While every refugee’s story is different and their anguish personal, they all share a common thread of uncommon courage - the courage not only to survive, but to persevere and rebuild their shattered lives.”

Antonio Guterres, Former UN High Commissioner for Refugees

We take pride in supporting Refugee Health Professionals (RHPs) restart their careers, and reinstate purpose and hope in their lives. At the same time, the health of wider society benefits with the addition of much-needed skilled and experienced professionals.

London is home to a significant number of RHPs, particularly doctors, forced to flee and start again. RHPs bring skills, experience and specialisations that can

benefit the National Health Service (NHS) workforce, but only a small percentage of RHPs have returned to medical practice. The route back to practising medicine, dentistry, nursing, among other health professions, is a long and difficult journey with many barriers to overcome.

The Building Bridges programme is a partnership of three delivery organisations: Glowing Results, RAGU (Refugee Assessment and Guidance Unit) and Refugee Council, who work together to address these barriers and bring RHPs into the NHS.

On average, it takes half the time required to requalify a refugee doctor than to train a junior doctor in the UK, and costs a fraction of the medical training. As a result, the programme provides an efficient and cost-effective way of supplying the NHS with quality staff, permanently settled in the UK.

Executive Summary

It is a challenge to adapt to a complex healthcare system and live in a new country for most international medical graduates. For Refugee Health Professionals (RHPs), these challenges are even more evident.

Healthcare in the United Kingdom (UK) is highly regulated and those applying to work in the field are expected to meet strict criteria. The emphasis in the UK on individual autonomy and shared decision

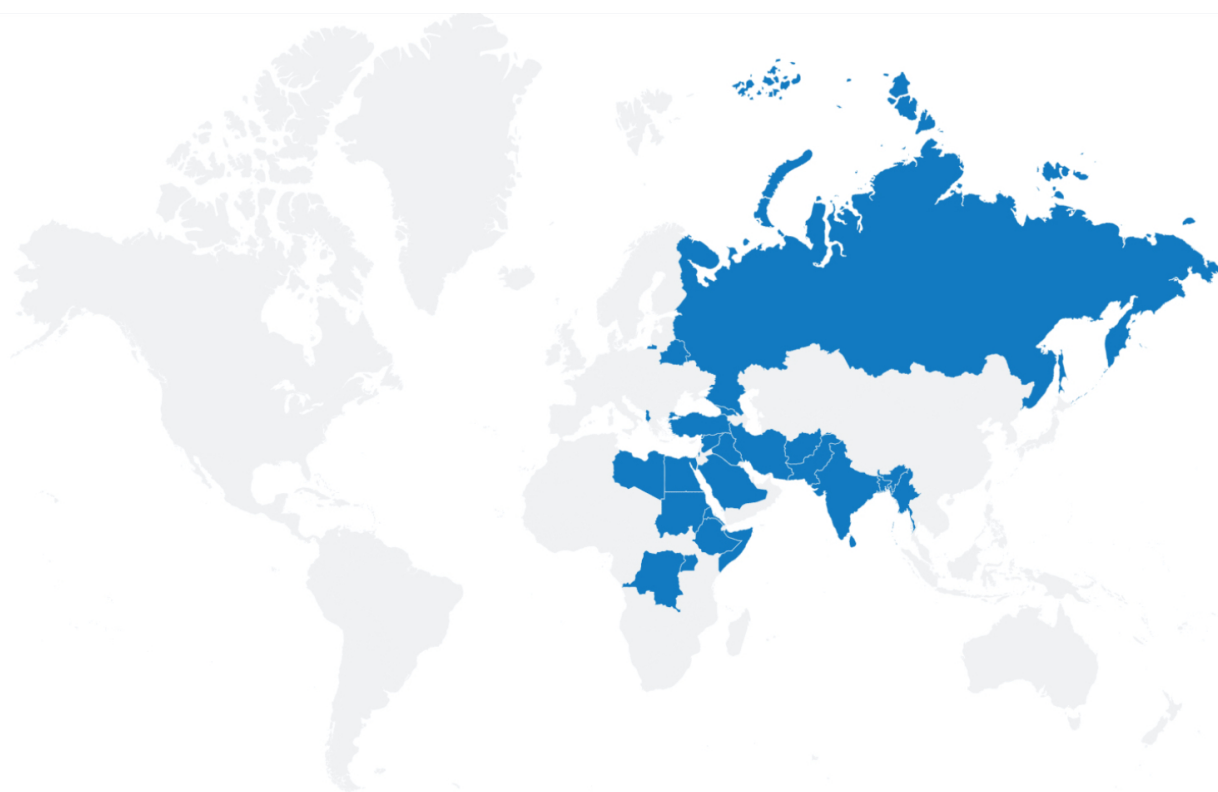
making between doctor and patient is a key difference between those who qualify in the UK and many who qualify overseas.

The Building Bridges programme helps RHPs understand the processes required to successfully return to practice, from the criterias in UK healthcare to cultural immersion in practice. We offer initial advice and guidance, to finding employment directly related to a RHP’s education and experience.

Barriers to Employment

- The **asylum system** does not grant individuals permission to work until they receive a decision from the Home Office. This process can take years, creating huge gaps in employment.
- **English language and communication skills**
- **Conversion of professional qualifications:** Healthcare professionals must register with the relevant regulating body, including the General Medical Council, General Dental Council, and the Nursing and Midwifery Council, before they can work and to do so they must meet specific requirements, including passing prescribed exams to test their language, communication and clinical skills.
- **The health system and recruitment methods** here may be very different from a home country, so familiarisation with the NHS systems, working culture and competencies is needed.
- **The routes into practising** are varied and finding the right information and advice can be challenging, particularly when people are not aware of refugee entitlements.

Countries of Origin (2016-2019)



Afghanistan, Albania, Bangladesh, Belarus, Congo, Egypt, Eritrea, Ethiopia, Georgia, India, Iran, Iraq, Libya, Myanmar, Palestine, Pakistan, Russia, Saudi Arabia, Somalia, Sri Lanka, Sudan, Syria, Turkey, Uganda

How does the Building Bridges Programme help?

“When I joined this programme it changed my life! The most beautiful days in my life. I started finding my way.”

Maloku, Refugee Doctor from Kosovo

We provide:

- **Specialist careers guidance** for RHPs, with NHS employability training, volunteering, work placements and paid work
- **English language courses** to achieve the required International Language Test (IELTS) and the Occupational English Test (OET) scores as prescribed by the regulating bodies
- **Advice and practical support with PLAB exams** (Professional and Linguistic Assessment Board)
- **Assistance with professional registration** with General Medical Council, General Dental Council and other health care regulating bodies
- **Help to secure work placements** and paid work in clinical settings

- **Access to clinical attachments**
- **Access to the Clinical Apprenticeship Placement Scheme (CAPS)** designed specifically for refugee doctors without UK work experience. The scheme is delivered by the Professional Support Unit (previously London Deanery) in collaboration with London hospitals

- **Financial support** with travel expenses, tuition fees, exam fees, child care and registration fees

We work closely with:

- **Whipps Cross University Hospital and Newham University Hospital** to secure clinical attachments and CAPS placements
- **London Professional Support Unit** on delivering the CAPS scheme
- **Over 50 GP surgeries in London** providing work experience placements for the programme participants
- **Over 15 retired, semi-retired GPs and Language Tutors** volunteering to support RHPs through re-qualification

The Refugee Council

The Refugee Council has supported RHPs for almost two decades, within which we have developed into a specialist provider in supporting the conversion of professional overseas qualifications to meet UK standards. We work closely with a number of NHS trusts, the London Professional Support Unit and various training providers and professional registration bodies.

Through the Building Bridges Programme we help refugee doctors to:

- **Refresh** medical knowledge and skills before taking PLAB Part 1 and Part 2 exam(s). We provide training space and access to the Skills Lab where doctors can practice using medical equipment and manikins (OSCE stations).
- **Prepare** for providing patient centered care by enhancing language and communication skills (active listening, questioning, explaining and advising). Our weekly Professional Development Group sessions are designed to help doctors to improve their clinical communication in English, to introduce them to the NHS - the way it works - and to the medical professional culture in which they will work.
- **Familiarise with UK medical procedures and systems** through

clinical attachments before assuming professional duties. A clinical attachment is a period of time (1-3 months) where a doctor is attached to a clinical unit with a named supervisor, providing the opportunity to learn about the legal, ethical and cultural context of medical practice through the observation of hospital teams in their day-to-day activities. Clinical attachments provide doctors with invaluable UK experience and the opportunity to gain a UK reference, both of which are critical when applying for jobs.

- **Obtain professional registration** with a licence to practice (General Medical Council).
- **Understand recruitment processes in the UK** and develop job search skills through the series of workshops.
- **Access employment** through the Clinical Apprenticeship Scheme (CAPS) or other routes.
- **Develop and maintain a strong peer-to-peer network** where doctors can share their knowledge and experience and provide emotional, social or practical help to each other. This support is mutually offered and reciprocal, allowing peers to benefit from the support whether they are giving or receiving.

Case Study

“I do feel proud to be part of the NHS to be able to serve the public.”

Dr Saad Maida, Refugee Doctor from Syria

Dr Saad Maida is an NHS junior registrar. He was born in Syria where he graduated medicine and held a post in Obstetrics and Gynaecology. However, with the war in Syria, Dr Maida was forced to leave and arrived in the UK as a refugee in 2009. He was unable to practice medicine. Requalifying in the UK, in addition to adapting to working in a different language, culture, and medical system was a challenge, but one that Dr Maida overcame.

Joining the Building Bridges programme changed Dr Maida's life and career prospects. He received the support and training essential to gain the qualifications he desperately needed to return to practice.

In addition, the weekly Professional Development Group sessions at the Refugee Council helped Dr Maida understand better the doctor-patient relationship in the UK and nature of clinical practice, and its legal, ethical and cultural aspects.

Dr Maida also completed a clinical attachment, enabling him to shadow clinical teams in the NHS before taking employment. Following this observation opportunity, he received interview training for the Clinical Apprenticeship Scheme - a key stepping stone to transitioning to a job in the NHS - and secured a six-month Foundation Year 2 post in 2014.

By 2018, Dr Maida was promoted from a Senior House Officer to Junior Registrar, and his ambition is to specialise in fertility treatment. He came back to the Refugee Council offering support to refugee doctors on the programme. Reflecting on his own experience from the time he worked towards gaining professional registration, he said:

“You are well supported and you are somehow part of a family. Professional clinicians like Dr Stephen Nickless helped me with kind of the butterfly effect”.

I believe that without the Building Bridges it might have taken me longer, or the kind of job opportunity that I would have got might not be as well tailored to my needs.”

His message to refugee doctors thinking about Building Bridges?

“These people know what they are doing and they have been doing it for so long. These people share your dream with you - they want you to get where you want to get.”



Case Studies

“I appreciate what you have done to support us throughout the whole process. I used some tips I remembered from the Wednesday’s sessions. I also enjoyed the interview preparations, they were exceptionally useful. I was answering the questions confidently and put my information in a logical way. Thank you”.

Dr Souad, Refugee Doctor from Yemen

Mrs and Mr Souad, a young refugee couple, both qualified doctors from Yemen, joined our programme in 2018. With a part time job, two small children to look after and 6 professional exams between them - attending classes, revising, practicing and taking exams meant they had to plan meticulously to manage it all.

They took turns to attend courses, organise childcare, revision and exams. We helped them to prepare for the PLAB exams, provided financial support with the cost of travelling, childcare and course fees. We then liaised with the General Medical Council to assist both with the application for professional registration.

On receiving full GMC registration with a licence to practice, they were helped into their first NHS jobs. Mrs Souad was successful in the job interview for the CAPS scheme securing a 6 month supernumerary post. Mr Souad took a different route and obtained an FY2 job in a local hospital so they could better combine their working hours and share childcare.

In 2019 both of them have successfully applied for GP training which will start this year.

“I am starting my GP training in August [2020]...”

“This journey was not possible without your help: from tuition to support passing my PLAB exams, arranging my clinical attachment, and preparing me for the CAPs job providing my first opportunity to work in the NHS.

“I heartily appreciate your invaluable support.”

Dr Adel, Refugee Doctor from Iraq

Refugee Assessment & Guidance Unit (RAGU), London Metropolitan University

RAGU works creatively and collaboratively with Glowing Results and Refugee Council to help RHPs progress towards relevant career goals.

RAGU works with refugee doctors, as well as nurses, midwives, physiotherapists, psychologists, dentists and biomedical scientists. We support clients at all stages of their UK career: from preparing for the IELTS exam, into transition and alternative health roles, through to registration and registered posts.

Our specialist careers guidance and employability training supports and empowers clients, focusing on building confidence, gaining specialist employability skills for clinical and non-clinical work, and understanding and preparing for the specific demands of the NHS in developing its workforce.

Reflective learning has been a key feature of RAGU's work with refugees for 20 years. The programme is designed to enable a reflective approach to learning, development and progression. We particularly focus on supporting clients into work-based learning (volunteering and work placements) to enhance professional development.

RAGU's contribution to the Building Bridges partnership includes:

Careers guidance – assessment of refugee health professionals skills and competences, supporting clients to develop career plans and identify and implement realistic actions to enable clients' progression

Employability training – a program of specialist training to support the development of key skills which enable clients to successfully access NHS health

jobs (includes NHS Familiarisation, CVs, applications forms, interview techniques, networking, clinical attachment portfolios, CAPS interviews)

Structured work-based training in NHS Primary Healthcare across London boroughs, and in community health, hospital settings and health based NGOs

Accurate up to date information including professional registration processes across all health professions, NARIC equivalences, NHS policies and practice, NHS recruitment practice and workforce demands

Networking and advocacy: enabling clients to access and develop professional networks, including NHS employers, range of London-wide provisions

RAGU's programme for Refugee Health Professionals has two components

1. CAREERS GUIDANCE and EMPLOYABILITY TRAINING

Through a combination of one-to-one careers guidance, group training and coaching, RAGU offer a range of opportunities for professional development tailored to the individual needs of each refugee health professional.

RAGU supports clients to progress along a parallel pathway: that is working towards registration and studying IELTS/OET while simultaneously developing employment skills to access transition roles and alternative routes into health work. We have supported clients into Band 2 posts and upwards, including in to CAPs posts and other registered roles.

Refugee Assessment & Guidance Unit (RAGU), London Metropolitan University

2. RAGU WORK PLACEMENT in Primary Healthcare

The placement experience – where clients build communication skills and confidence, access UK professional networks, gain a NHS reference and insight into UK work culture – provides ‘a parallel pathway’. This placement is an important step towards achieving longer-term goals of UK professional registration; for others who will not achieve registration, it provides an essential path to earning a living, supporting their families and contributing to UK health services.

RAGU has continued to build a strong network of GP Training Practices in many London Boroughs to host refugee health professionals on placements. Work placements were set up for doctors, nurses and a dentist in health care assistant roles, comprising both clinical and non-clinical responsibilities and providing the bridge clients need to find paid work.

Pre-placement training was developed to include introduction to Care Certificate requirements, introduction to clinical English, and role-playing specific scenarios to practice working with patients in English in GP Surgeries.



Case Study

Leada, a doctor from Afghanistan, worked for 3 years as a Gender Awareness Officer addressing some of the most challenging issues in the country around gender violence. Sponsored to come to the UK to study a Masters in Public Health, she found herself unable to return to Afghanistan and applied for asylum in 2014. She subsequently joined the Building Bridges programme and started working with RAGU on a career development plan and receiving employment support.

Leada decided to apply for the RAGU Work Placement programme alongside training with Glowing Results in IELTS preparation. Even with an MSc in English, Leada was still required to pass this GMC requirement.

Studying for IELTS she also started a RAGU work placement as a Health Care Assistant in an Islington-based GP practice, learning how to communicate professionally with patients from diverse backgrounds, using IT patient records systems and following NHS guidelines and protocols so that following placement found Leada found her first NHS paid work in Primary care.

“I was delighted to start paid work as an HCA. I really didn’t want to be a burden on the UK Government. The work has helped me to manage my accommodation and daily expenditure.”

In work and studying with Glowing Results, Leada’s confidence and language skills were developing well. Keeping in regular contact, RAGU was able to support her to apply successfully for a new HCA post, closer to home and better paid. Encouraged by her colleagues, doctors, nurses and HCAs

alike and Leada finally passed IELTS and within seven months had successfully taken PLAB 1 exam.

She is now preparing for PLAB 2 attending Refugee Council’s Doctors Development Group and is well on her way towards GMC registration. Throughout the last four years Leada has demonstrated great resilience, facing many professional and personal challenges to get this far.

“Working as an HCA in a different country in a different language with the wide cultural diversity boosted my confidence and improved my English fluency. The emotional and practical support from my work colleagues, from advisers at RAGU encouraged me not to give up and to follow my goals. You have to try to be confident, keep practicing and accept challenges to gain the real success”.

Case Study

"I love working here [Kingston Hospital] and being part of the team, the work with patients is fantastic. This is only the beginning - I am looking forward to doing my registration with the General Optical Council and working as an optometrist in the future. I am very grateful for everything RAGU has done for me, all the support and knowledge they offered. I encourage everyone to go and have the same successful journey that I had with them".

Dr Dalia, Refugee Doctor from Sudan

Dalia is a Sudanese Optometrist with 15 years' clinical experience. She joined the Building Bridges programme in July 2017. From the start she showed great commitment to her own professional development despite the pressures she faced in raising her young family including a child with a disability and with a 2 year gap since her last employment.

"In my first meeting I was depressed, lacked confidence and was questioning my knowledge and experiences."

Keen to find a suitable job and working with a RAGU adviser, she started drafting a personal statement which she could use in job applications. Shortlisted for interview, she was not selected and realised that she lacked the UK experience which would greatly improve her chances. So she turned her focus to volunteering with the aim of developing her non-clinical skills and gaining a deeper understanding of UK work culture and NHS practices.

"RAGU advised that if I volunteered, it would be great experience to improve my English language and communication skills and give me the opportunity to have a UK experience and a good reference".

She soon found a role at Moorfields Eye Hospital where she volunteers in the A&E department, record scanning, assisting patients with the new self-check-in machines and guiding them to the relevant clinics within the hospital.



With her adviser she further reflected on her professional experiences, re-worked her personal statement, and was invited to two interviews for Ophthalmic Technician Band 4 roles at Moorfields and Kingston Hospitals. Her RAGU adviser coached Dalia in and gave her a mock interview and following a very successful interview, she was offered the job at Kingston Hospital Ophthalmology department.

Case Study

Habtom Adgoi is an experienced Biomedical Scientist and Laboratory manager from Eritrea. After graduating with a degree in Clinical Laboratory Science he worked as a Laboratory Technician in a regional hospital for four years responsible for conducting a wide range of biochemical tests, maintaining specialist equipment and ensuring quality standards. Following a promotion to Head of all the laboratories in the hospital, he took on overall management of the biomedical staff and the hospital biomedical services. This involved staff supervision and training, quality control, collaboration with research teams and extensive documentation and reports. At the same time he continued to keep his hand in with lab work performing chemical, serological, microscopic and haematological tests.

In 2015 Habtom fled to the UK, initially living in Newcastle. He was keen to be active and started volunteering for a local charity providing support and advice for refugees. As well as translating, Habtom was involved in fundraising and organizing community events and this role led him to study and gain a Community Interpreting Certificate.

After moving to London in 2017 he joined the Building Bridges programme at RAGU and worked with his adviser to identify his transferable skills and knowledge, matching these with the required competencies for a Medical Laboratory Assistant (MLA) role in the NHS. Last year Habtom was accepted on to RAGU's Voluntary Placement programme, participated in the pre-placement training module to prepare him for a structured, 3 month placement at St Thomas' hospital. He was placed in Haematology with an agreed work plan supervised by the lab

manager. Habtom adapted well, quickly familiarizing himself with key equipment and importantly the standard operating procedures as well as becoming a valued member of the team.

By the end of the placement his manager was confident to support Habtom's move into a bank MLA role within the Trust. Just before this Habtom had delivered a superb presentation to HR and NHS clinical staff about his placement experience, impressing the audience with his progress in such a short period, attributed to his previous lab experience. After 4 months in the bank role he is now working in a permanent MLA post (band 3 post), enjoying his work and with his eye firmly fixed on getting HCPC registration in the year ahead.



Glowing Results

Glowing Results offers specialist and high level language tuition to groups of RHPs who are preparing for the International English Language Testing System (IELTS) exam or the Occupational English Test (OET). The OET was introduced in late 2017 as an alternative to IELTS by the General Medical Council and other professional regulating bodies.

The IELTS and OET tests measure the ability to communicate in English across all four language skills: reading, writing, listening and speaking. The General Medical Council requires an overall score of 350, a low “B” (equivalent to IELTS 7.0) as evidence of proficiency for the purpose of registration or a high “B” score of 400 (equivalent to IELTS 7.5) for those doctors who have not completed their internship.

Being more profession specific than the IELTS, the OET has become the preferred option for many RHPs and we have adjusted our provision to meet the demands. As a partner in the Building Bridges project, Glowing Results delivers:

- OET for Medicine - Advanced class
- OET for Medicine - Intermediate class
- OET for Nurses & Midwives
- IELTS - for doctors without internship, pharmacists and dentists

The delivery includes:

- Weekly “core” classes to refugee health professionals consisting of three hours of group input.
- Advice and guidance, including suggestions for self-study.

- Targeted individual and small group tutorial support delivered with a personal tutor face-to-face online or by e-mail.
- Language testing and initial assessment of new refugee health professionals, as a result of which, trainees may join the weekly classes, be offered a place on the waiting-list or be advised to develop their English to the intermediate level required for a place.
- Expert ongoing formative assessment to provide health professionals with meaningful feedback and periodic summative assessment to determine their exam readiness.

Glowing Results uses a combination of its own original material and published material.

We are proud of Norman Whitby, former tutor and a founding partner of Glowing Results, and Dr Stephen Nickless, Professional Development Group for Refugee Doctors Facilitator, who co-authored a book, *Dear Doctor* (ISBN 1700647083).

This book is a course for doctors who need to write clearly and concisely in English. *Dear Doctor* was one of the 10 finalists in the prestigious British Council awards for Innovations in English Language Teaching in October 2020. It was originally designed for self-study but can equally well be adapted for classroom use.

Case Studies

“My tutor helped me to regain confidence. She encouraged me to book an OET exam. I passed. I am preparing for a PLAB Part 1 test and feel positive about my future as a doctor. I can’t thank her enough for the support in the class and the tutorials. She helped me with the barrier I was becoming desperate to cross. I can’t thank her enough”.

Dr Faria, Refugee Doctor from Iran

“It was tempting to swap the exams and try an OET test instead of retaking IELTS. I kept failing it despite achieving high scores. My life was on hold, I was struggling with poorly paid jobs; it was a stressful, difficult time. I decided to have one more attempt before changing direction. I could not believe it when I heard from the examiner, I asked my flatmate to read the e-mail again. After 4 years of disappointments and frustrations,

I passed. Finally I started thinking about myself as a doctor with a future in the UK”.

Dr Yousef, Refugee Doctor from Sudan

“After numerous attempts at IELTS I felt I was going in circles. I was close to passing, sometimes missing it just by a point. The writing section was the most difficult while my speaking, listening and reading were above the required scores. I was anxious when I joined the OET class. It was new, the curriculum was different but it didn’t take me long to feel it was a test created with a doctor in mind. I passed 8 months later. I thank all the tutors who helped us. It’s a feeling you can’t describe. I have now joined the Professional Development Group at the Refugee Council and booked my PLAB 1 exam”.

Dr Amani, Refugee Doctor from Iraq



Conclusion

“When I took over as Return to Practice Training Programme Director, I never expected that supporting refugee healthcare professionals would be such a rewarding job. When you help a newly registered refugee doctor, who is new to the NHS, and ensure they have the right training to perform efficiently and effectively, there is no bigger reward than seeing them thrive. They already have wide-ranging medical experience but just need that initial support to re-start their career in this country. It is a win-win situation for the individuals and the NHS.”

**Dr Mohammad Alam,
Consultant Paediatrician, Training
Programme Director, “Return to
Practice”, Newham Hospital, Barts &
The London NHS Trust**

Refugee Health Professionals (RHPs) play an important role in the current and future needs for a skilled, diverse NHS workforce. They provide a wide pool of significant experience, talents and skills. Employing RHPs helps to fill the gaps in the NHS workforce. The cost of re-training a refugee doctor is a fraction of that required to train a UK doctor - and this also applies to other RHPs. The retention rate is high as most remain in the UK for the rest of their working lives.

We have developed a robust package of services to assist the progression of RHPs who wish to get back to working as health practitioners. The Building Bridges programme corresponds with the Health Education England framework for supporting the safe transition of internationally trained health

professionals to working in the NHS. We help RHPs to develop in the 5 key areas: communicative and cultural capability, resilience, clinical capability, teaching and learning and professional culture.

The inclusion of Refugee Health Professionals in the NHS workforce contributes to:

- Meeting gaps in the NHS workforce
- Provision of excellent patient care by competent, caring and capable staff, reflecting the communities they serve
- Widening participation, recognising individual as well as group differences, placing positive value on diversity in the workforce and the opportunities to progress
- Providing excellent value for money*
- Reducing unemployment

We look forward to continue supporting RHPS to re-qualify to UK standards, join the NHS workforce and successfully integrate in the UK society.

*The British Medical Association estimates it costs about £294,164 to train one Foundation Officer 2

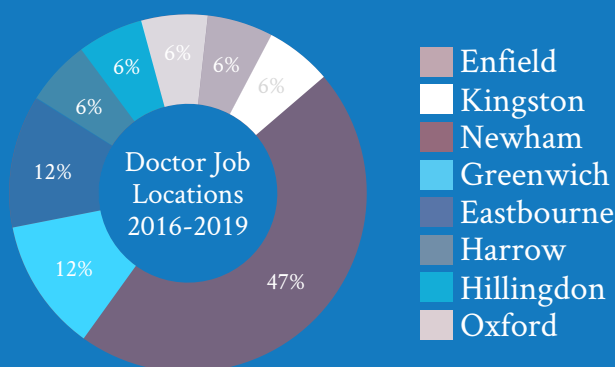
In comparison, the annual funding of £290,510 for the Building Bridges Programme allows us to support over 150 refugee health professionals towards employment enabling 10-12 refugee doctors to start working as Foundation Officer 2 each year. Approximately 30 more are helped into associated health profession positions as part of their transition to working as fully fledged health professionals (doctors, nurses, dentists, bio-medics, pharmacists, physiotherapists).

629

Newly registered clients
Sep 2009 - Mar 2019

395

RHPs into Jobs
Sep 2009 - Mar 2019



Outcomes 2016-2019

Doctors

CAPS	27
Training Jobs	6
SHO/FY2	13

Registered Jobs

Radiologist	1
Trainee Dental Nurse	2
Midwife	1

Other Jobs

Midwife Nursing Assistant	1
Bilingual Health Advocate	1
Healthcare Assistant	23
Nursing Assistant	16
Clinical Admin	1
Patient Coordinator	1
Pharmacy Dispenser	2
Pharmacy Assistant	2
Medical Notes Summariser	5
Care Assistant	4
Research Proposal Reviewer	1
Regional Des Officer	1
Phlebotomist	4
Clinical Coordinator	2
Mental Health Worker	1
Counter Assistant	1
MLA	2
Research Assistant	1
Medical Secretary	1
Bio-microscope Examiner	1
Clinical support Worker	1
HCA/Phlebotomist	1
Ophthalmic Clinician	1

Between April 2016 and March 2019, the Building Bridges partnership delivered:

160	Newly registered Refugee Health Professionals provided with information, advice and guidance
101	RHPs attended IELTS/OET preparation tutorials
45	Supported to complete work placements in a range of health settings, including GP surgeries and pharmacies
26	Employers engaged in providing work placements
1750	Employability training sessions
16	Language and communication skills workshops
575	Over 575 hours of teaching/practicing delivered through PLAB preparation courses, Language and Communication Skills and Professional Development Group
32	Refugee doctors supported to pass the Professional and Linguistic Assessment Board Part 1 examination
37	Refugee doctors supported to pass the Professional and Linguistic Assessment Board Part 2 examination
43	Clinical attachments arranged and supported within NHS partnering and other hospitals

