



Refugee Healthcare Professionals, a moral responsibility and a resource for the NHS

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Reache



- **Refugee and Asylum Seekers Centre for Healthcare Professionals Education**
- An **Asylum Seeker** is someone who has applied for asylum and is awaiting a decision from the Home Office
- A **Refugee** is someone who has been recognised as a refugee under the 1951 UN Convention

I will cover:

- What the Reache centre is
- What the centre does
- Outcomes
- Future

Centre objectives and aims

- Increase the number of refugee healthcare professionals joining the NHS workforce- to pass UK qualifications
- Develop Partnership working with stakeholders both locally and nationally
- Seek further funding to develop services and increase scope
- Deliver advice, training and support to refugees on an individual and group basis
- Raise awareness amongst colleagues

Centre Opened by Sir Liam Donaldson on 20 February 2004



Refugees & asylum seekers

- FORCED TO FLEE
 - Home
 - Family & friends
 - Employment
- 21 million worldwide:
 - Europe 4.5 million
 - 5.3 million Africa
 - 8.6 million Asia
 - 575610 South America
 - 1 million North America
 - 776000 Australia & New Zealand

Reasons Healthcare Professionals targeted in own countries

- Part of human rights group
- Professional criticism of governmental health policy
- Real or perceived activities against their government
- Helping the sick or injured
- Ethnicity gender work

Experiences

- Death threats
- Abduction
- Torture
- Denied promotion
- Transferred to undesirable location
- Dismissed
- Military harassment to make CORRECT DIAGNOSIS



Difficulties in UK

- Language
- Adverse publicity
- Dispersal away from support networks
- Unable to use their skills
- Impoverished circumstances
- May suffer deterioration in their health

A 'Moral responsibility' and resource for NHS

- Importance of work to individuals
- Costs to individuals if not working
- Costs to country if not working

Vs.

- Costs to re-train
- And benefits to NHS

WHY Help Them?

They are qualified health care professionals
with

- Relevant Professional Clinical Skills
- Years of valuable experience

ARE

- Motivated & enthusiastic
- Flexible & keen to learn
- Will increase the diversity of the workforce
- Multilingual



Opportunities



- Reache is the first UK centre of its kind based in an Acute Trust and will be seen as an exemplar to other projects
- Refugees keen to remain in the area
- Willingness to work in shortage specialties
- Experienced health care professionals (HCPs) can join the NHS workforce while undertaking training (e.g. phlebotomists)

Currently supporting a student population of

- 42 Doctors
- 4 Dentists
- 19 Nurses
- 10 allied health professionals-
pharmacists, laboratory

- We also support students from
outside the North West (Midlands,
Merseyside and Yorkshire)



Facilities

- Purpose-built unit
- Salford Royal Foundation NHS Trust
- Teaching hospital
- Excellent teaching and library facilities
- Staff on site take Reache members on attachment
- Social area
- Training rooms
- Computers and internet, books
- Manikins



Training needs

In response to:

Individual needs

Constant evaluation and monitoring

Rapidly-changing job market

Feedback from consultants and supervisors

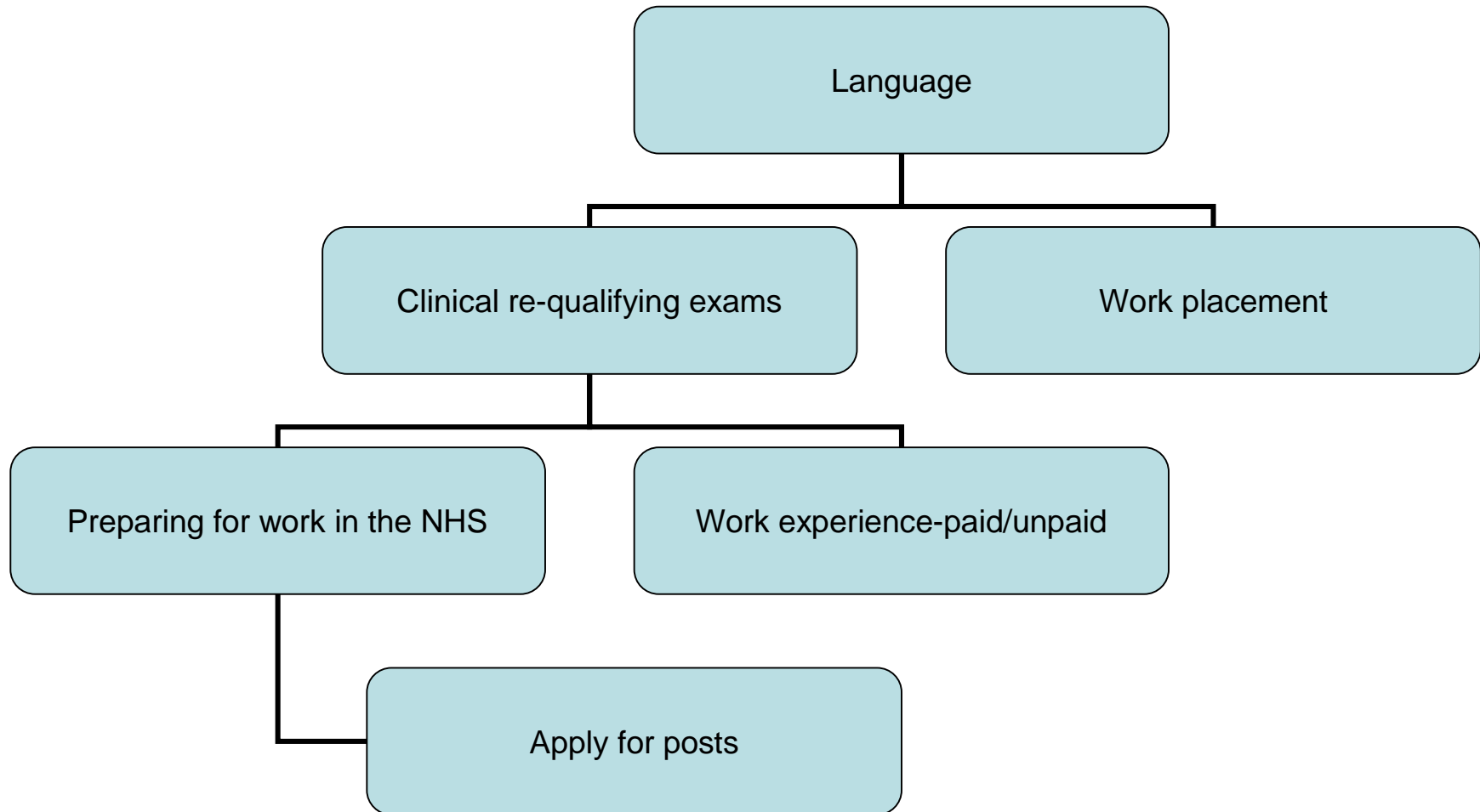
Problems once people have 'graduated'



Training

- Language
- Communication
- Revise clinical topics
- NHS 'culture'
 - Teamwork
 - Time-keeping
 - Manner of speaking to people
 - Organisational skills

Pathways



Staff

Paid

M's role

Voluntary

- Advice and support on range of issues-holistic
- Medical students



Other services at Reache

- Huge teaching resource-materials/staff
- Relies enormously on good-will
- Journal club and critical appraisal
- Advice on CVs, job applications, interview training
- Career advice – alternative
- Travel expenses



How we operate

- 'rules' and responsibilities
- Membership
- Strict punctuality and attendance a la NHS
- Relationships with consultants and medical staffing departments are all-important

CAPS scheme

- = clinical apprenticeship scheme (doctors)
- Unpaid
- Gain limited registration before applying for work
- Gain references
- Work as FY1 doctor (house officer)

CAPS

- Builds confidence enormously
- Get jobs afterwards-FY1/2
- Assess whether safe/ready to work
 - further attachments
- Friday day-release at Reache
 - Portfolios
 - ‘Preparing for work’
 - Tutorials
 - Help with CV/applications



Achievements



- Purpose built Drop in Centre

Partnerships with

- NHS Trusts in the North West
- Primary Care Trusts
- Volunteers
- Refugee associations
- BMA
- NHS Employers
- Workforce Federation



Successful Outcomes

- 81 Reache members have now returned to work in their professional role in the NHS
- 75 doctors
- 4 dentists
- 1 laboratory scientist
- *(an additional 101 health professionals have received support from the project)*



Evaluation

- Constant
- Assessment
 - feedback from students, supervisors
- Qualitative research-students, consultants
- Exam results
- Performance
- Ward round training day
- Costs – Return on Investment

Future Challenges

- Survival!
- Managing expansion
- Curriculum development
- Finding clinical attachments & supervised placements
- Sustaining a mentoring programme
- Mainstreaming our Centre – ensuring attaining qualification to gain access to training posts
- Achieving and maintaining key institutional support
- Public & Media profiling & perception
- IELTS level raised
- Terrorist attacks
- Modernising Medical Careers
- EU doctors

Bottom line: return on investment (ROI)

**Train medical student costs
£250,000 over 5 years**

**Train refugee doctor costs around
£15,000 over 2-3 years at Reache**

Beyond Reache!

- Trust posts (neurosurgery, Barrow)
- Benefits to Trusts:
 - European Working Time Directive & Hospital at Night Initiative
 - Alleviates service pressures
 - Diversity targets
 - Interpretation needs (48 different languages spoken by our group)
 - Reduced locum agency costs
- **Problems:** performance issues=communication issues
- **Health** – ‘looking after your own health’



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