INTRODUCTION

The Medical Training Initiative (MTI) scheme has been running at our trust for two years in collaboration with the CPSP (College of Physicians and Surgeons Pakistan). The Scholarship Program offers junior doctors the opportunity to work and train in the UK. It also helps address medical workforce shortages and reduce use of locums to fill rota gaps. We aimed to analyse this program on following aspects:

Cost Analysis
- Staff opinion about program
- Level of training
- Suggestions to improve program.

METHODS

- We reviewed the acute medicine rota in October 2018
- Calculated the number of hours completed by CPSP trainees in Oct 2018
- Assuming posts would otherwise be vacant and filled by locums (locum rate £30/hr), a cost analysis was made.
- An electronic survey questionnaire, to gather feedback of the scheme, was sent to all CPSP trainees in January 2019. 22 trainees responded.

RESULTS

CPSP Scholarship Outline

CPSP is Royal College equivalent body in Pakistan, responsible for taking exams and managing postgraduate training.

- CPSP Training
  - 5 years duration
  - 2 year core medical/surgical training
  - 3 year Specialty specific training
- CPSP Exams
  - Entrance exam FCPS-I (MCQ Based)
  - Mid training Exam after 2 years (MCQ and OSCE based) called IMM
  - Exit Exam (MCQ and Clinical based) called FCPS-II

CPSP has started 2 year international training program in collaboration with various trusts in UK

- 2 year international scholarship, offered at 2 levels
- Post IMM candidates selected as Junior fellows (ST2 equivalent and below)
- Post FCPS-II candidates selected as senior fellows (ST3 and above level)

Trainee's Survey

- Senior Fellows 10(45%)
- Junior Fellows 12(55%)
- Working toward MRCP/MRCS completion 19(88%)
- On calls commitments 100%
- Specialty: Medicine and allied 17(77%)
  - Surgery and Allied 5(33%)
  - Procedural work involvement 17(77%)
  - Registered with Internal Locum Bank 9(40%)
  - Maintaining UK E portfolio 13(59%)
  - Educational Budget availed 8(36%)

Improvement Suggestions by trainees

- Streamlining of training as per CPSP curriculum
- More procedural work
- Rotation to other trust hospitals for extra experience

Cost Analysis

- Number of CPSP Trainee 6
- Total worked Hour 930
- CPSPS Trainee’s Scholarship £12315
- Locum Expenditure (£30/hr) £46500
  - assuming no CPSP Trainees
- Saving over 12 months per CPSP trainee (Extrapolated data) £57901

Analysis of Cost in October 2018

Pay in GBP in Month of October

46500
17535

ASSUMED LOCUM (£30/HR) 6 CPSP TRAINEES

Training Experience will help in future practices

- Very Likely: 41%
- Likely: 36%
- Neither likely nor unlikely: 13%
- Unlikely: 9%

Training Satisfaction

- Satisfied, 64%
- Neither satisfied nor dissatisfied, 18%
- Dissatisfied, 14%

Limitations

- Difference in training duration and structure of UK and Pakistan
- Trainees suggestion from this survey has been taken into account to improve program for upcoming batches

Conclusion

The MTI scheme can help to address medical workforce shortages, reduce locum spend and a consistent workforce whilst providing a positive experience to the majority of trainees.