



The Royal College of Radiologists

# Transitioning into UK Radiology: My personal experience

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## Something about myself

'I am International Medical Graduate, a Woman of BAME ethnic group, in SAS medical career. Statistically, all odds are against me. However, I have had an enriching career fulfilling diverse leadership roles. With hard work and ambition, patience and perseverance, with good peers and support, it was possible for me. If I can, I believe anyone can!'

## Something about myself

IMG from Mumbai, India

Consultant Radiologist in India

Honorary SHO, Trust SHO in Reading and Oxford

Staff Grade in Radiology (Breast Imaging) at Oxford University Hospitals from 2005-2007

Associate specialist since 2007

## SAS Workforce: who are they?

Diverse group with minimum 4 years experience in the specialty

Majority IMGs, BAME

Variable training, unconventional routes

Staff grade and Associate specialist until 2008

Specialty doctor from 2008. Specialist since 2021 contract reform

# Something about myself

This was me!



## Something about myself

Overworked and undervalued

Supportive consultant colleagues since 2011

SAS development fund from HEE

Professional networks via regional BMA and courses/workshops

Brought new image intervention techniques to the department along with a motivated and supportive consultant colleague

Supportive clinical lead since 2015

New clinical services

## Extended roles :

### Local:

Clinical Audit lead  
Educational supervisor  
Clinical supervisor and mentor for advance practitioners and consultant radiographers  
SAS Rep LNC

### Regional:

Oxford Regional BMA SAS committee Deputy co-chair since 2020  
FRCR 2B SBA question panelist for Oxford

Extended roles :

**National:**

BMA SAS conference chair 2021/22, 2022/23, 2023/24 and 2024/25

SAS Lead RCR (Clin Rad)

Current Co-Chair AoMRC SAS committee 2022-2025

Past Vice Chair AoMRC SAS committee 2019-2022

Contributed to the report published by Dept of Health in 2009 on 'Women doctors in medicine'

Deputy Director, Oxfordshire National Breast Screening Programme since December 2021



# Something about myself

## Royal College of Radiologists SAS Lead Clinical Radiology:

- RCR SAS webpage
- SAS Strategy 2022-25

CR Specialty training board

CR Quality improvement and audit committee

CR Professional support and standard board

RCR SAS Webpage

CR Equality and diversity committee

CESR reforms

Guest editor RCR Spring newsletter 2023

SAS Strategy planning

# Something about myself

Academy of Medical Royal Colleges:

RCR SAS Lead

SAS Committee Vice Chair for Education, CESR and credentialing  
2019-22

Current SAS Committee Co-Chair 2022-25

Academy SAS publications- Leadership, education, wellbeing,  
research, appraisal, mentorship

Opportunities and challenges identified

Recommendations – local employer level, Colleges, other stakeholders

SAS as a viable career

Networks and social media

# Something about myself

## **My Academy of Medical Royal Colleges publications:**

Strengthening the SAS workforce

SAS as educators

Strengthening the role of SAS tutor

Access to College education e portfolio to SAS doctors

SAS doctors in education: work towards commitment 8

## Something about myself

2021 Specialist Grade Contract negotiations: BMA and NHS Employers

Members of Task and Finish Group for Generic Professional Capabilities (GPC) Framework establishing GPC Framework itself  
Person specification guidance  
Concordat between medical royal colleges  
Additional specialty specific notes  
AAC-like process for specialist grade

## Successful collaborations:

GMC: CESR roundtable conference, credentialing

NACT: Strengthening the role of SAS tutor publication

BMA: autonomous practice, Specialist grade generic capability framework

HEESW CESR Conference

SAS Conference – RCOG/RCSEng

NHS England – Emeritus programme

COPMeD

COPSAS

National IMG Induction

NHS Employers SAS Week – 10-14 October

NHS Digital – National Coding for autonomous working of SAS doctors and dentists

## Successful Conferences:

Academy SAS conference 2020

Academy SAS conference 2022

BMA SAS conference chair 2022

BMA SAS conference chair 2023

Women in Leadership conference 2023

BMA SAS conference chair 2024

Academy SAS conference 2024

## Current ongoing collaborations:

**GMC:** SAS Round table, SAS in primary care

**NHSE/GMC/MWRES:** To support SAS doctors to make progress in leadership roles and by review of the contract

**NHSE:** Employers' award scheme

**NHSE:** Remodelling LED career pathways (SAS roles), Medical workforce retention working group, GIRFT

**BMA:** SAS charter

**NHS Employers:** SAS week

## Future vision: CR Radiology census report 2023

SAS doctors – 3% (Up to 30% in other specialties)

97% of SAS doctors are IMGs

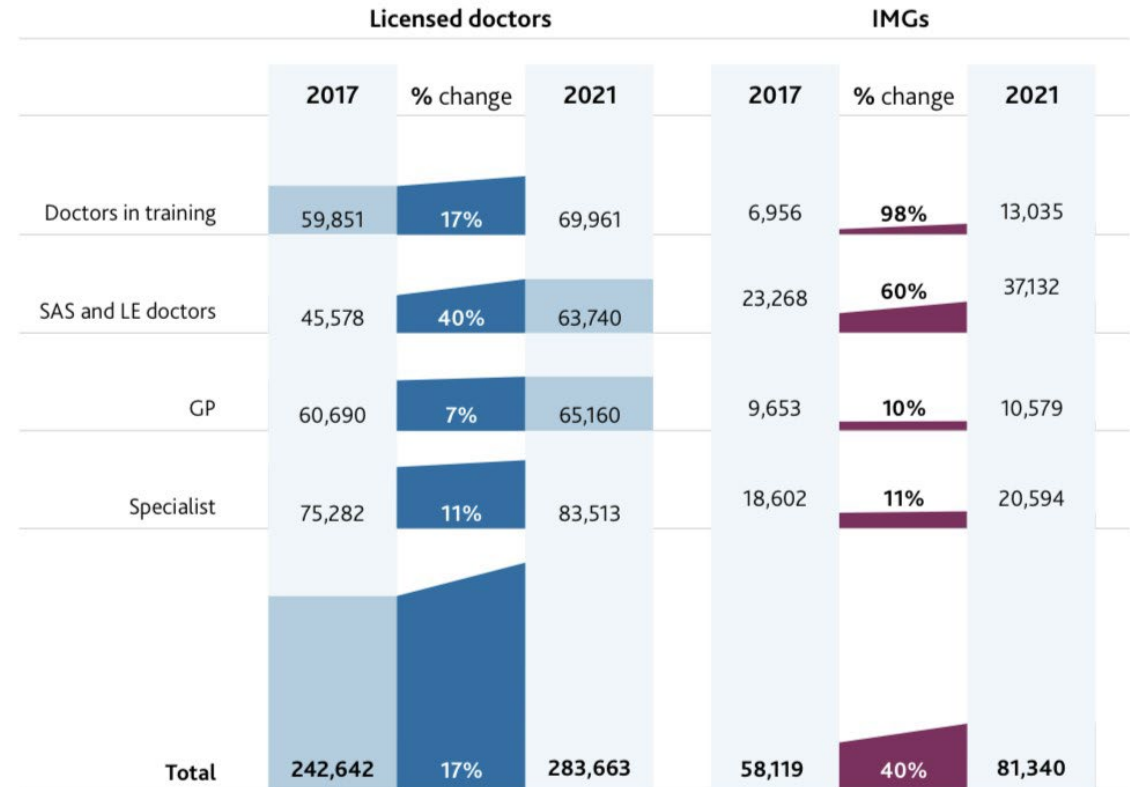
LEDs – Number of locum consultants has risen from 373 in 2022 to 447 in 2023

Acute shortage in special interest specialties (Breast, IR, MSK, Nuclear med)



# GMC Workforce report

Figure 3: Workforce size in 2017 and 2021 by register type and for IMGs



## Future vision: SAS as future workforce

**SAS – A viable career choice** – calls for support for the development and recognition of the SAS workforce

**Strengthening the SAS workforce** – build future NHS in the current crisis. SAS can become good leaders, educators, and mentors when in a supportive and engaging team. These key partnerships with consultants and other peers result in motivated and successful departments.

**SAS largest growing workforce** - will form an important pillar of the workforce in the current NHS workforce crisis and help build future stronger NHS.

Future vision: International  
medical graduates

IMG induction programme:

Mentoring and buddy system

Career guidance and options: Portfolio  
pathway, specialty training, SAS  
careers.

# Resources for IMGs

## 1. NHS induction programme for International medical graduates: Welcoming and valuing IMGs to UK clinical practice

In partnership with NHS, HEE, NHS England and NHS Improvement, Oxford University Hospitals, GMC, BMA

<https://www.e-lfh.org.uk/programmes/nhs-induction-programme-for-international-medical-graduates/#:~:text=The%20Welcoming%20%26%20Valuing%20International%20Medical,and%20supplement%20according%20to%20individual>

## 2. GMC online

<https://www.gmc-uk.org/registration-and-licensing/join-the-register/registration-applications/application-guides/full-registration-for-international-medical-graduates>

## 3. BMA international doctors

<https://www.bma.org.uk/advice-and-support/international-doctors>

The screenshot shows the NHS Induction Programme for International Medical Graduates website. At the top, there is a header with the title "NHS Induction Programme for International Medical Graduates" and a subtitle "Welcoming and valuing international medical graduates in UK clinical practice". To the right of the header is a small image of a smiling woman in a blue NHS uniform. Below the header, there is a section titled "This programme is in partnership with..." which lists several partner organizations: NHS, Health Education England, NHS England and NHS Improvement, Oxford University Hospitals NHS Trust, General Medical Council, and Medical Protection. Below this, there is a main heading "Welcoming and Valuing International Medical Graduates: A guide to induction for IMGs recruited to the NHS". Under this heading, there is a large image of a smiling woman in a blue NHS uniform, with a text overlay that reads "Welcoming and Valuing International Medical Graduates: A guide to induction for IMGs recruited to the NHS". To the right of this image, there is a text block that describes the purpose of the programme and the guide. The text states: "The National Induction programme has been designed to ensure that all international medical graduates (IMGs) recruited to the NHS are welcomed, valued, and supported as they transition to UK clinical practice. The Welcoming and Valuing International Medical Graduates Guide sets out the minimum standards for effective induction and support. It explains why induction is important for new IMGs and describes in detail what Trusts should consider in terms of a welcome and pastoral induction, professional practice induction, IT and electronic patient record induction, and language & communication induction. The document also includes additional information for individual departments." Below this text, there are links to "Welcoming and Valuing International Medical Graduates guide to induction for IMGs WEB" and "Welcoming and Valuing International Medical Graduates guide to induction for IMGs PRINT". At the bottom, there is a note that "To accompany the guidance, an elearning session into the National Induction programme has been developed together with an extensive menu of supplementary resources, all of which can be accessed via links below."

In a nutshell:

SAS career by choice: Rewarding and fulfilling

SAS as Leaders: Do not need to be a consultant

Supportive and nurturing professional environment.

Pursue opportunities

Bigger picture, smaller steps.



Thank you

Questions ?