



Education and Registration Standards Committee

12 March 2015

Transition into practice for international applicants

Classification	Public
Purpose	For consideration
Issue	Update on the scoping of support for internationally-qualified applicants and new registrants to aid their transition into UK practice.
Recommendation	To consider the emerging proposals for supporting internationally-qualified osteopaths' transition to UK practice.
Financial and resourcing implications	The cost of developing the suggested resources outlined in this paper will comprise mainly staff time and so costs will be minimal.
Equality and diversity implications	It will be important for us to review the impact of the suggested resources to ensure that there are no unintended assumptions made about international applicants and to ensure that appropriate resources and support are available to all. This will be taken into account as part of the evaluation and also an equality impact review.
Communications implications	None arising from this paper.
Annex	None
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Background

1. The GOsC's Business Plan 2014-15 identified an activity to scope the possibility of an induction programme for internationally-qualified new registrants. This relates to the GOsC's Corporate Plan 2013-16 goal 'To work in partnership with the osteopathic profession to ensure that new osteopaths have access to appropriate support in their transition into practice'.
2. In October 2014, the Committee noted initial research and a discussion paper regarding an induction programme for internationally-qualified new registrants.
3. The current paper updates the Committee with the outcomes of further information-gathering and scoping undertaken to date and outlines next steps.
4. This project stream forms part of the wider Registration Assessment Review reported to the Committee (see item 11).

Discussion

Findings from further information-gathering

5. In brief, research and discussions have further explored the issues identified in the discussion paper including:
 - What are the particular needs (if any) amongst newly-registered internationally qualified practitioners?
 - What are the perceived benefits of introducing or signposting support?
 - What might the challenges be? How might these be overcome?
 - What existing support or resources are available within the GOsC, education and/or wider healthcare sector?
6. This phase has drawn on sources including:
 - Views from osteopathic educational institutions (OEIs), GOsC Registration Assessors and GOsC colleagues
 - Discussions with the General Medical Council regarding their 'Welcome to UK Practice' programme
 - Common themes arising from GOsC registration and return to practise assessments – both from the perspectives of the assessors and those assessed
7. Themes identified mostly built on those in the discussion paper considered by the Committee in October and include:
 - Possible gaps in familiarity with the *Osteopathic Practice Standards*
 - Less developed UK networks and contacts once in practice
 - Possible differences in culture and norms regarding patient and public expectations, professionalism and practice in the UK.

8. Those providing feedback suggested that these issues might have a range of impacts on practitioners, patients and the wider sector ranging from employment opportunities to potential fitness to practise matters.

Emerging proposals

9. Through this phase of information-gathering a potential model of phased support is emerging. That is, not only providing support to internationally-qualified osteopaths at the point of joining the Register (following successful assessment) but in advance both before and during the application/assessment stage.
10. It is suggested that the transition to UK practice would be smoother if there was support throughout the process in order to:
- Raise awareness of existing support available to help applicants to prepare effectively for the Registration Assessments – including frequent areas of challenge relating to UK practice and how these can be supported.
 - Provide clearer feedback (including advice on CPD) received through the Registration Assessment process so that applicants are better able to act upon this advice and monitor ongoing compliance.
 - Highlight UK standards and expectations throughout the process using a range of mechanisms so that these are more embedded in individuals at the point of joining the Register.
 - Begin building effective relationships with applicants before and during the process, which could impact positively on ongoing views of, and interaction with, GOsC regulation and thus compliance with the *Osteopathic Practice Standards* on an ongoing basis once registered (this perspective links with the research exploring regulatory activities which support compliance with the *Osteopathic Practice Standards* by McGivern et al).
11. Taking these findings into account, we are proposing the development of resources and actions targeted to each stage of the registration process for applicants. This is outlined below (it should be noted that this is an indicative list only):

Stage 1 – The Registration Assessment application phase – developing resources and signposting potential applicants and potential applicants to sources of information and support provided by the GOsC, OEIs and others

Description of resource	Format of resource	Outline contents (indicative)
'How to prepare to apply to the GOsC – guide for internationally qualified	PDF pack for download from the GOsC website: to be signposted to applicants through website and also	<ul style="list-style-type: none"> • What is the GOsC? • What are the OPS? • Application documentation: the importance of the assessment

Description of resource	Format of resource	Outline contents (indicative)
osteopaths'	GOsC standard correspondence with applicants	<p>guidelines and providing sufficient evidence – ultimately meeting the OPS (flowchart)</p> <ul style="list-style-type: none"> • Key areas to prepare for: highlight the areas of typical challenge identified in Registration Assessments (e.g. patient-centred care; referral practices in the UK; record-keeping; modesty; communication; consent). [This could include views from previous applicants] • How to familiarise oneself further with UK osteopathy: shadowing at an educational clinic; undertaking CPD sessions using the <i>OPS</i> e-learning resources.

Stage 2 – Joining the Register

Description of resource	Format of resource	Outline contents (indicative)
'What I wish I'd known when I started to practise osteopathy in the UK'	Podcast/video? TBC	<ul style="list-style-type: none"> • Common challenges and experiences identified from the profession (could draw on existing resources for other healthcare practitioners and reflect sector-specific views) • Where I can go for local and specific support and advice: regional networks, IO, NCOR etc.

Next steps

12. Further work is planned to inform the detail of these proposals; next steps are outlined below:

Date	Activity
March – July 2015	<p>Finalise proposal options.</p> <p>To include seeking feedback from recent internationally-qualified registrants and the Osteopathic Development Group’s mentoring project team.</p>
July – March 2016	<p>Pilot delivery.</p> <p>To include evaluation mechanisms:</p> <ul style="list-style-type: none"> • Request feedback from applicants about whether they used the resources and found them useful for preparation • Review assessment outcome reports to identify whether frequent areas for development related to cultural differences and UK have lessened
March 2016	<p>Evaluate pilot and plan to commence programme of implementation.</p>

Recommendation: to consider the emerging proposals for supporting internationally-qualified osteopaths’ transition to UK practice.