



EVERYTHING
YOU
ALWAYS
WANTED
TO KNOW

MEDICAL TRAINING INITIATIVE (MTI)

Guide for International Medical
Graduates from India

**SECOND
EDITION**

PSYCHIATRY TRAINING IN THE UK

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MY STORY

Lucky enough to be trained under the stalwarts in Psychiatry at some of the best medical Colleges in India like KMC Manipal, GSMC and KEM Hospital Mumbai, LTMMC and Sion Hospital Mumbai, CMC, Vellore.

Was one step away from becoming a Consultant Psychiatrist when my childhood dream compelled me to relocate to the UK.

Somewhere during this journey, I developed a keen interest in Psychiatry Training and guidance for post-graduates.

I will always be grateful to TIPPS for giving me an opportunity to pursue by interest and encouraging me in my endeavours.

Here is something, I hope will help Psychiatry PG's to make an informed choice about Psych training in the UK and make their journey to the UK a easy ride.



*'HAVE THE COURAGE TO
FOLLOW YOUR HEART AND
INTUITION. THEY SOMEHOW
ALREADY KNOW WHAT YOU
TRULY WANT TO BECOME!*

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ALGORITHMS AND FLOW CHARTS

Easy to understand

FREQUENTLY ASKED QUESTIONS

Everything you always wanted to know

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DISCLAIMER

The information provided in this book is designed to provide helpful information on the subjects discussed and presented solely for educational and guidance purposes. The author is not offering it as a professional advice. The readers are advised to follow official websites of the organisations like RCPsych, GMC UK, GOV.UK, AOMRC, Health education England, for up-to-date information before taking any major decision related to their training in the UK. References and links are provided for informational purposes only and do not constitute endorsement of any websites or other sources. Readers should be aware that the websites listed in this book may change. While best efforts have been used in preparing this book, the author make no representations or warranties of any kind and assume no liabilities of any kind with respect to the accuracy or completeness of the contents and specifically disclaim any implied warranties or fitness of use for a particular purpose. The author shall not be liable for any physical, psychological, emotional, financial, or commercial damages, including, but not limited to, special, incidental, consequential or other damages. You are responsible for your own choices, actions, and results. Author declares that he has no conflict of interest.

SECOND EDITION:

- ✓ Chapter on page number 37 added in this edition
- ✓ This chapter is very important in order to understand the requirements for Certificate of completion of training (CCT)
- ✓ These changes were introduced on 07/10/2020 by GMC UK

Useful Resources Related To Psychiatry Training In The UK

1. <https://www.rcpsych.ac.uk/training/MTI>
2. <http://www.gmc-uk.org/>
3. <http://specialtytraining.hee.nhs.uk/>
4. <https://www.copmed.org.uk/gold-guide-7th-edition/the-gold-guide-7th-edition>
5. http://www.gmc-uk.org/education/postgraduate/standards_and_guidance.asp
6. <http://www.gmc-uk.org/education/standards.asp>
7. <https://www.aomrc.org.uk/medical-training-initiative/>
8. <https://www.aomrc.org.uk/wp-content/uploads/2018/02/MTI-Standards-Final-February-2018.pdf>
9. <https://www.aomrc.org.uk/medical-training-initiative/application-forms-and-guidance/>
10. <https://www.aomrc.org.uk/medical-training-initiative/prospective-applicants/>
11. <https://www.aomrc.org.uk/medical-training-initiative/mti-frequently-asked-questions/>
12. <https://www.aomrc.org.uk/medical-training-initiative/current-mti-doctors/>
13. <https://www.nhsbsa.nhs.uk/member-hub/leaving-or-taking-break-scheme>



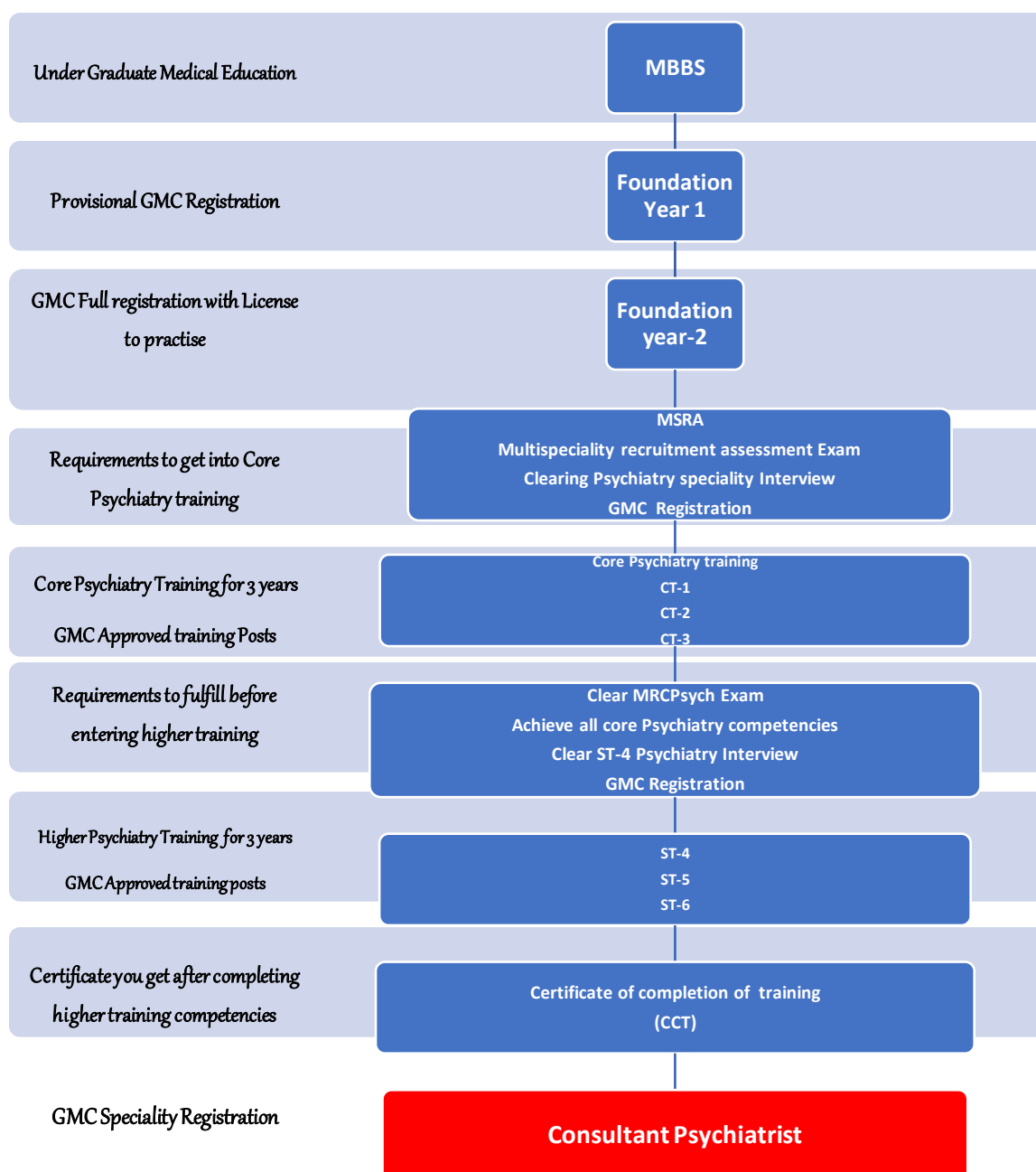
ARE YOU READY FOR A CAREER IN PSYCHIATRY?

Here's what your path in
psychiatry may look like:



#nationalcareersweek

GMC Approved Training Pathway To Become Consultant Psychiatrist In The UK



Comparison Between UK and Indian Training Pathway

UK	India	Comments
Foundation year -1 1 year Provisional GMC Registration	Compulsory rotatory internship 1 year Provisional State medical council registration	
Foundation year-2 1 Year Compulsory Full GMC Registration with License to practise	No equivalent Non-PG JR/SHO/Casualty medical officer (CMO) posts before joining PG can be considered as equivalent "Optional"	
CREST Form Good CV/ Portfolio (MSRA) Multi-speciality recruitment assessment Exam Clearing Psychiatry speciality Interview	NEET PG Exam	MSRA is 10 times less competitive as compared to NEET.
Core Trainee -1 (CT-1)	MD/DNB Psychiatry JR-1	They are 1 st on call doctors/resident on call doctors/Junior doctors CT in UK earn lot more than JR's and work 48 Hours per week with some weeks having duties up to 72 hours
Core Trainee-2 (CT-2)	MD/DNB Psychiatry JR-2	
Core Trainee-3 (CT-3)	MD/DNB Psychiatry JR-3	
Clear MRCPsych exam in 3 years plus competencies required for core training. They also undergo Annual review of their training where they get feedback about their training	Clear MD/DNB Exam at the end of 3 Years No annual review	

If they don't enter higher training or don't clear MRCPsych or Core-competencies then they can take following jobs:
(All are Middle grade Doctor Jobs)

1. Core trainee - Locum approved /Non-Training Job
2. Speciality Doctor
3. Staff Grade doctor
4. Junior Clinical Fellow
5. Senior Clinical fellow
6. Registrar

Options after MD/DNB:

1. Private practise as consultant Psychiatrist
2. Academic Institutes as Senior Resident and then Assistant Professor
3. Preparation for DM
4. PDF Fellowships

The terminologies in the UK are quite confusing for Middle grade doctors.

Pay and job responsibilities differ based on experience.

Usually Middle grade Doctor jobs in the UK are:

Permanent jobs

9 TO 5 Fixed time job

No On calls (You can opt in for extra pay)

Comparison of Higher Training in the UK and India

UK	India	Comments
Requirements to enter higher training: GMC Registration MRCPsych Clearing the ST-4 interview	Requirements to enter higher training: DM Exam conducted by few national institutes in India	Higher training in the UK is equivalent to DM training in India
ST-4 ST-5 ST-6	DM SR-1 DM SR-2 DM SR-3	2 nd on call Non-resident on call
Complete higher training competencies	Clear DM Exams	
Get Certificate of completion of training (CCT)	No equivalent	
Can enter specialist register of GMC with CCT	No specialist register	
Can work as Consultant Psychiatrist	Can directly work as Assistant Professor	

Comparison Of Higher Training Options

UK	India
Child and Adolescent Psychiatry (CAP)	Child and Adolescent Psychiatry
General Adult Psychiatry (GAP)	Deaddiction Medicine
Forensic Psychiatry	Geriatric Psychiatry
Old Age Psychiatry	
Psychiatry of Learning Disability	
Medical Psychotherapy	
Dual Higher training (4 Years)	
CAP + Forensic Psychiatry	
CAP+ Psychiatry of Learning Disability	
CAP+ Medical Psychotherapy	
GAP+ Forensic Psychiatry	
GAP+ Old Age Psychiatry	
GAP+ Medical Psychotherapy	
Medical Psychotherapy+ Forensic Psychiatry	

Options in Sub-speciality endorsements while doing higher training in Psychiatry

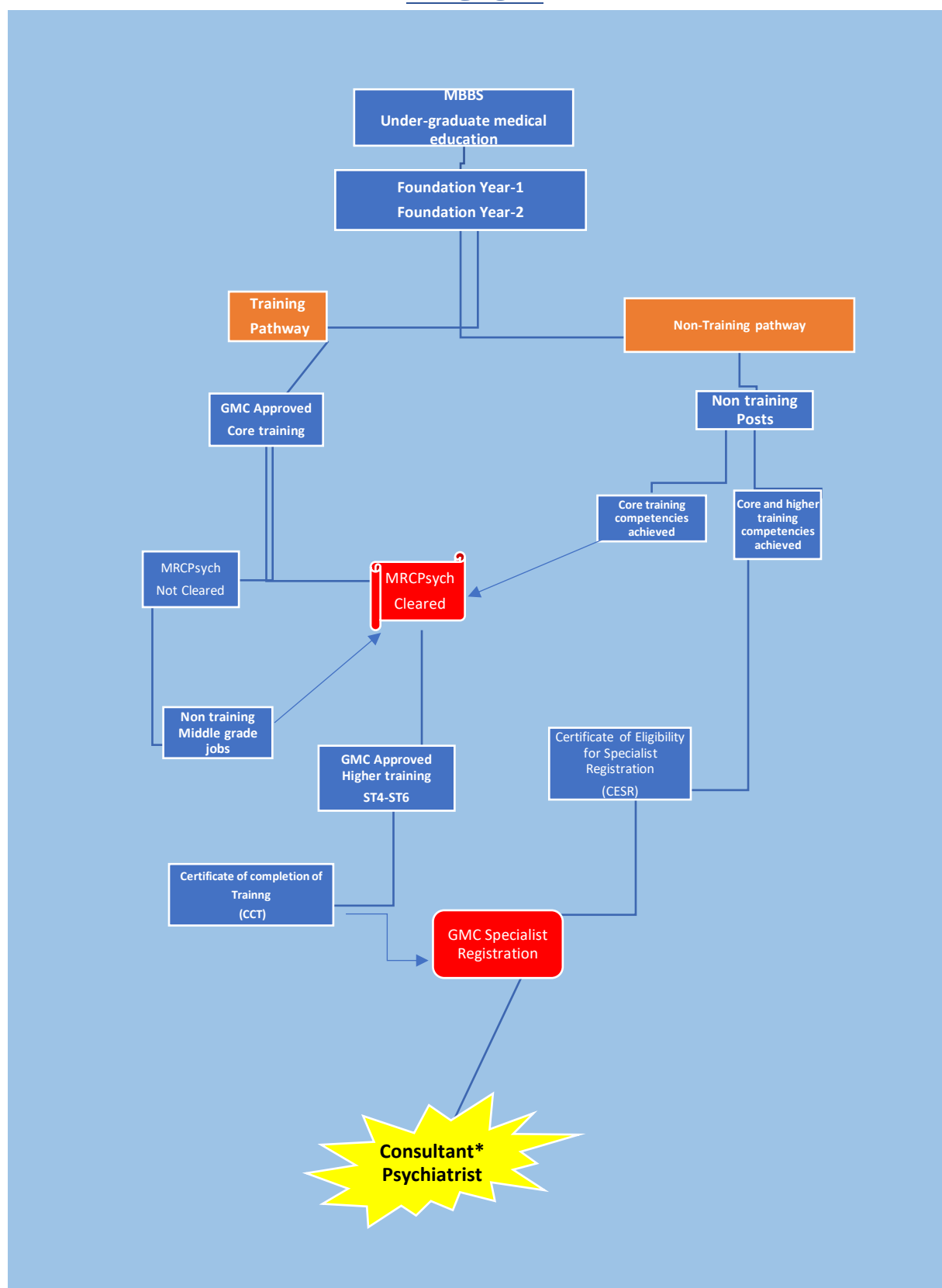
These endorsements are approved by Royal college and GMC

1. Neuropsychiatry
2. Rehabilitation and social Psychiatry
3. Perinatal Psychiatry
4. Academic Psychiatry
5. Consultation-Liaison Psychiatry
6. Substance misuse Psychiatry/Addiction Psychiatry
7. Eating Disorders

Alternate/Non-Training Pathway to become consultant in the UK

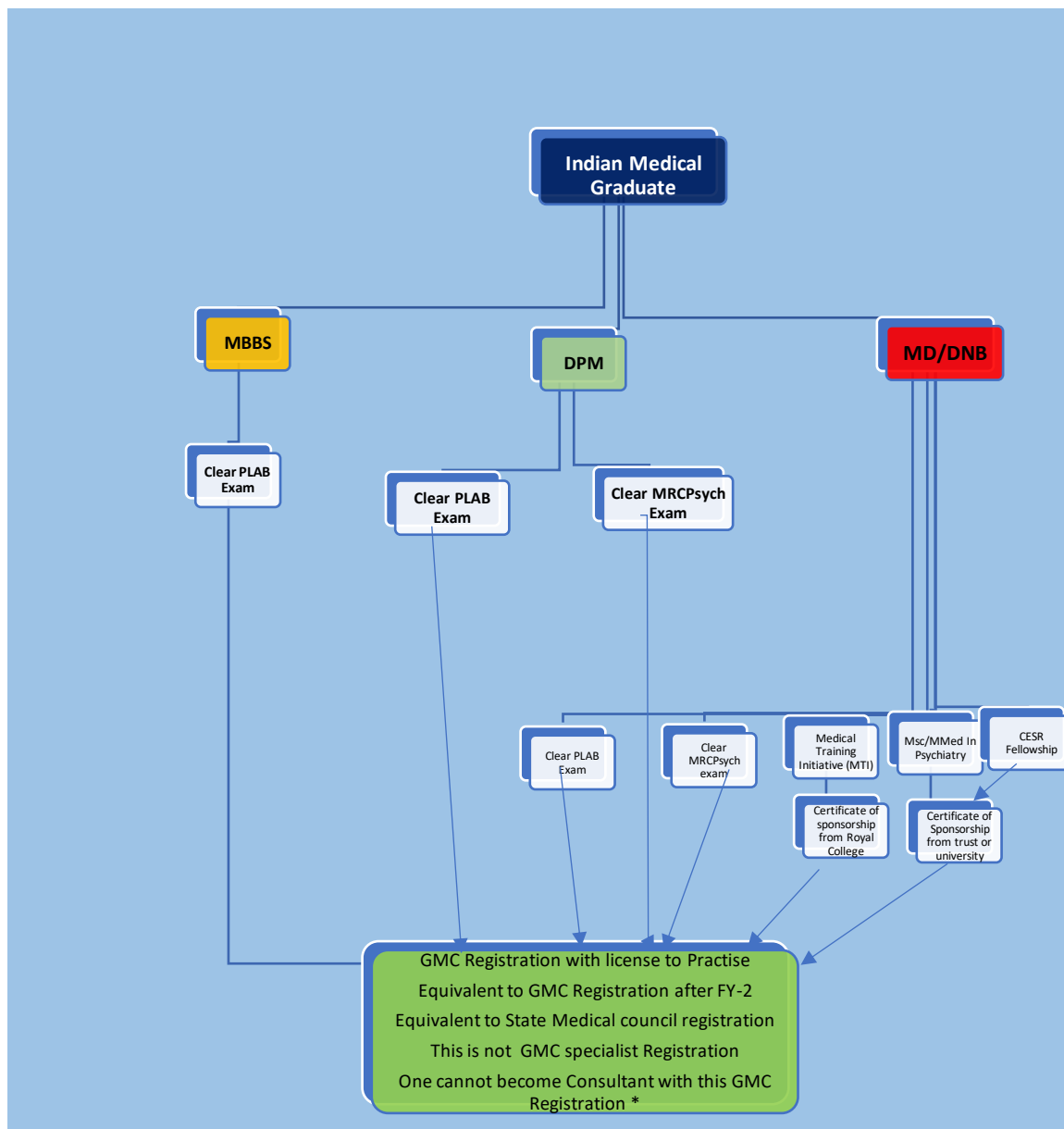
UK Training Pathway	UK Non-Training Pathway	Comments
(MSRA) Multi-speciality recruitment assessment Exam Clearing Psychiatry speciality Interview	Not required	
Core Trainee -1 (CT-1)	CT- Locum Post/SHO Post/Junior Doctor Post	No national training number in non-training pathway
Core Trainee-2 (CT-2)	CT- Locum Post/SHO Post/Junior Doctor/MTI Doctor/CESR Fellowship	Only MTI Doctors get Educational supervisor No Educational supervisor for other Non-training Posts
Core Trainee-3 (CT-3)	CT- Locum Post/SHO Post/Junior Doctor/MTI Doctor/CESR Fellowship	Non-Training post holders need to achieve same competencies as Core trainees
MRCPsych	Not required If MRCPsych cleared then easy to prove equivalence to a core trainee	Very difficult to prove core competencies without MRCPsych but not impossible
Higher training ST-4 ST-5 ST-6	Equivalent non training posts: ST- Locum Registrar posts Speciality doctor posts CESR Fellowship posts	Non training pathway doctors have to achieve competencies equivalent to higher trainees
Certificate of Completion of Training (CCT)	CESR- Certificate of eligibility for specialist registration	
GMC Specialist registration	GMC Specialist Registration	
Consultant	Consultant	

Pathways To Become Consultant Psychiatrist In The UK



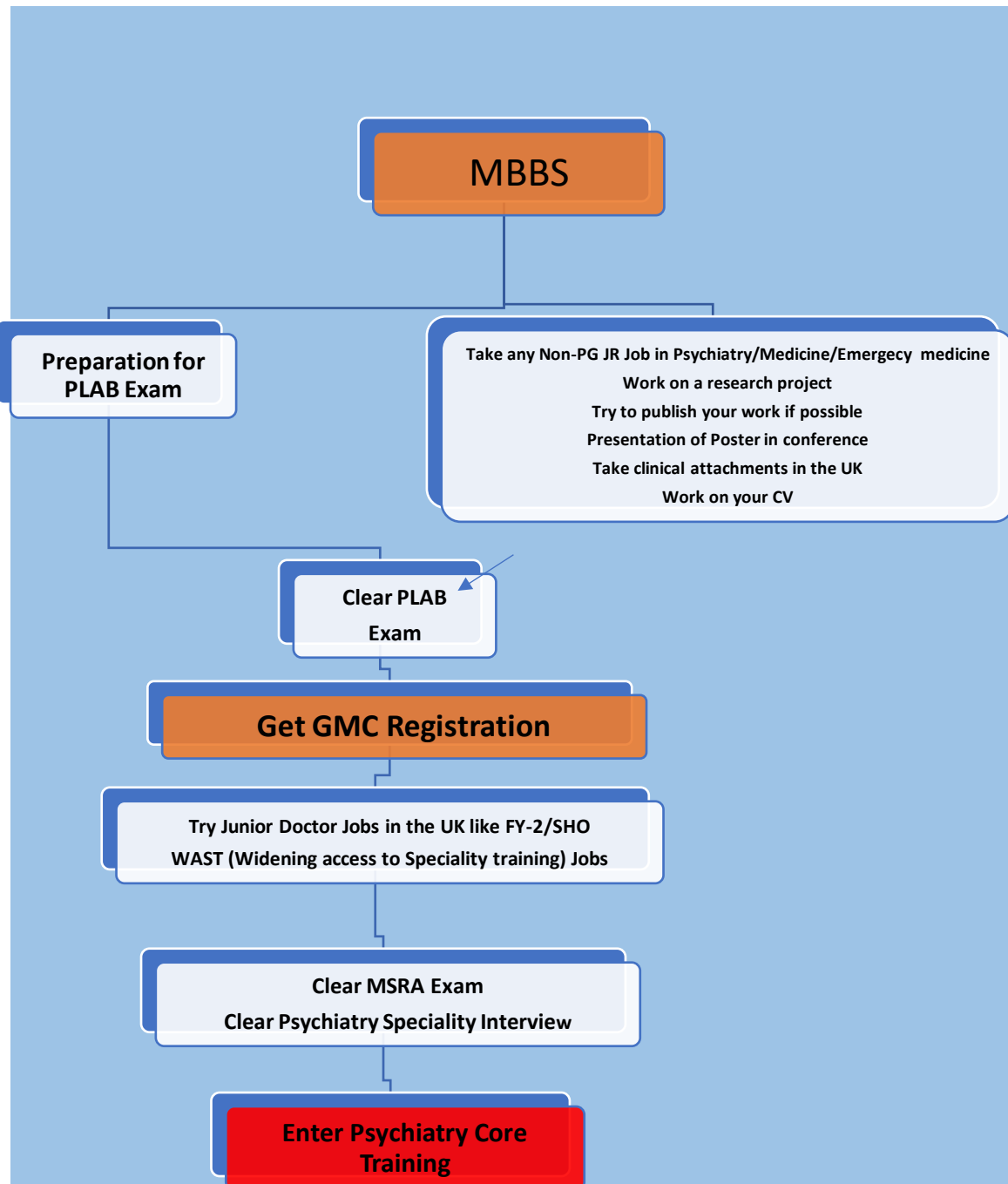
*Refer to page No. 37

Pathways for Indian medical graduates to get GMC Registration in the UK



*Exception: Someone with a GMC registration and License to practise with a MRCPsych and acceptable/Good experience in Psychiatry can work as a Locum Consultant without GMC Specialist registration.

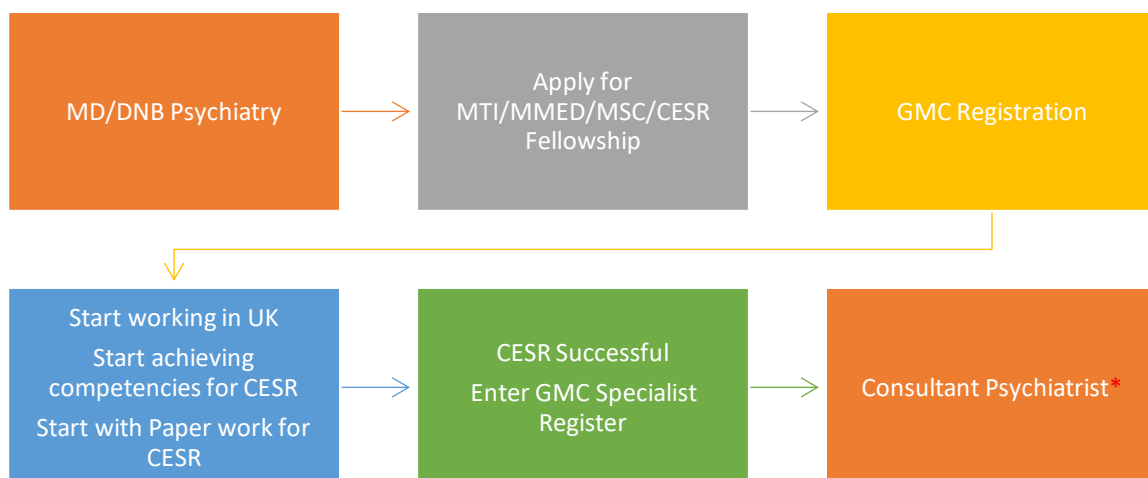
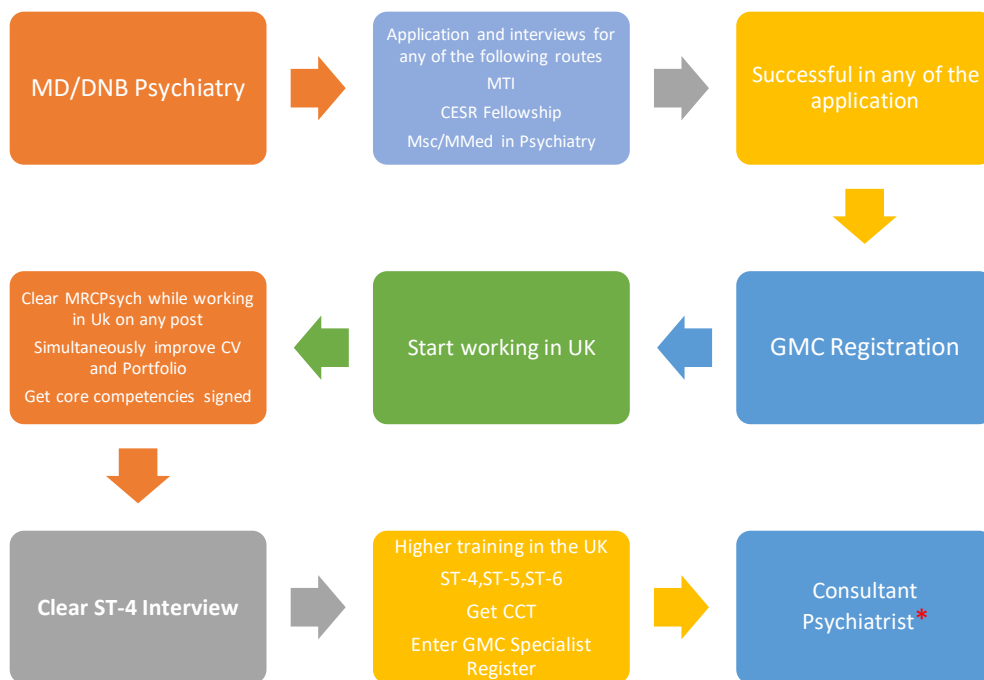
Psychiatry Training In The UK For MBBS Graduates From India



Training options in the UK after MD/DNB Psychiatry from India



Pathways to become consultant in the UK after MD/DNB Psychiatry from India



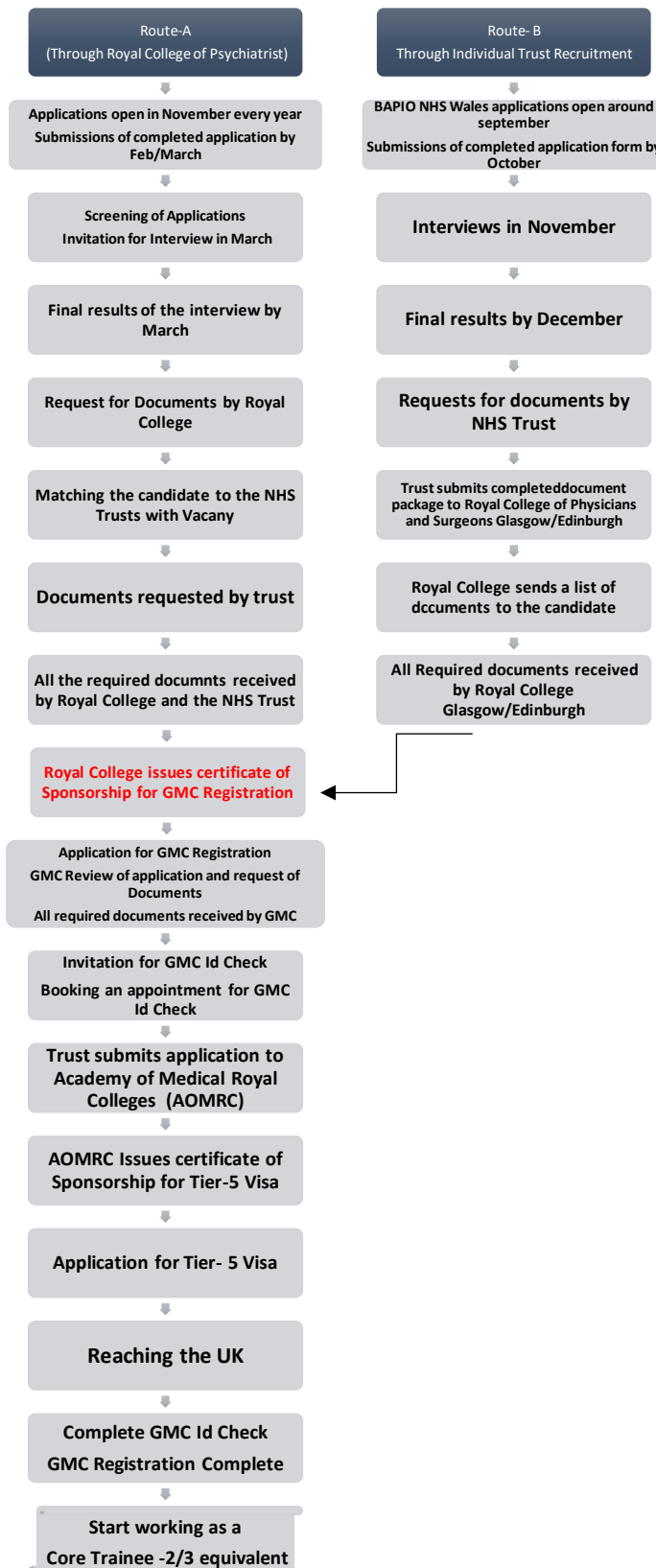
*Refer to Page number 37

Pathways to become consultant in the UK after MD/DNB Psychiatry and MRCPsych from India



* Refer to page number 37

MTI IN PSYCHIATRY



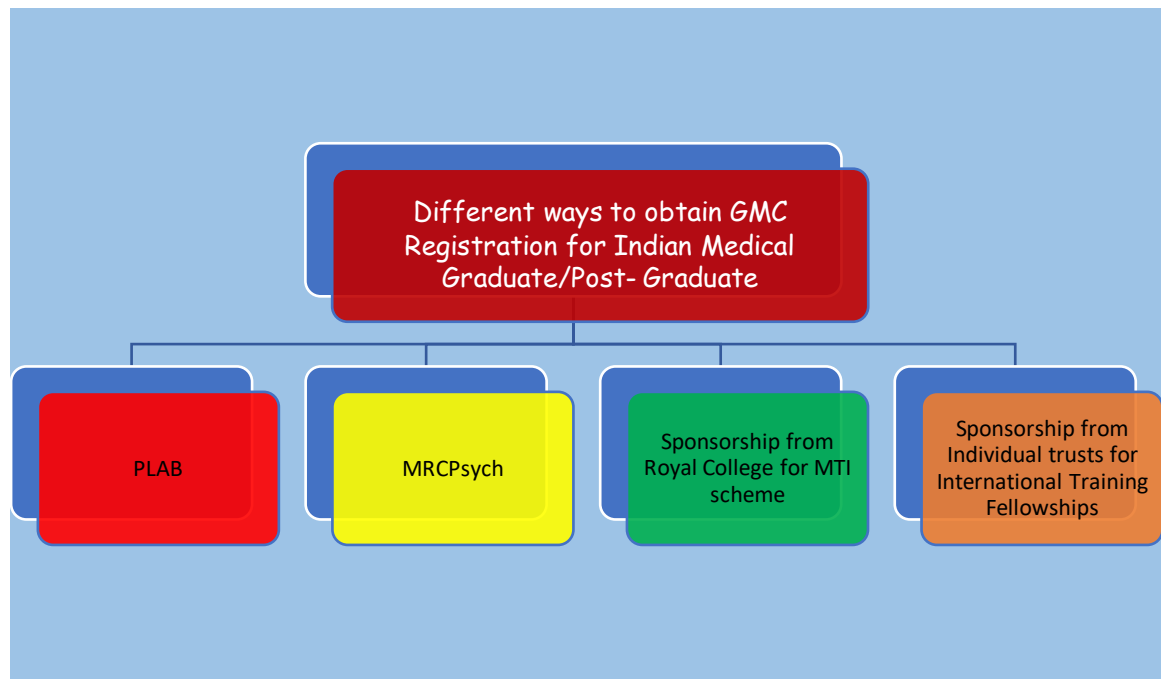
Decision Algorithm for current Psychiatry Junior Residents In India



Must Have Documents And Requirements For Training In The UK

Evidence of Knowledge of English	<ul style="list-style-type: none"> • IELTS OR OET • Scores as required by GMC for registration
ECFMG EPIC Verification	<ul style="list-style-type: none"> • MBBS Degree Certificate (Mandatory) • MD/DNB/DPM/DNB (Optional, but recommended)
Police clearance Certificate	<ul style="list-style-type: none"> • Passport office • Local Police superintendent Office
Certificate of Good Standing	<ul style="list-style-type: none"> • Certificate of Good standing from all state medical councils where one has worked in last 5 years
Letter of reference	<ul style="list-style-type: none"> • Minimum 3 Letter of Reference from 3 clinical supervisors. • 1 should be from current employer
Experience Certificate	<ul style="list-style-type: none"> • Experience letter covering employment in last 5 years
Bond completion Certificate	<ul style="list-style-type: none"> • Not a direct requirement by GMC/Royal College • Indian Medical Colleges will not verify Degree certificate for ECFMG EPIC without Bond Release certificate • No GMC registration without ECFMG EPIC Verification
Internship completion certificate	<ul style="list-style-type: none"> • One year of internship after MBBS which includes minimum of 3 months experience in Medicine and Surgery

GMC Registration

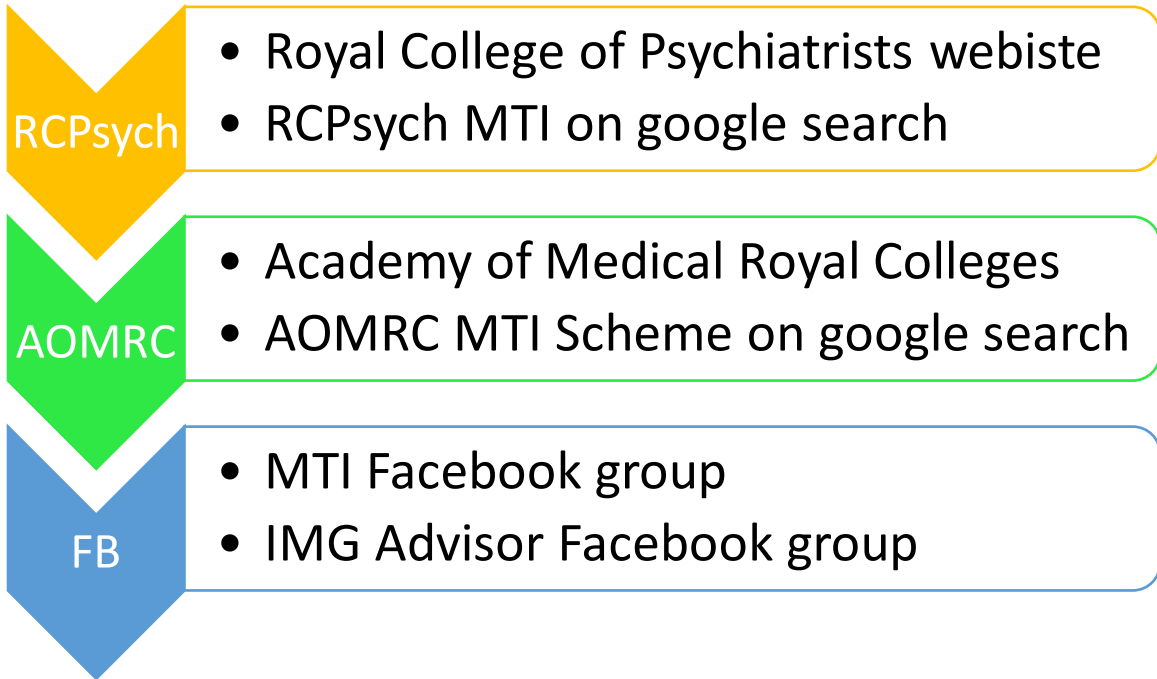


Requirements for GMC Registration

Evidence of English Language	Verifications	Evidence of Clinical Practise
<ul style="list-style-type: none">•IELTS•Academic version of the test•Score of at least 7.0 in each testing area and an overall score of 7.5•Above scores in the same test•Above scores in most recent sitting of the test•OET:•Medicine version of the test•Grade 'B' in each testing area (speaking, listening, reading and writing)	<ul style="list-style-type: none">•ECFMG EPIC Verification of MBBS Degree•Certificate of Good standing from all the medical councils where one is registered with or has worked in last 5 years	<ul style="list-style-type: none">•3 years of full time clinical Practise in last 5 years•one year of full time clinical practise before application for GMC Registration•Clinical attachment and Observership are not considered as Clinical Practise

MTI In Psychiatry

Resources for information about MTI Scheme



Frequently asked questions (FAQ)by IMG's about MTI/Relocation to the UK

***Only topics that are not covered in AOMRC/RCPsych resources
are covered to avoid duplication**

Question	Is the GMC Registration via sponsorship route/MTI route permanent?
Answer	Yes, the GMC Registration is permanent You need to pay annual fees You need to undergo annual appraisal of your medical practise You need to undergo revalidation of GMC registration once in 5 years If you are found to be unfit for medical practise during annual appraisal or revalidation you may lose the registration You can keep your registration even if you return to home country (GMC Website for further details)

Question	Can I Continue working in the UK after MTI Fellowship?
Answer	MTI is not for IMG's having long term plans and this scheme does not cover the employment after fellowship and it is expected that the IMG returns to home country If one wants to continue after MTI, the IMG has to find a new job, go back to home country, change visa from tier-5 to tier-2 and return on tier-2 visa if satisfies all the necessary requirements for the job Yes you can work after MTI with a new visa and new Job

Question	Can I discontinue my MTI fellowship before 2 years?
Answer	Yes, you can discontinue your fellowship You need to be aware of trust policies on resignation from the scheme You need to give appropriate notice as per trust's policy

Question	What if my joining is delayed due to problems with paper work?
Answer	Joining date is flexible No problems as long as you are in contact with trust and keep updating them with your progress with paper work

Question	Will there be exam at the end of MTI Fellowship?
Answer	There will be no exam at the end of the Fellowship MTI is not a post graduate degree You may get experience certificate from trust based on trusts policy You may get certificate on completion from Royal College (Needs to be confirmed)

Question	What if I have failed MRCPsych paper? What if I have passed MRCPsych?
Answer	You are still eligible for MTI

Question	What if I have attempted/Failed/passed PLAB?
Answer	This will make you non/less eligible for MTI Any unsuccessful attempt to get GMC Registration in the past through PLAB makes you decreases your chances of getting in through MTI

Question	Can I prepare for MRCPsych while doing MTI?
Answer	Yes, it is advised that MTI training is best time to prepare for MRCPsych. Furthermore, the trusts in the UK usually encourage and support MTI candidates to clear MRCPsych exams.

MTI INTERVIEW QUESTIONS

Based on questions shared by IMG'S who have attended the Interview for MTI Fellowship

1. Take me through your CV
2. Management of 2 major Psychiatric disorders
3. One question on Psychosocial management or Psychotherapy
4. One question on Risk assessment in Psychiatry
5. One ethical scenario based on GMC good medical Practice
6. One interesting case you saw recently and what did u learn or how did u manage that case?
7. One question on research or audit or quality improvement if u have mentioned that in your CV
8. One question on something they find interesting in your CV like prizes/ international conference you attended
9. One question on leadership roles previously undertaken if any?
10. Reason for choosing MTI fellowship
11. How will you use MTI training for developing services back home after 2 years?
12. Plans for family (if any) in the UK
13. Any problems you are anticipating while working in the UK?
14. Any plans to take MRCpsych exam during MTI?
15. Areas of special interest in Psychiatry?
16. Any experience of working with multidisciplinary team and challenged faced while working in a team
17. Any questions for the interview team/ panel?
18. First episode psychosis and how to treat it?
19. ECT and non-consenting patient, how to deal with it?
20. Treatment resistant depression and treatment strategies?
21. What are your weaknesses and what did you do to change them?
22. You have prescribed medication above the recommended dose and patient has a adverse reaction, how will you deal with it?
23. Duty of candour
24. What you would like to develop in psychiatry in your home country? how will MTI help you?
25. What is the importance of communication skills in psychiatry? give us an example of a time when you could not communicate properly?
26. In clinical scenario: a patient not taking food and drink, staying alone, how will you approach?
27. What could be done when you encounter a suicidal patient who is now medically stable?
28. 40 years old female with multiple physical complaints having had multiple physician visits, referred for psychiatric consultation. what will you do? What if she is suicidal?
29. Case of Overdose? Will you admit? Case of attempted Suicide? Will you admit? If you didn't admit, what will make you send her to home?

SALARY WHILE ON MTI SCHEME/TRAINING IN THE UK

Terms	Explained
Basic Pay	Minimal pay you will receive for your normal duty which is Monday to Friday 9.00 am to 5 P.M You will get this pay if you don't do any duties or opt out of duty Rota
Banding	Extra pay you get for doing on call duties Banding varies based on number of people on the rota Less trainees on rota means more duties and higher pay This is usually in percentage of your basic Pay e.g if your basic salary is 40,000 GBP/Annum and you get 50 % banding then your total salary will be 60,000 GBP/Annum
Income Tax	No explanation needed Lot of online calculators available to check the amount of tax you will be paying
National Insurance (NI)	A fixed amount of your income will be cut This is compulsory You cannot opt out This contribution is helpful if you decide to settle and become UK citizen
National pension scheme (NPS)	A part of your pay is cut as a contribution towards pension It is very beneficial for someone with long term plans You can opt out of this plan You need to opt out within 2 years of starting your NHS job. You cannot opt out after 2 years. You can only withdraw it after UK retirement age if you did not opt out within 2 years. https://www.nhsbsa.nhs.uk/member-hub/leaving-or-taking-break-scheme

Other NHS Allowances and Benefits	Explanation
Relocation Package	Varies from trust to trust The expenses the relocation package can cover also varies from trust to trust Usually it covers flight ticket, visa fees, initial accommodation, initial travel, GMC Registration fees, Royal college certificate of sponsorship fees. It does not cover NHS Heath surcharge
Academic/Educational Allowance	Majority trusts give allowances to subscribe to courses, conferences, training and workshops
Business miles	If you cover multiple hospitals, trust will pay fuel allowance for the miles covered between your base hospital and other hospital covered
LOCUM Duty	Any extra on call duty/ work is paid on hourly basis Around 40 GBP per hour

Salary: (EXAMPLE)

Salary components	Annual (Amount in GBP)	Monthly (Amount in GBP)
Total salary (Basic plus banding)	60000	5000
Taxable income <ul style="list-style-type: none">• Initial 12,500 GBP you earn are tax free• So, you are taxed on remaining amount	47,500	3,958
Income Tax	11,500	958
National Insurance	5,164	430
Take home (If opted out of National Pension scheme)	43,335	3,611
If Contributing to National Pension scheme (NPS) (Around 9%)	40,000	3,350

Expenses (Approximate)

Expenses (Monthly)	Middle class life (Couple with No child)	Rich and Lavish (Couple with No Child)	Family with one child less than 3 years old	Family with child more than 3 years old
Rent/Month 1 BHK	600 to 800	800 to 1000		
Rent/Month 2 BHK	800 to 1000	1000 to 1300		
Council Tax/Month	100 to 150	150 to 250		
Electricity+ water+ Gas Per Month	150 to 200	200 to 300	Add 50	Add 50
Grocery	250	400	Add 100	Add 100
Car EMI	200	300 to 500		
CAR Insurance/Month	75 to 100	100 to 150		
Fuel/Month	100 to 200	150 to 300		
Miscellaneous	200	400	Add 200	Add 200
Child care/ Month			1000 to 1200	
Total per month Approximately (GBP)	1500 to 2000	2000 to 2500	2000 to 3500	2000 to 3000

Expenses before and during relocation to the UK

Expenses before the first NHS Salary

Expenses (Approximate)	While in India
ECFMG/EPIC	INR 20000
IELTS (Exam plus travelling etc)	INR 15000
Certificate of good standing from state medical council	INR 3000 to 8000
Royal College fees	INR 30000 to 40000
GMC Registration Fees	INR 35000
Visa Tier 5 plus Miscellaneous	INR 30000
NHS Health surcharge for 2 years approximate considering price of 625 GBP per year	INR 100,000 to 1,20,000
Air Ticket	INR 20000 to 45000
Miscellaneous (Shopping)	INR 30000
Expenses	After Reaching UK
Airport travel + Stay+ GMC Id Check	150 GBP/15000 INR
Initial stay for 1 month	600 to 800 GBP/70000 INR
Initial grocery /food	300 GBP/30000 INR
Initial commuting/Travelling to work	200 GBP/20000 INR
Deposit for rented accommodation	600 to 800 GBP (70000 INR)
Miscellaneous	300 to 500 GBP (50000 INR)

International Driving License (IDL) AND DRIVING IN THE UK

- ✚ You can apply for international driving license once you get your UK visa
- ✚ It takes around 2 days to get IDL
- ✚ It is valid in the UK for 12 months from the day you entered in the UK
- ✚ One must get UK driving license within 12 months of arrival in the UK
- ✚ Driving is something which is must to a Psychiatry job in the UK. Except for London where you can afford not to drive, others areas driving is a must. So, its highly recommended that one learns driving in India itself if they don't drive in India. To learn driving in the UK can be very expensive. You may have to spend around 1000 GBP to learn driving from scratch in the UK.
- ✚ Even if someone is good at driving in India, it is advised that you take minimum of 5 hours driving lessons in the UK before independent driving in the UK.

Car Buying Guide And Car Insurance In The UK

- ✚ One can buy new or pre-owned car in the UK
- ✚ Unfortunately, you won't be eligible for any loan or car finance options in the UK as any finance will need evidence of 3 years of residence in the UK. So, one needs to arrange money from India for buying car or save on initial few months of NHS salary and buy a car with that saving.
- ✚ Pre- owned cars are easily available. Range of cost of preowned cars is from 1000 GBP to 20000 GBP and more depending on the brands and mileage of the pre-owned car.
- ✚ You need to insure the car before you can drive the car out of the showroom
- ✚ Car insurance will be high on international driving license. It will be in the range of 800 GBP to 1800 GBP per annum depending on number of factors. One should be prepared for this cost along with the cost of the car.
- ✚ People who are not very confident with driving are advised to buy an automatic car, as passing a driving test with a gear car can be very tough.

ACCOMMODATION IN THE UK ON ARRIVAL

- ✚ As soon as one gets confirmation from the trust, one should try to get hospital accommodation at least for initial 2 to 3 weeks. Trust accommodations are best for initial days as it gives you time to settle down, have an idea of the surrounding area, get to know the different hospitals and clinics where you will be expected to work. Once you get an idea, then you can arrange your own accommodation.
- ✚ If unfortunately, trust accommodation is not available, next best option I will suggest is Air BNB with ensuite bathroom and a kitchen with a super Host. This can be slightly expensive option, but it is comfortable and super host can help you with initial settlement.
- ✚ It is very difficult to arrange rented accommodation before reaching UK as majority of the agencies will ask for some recommendation. Once you are in the UK, a letter from the trust should be sufficient to get a rented accommodation
- ✚ One should be prepared for payment of advance rent of one month plus deposit which is equal to the one month's rent.
- ✚ To have an address is very important in initial days as without an address one cannot open a bank account and application for National insurance number will be difficult.
- ✚ Once you get an accommodation, you can use that address to get a letter from your trust HR. This letter will specify your job details, salary and address. This letter and passport can then be used to open a bank account.

Tasks For The First Month After Arrival In The UK



Emergency Tax Deduction And National Insurance Number

- ✚ After arriving in the UK you need to get an appointment for National Insurance number (NINO)
- ✚ It takes around 2 to 8 weeks to get your national insurance number
- ✚ This is only applicable for tier 5 visa, as tier 2 visa candidates get NINO with their BRP card
- ✚ Till you get your NINO you will be on emergency tax code and emergency tax deductions.
- ✚ The initial 12500 GBP per annum you earn in the UK are tax free. You get taxed for earnings above this value. But without NINO you will be on emergency tax code. This means there will be income tax deductions on your entire salary and your tax-free allowance won't be considered. So, the pay you get before NINO is less than your actual pay.
- ✚ Once you submit your NINO to the trust, the HMRC (Income tax department of the UK) adjusts your previous tax deductions and you get the extra money deducted in your next Salary

Recent changes in requirements to obtain a CCT in Psychiatry (Since 07/10/2020)



For details visit:

1. <https://www.rcpsych.ac.uk/training/your-training/routes-to-registration>
2. <https://www.gmc-uk.org/registration-and-licensing/join-the-register/registration-applications/specialist-application-guides/minimum-uk-training-time-for-each-specialty>

I welcome Suggestions and Feedbacks:

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