

# Increasing Personal and Professional Support for International Medical Graduates in Rural Victoria: IPPS-IMG Project Protocol

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## Background

- The Australia-wide shortage of doctors increasingly leads to reliance on IMGs to fill medical workforce gaps in regional, rural and remote locations<sup>1</sup>.
- As a heterogenous group, IMGs face several challenges relating to job security, loss of status, discrimination and communication when compared to Australian and New Zealand trained doctors<sup>2,3</sup>.
- The professional and non-professional challenges experienced by IMGs in regional, rural and remote communities impact their wellbeing, in addition to influencing retention in their roles

## Purpose

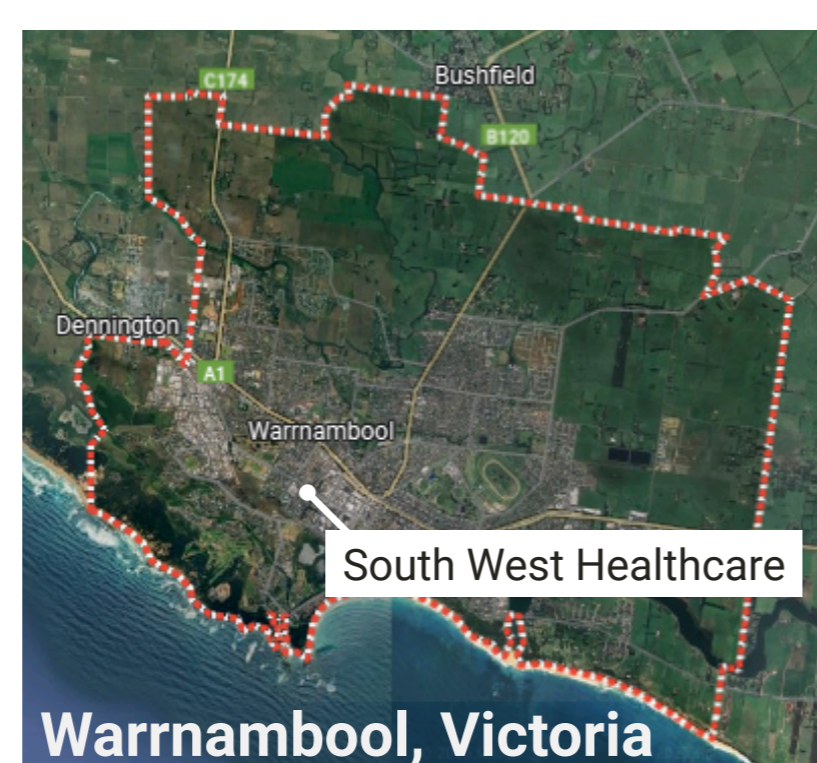
- To examine the impact of a suite of interventions on IMGs' rural retention intention, vocational training intention, and perceptions of professional and personal wellbeing.

## Methods

- A concurrent mixed-methods design

## Study Setting

- South West Healthcare - Located in Warrnambool (MMM3), Victoria



## Study Population

- IMGs and clinical supervisors at South West Healthcare.
- Participants due to cease employment during the data collection period to be excluded.

## Proposed Interventions

- Develop a detailed Individual Training Plan (ITP) for each IMG and support for implementation
- Weekly one-on-one clinical coaching sessions with a local clinical supervisor
- Skills-based training and small group clinical workshops specific to IMG requirements (i.e. communication skills, emergency management skills)
- Supporting IMGs to navigate local community support services (if need expressed) and
- Participation in the DR JuMP mentoring program

## Data Collection

- Participants will be recruited via South West Healthcare administration.
- Semi-structured interviews will be gathered at baseline and following the interventions to gain contextualised insight into the IMGs experiences of working in rural Victoria.
- Online surveys will assess the IMGs' retention intention, vocational training intention, and perceptions of professional and personal wellbeing at baseline and after the interventions.

### Baseline data

- Semi-structured interviews
- Online survey

### Interventions

- ITP
- Clinical coaching
- Skills-based workshops
- Community support services
- DR JuMP mentoring program

### Post Intervention data

- Semi-structured interviews
- Online survey

## Data Analysis

- Qualitative data will be analysed following the six-step reflexive thematic analysis<sup>4</sup>.
- Survey data will be analysed using descriptive statistics with the use of RStudio software.
- Baseline and post intervention data will be compared to measure the impact of the interventions.

## Implication of Findings

- The findings will offer insights into strategies for supporting IMGs in rural healthcare settings.
- The findings may inform future interventions aimed at promoting rural retention of IMGs and enhancing their professional and personal wellbeing.

## Acknowledgement

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## References

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