

This is a repository copy of *Response to: Lagunes-Cordoba et al 'International medical graduates: how can UK psychiatry do better?'*.

White Rose Research Online URL for this paper:

<https://eprints.whiterose.ac.uk/183694/>

Version: Published Version

Article:

Tiffin, Paul Alexander orcid.org/0000-0003-1770-5034 and Paton, Lewis William orcid.org/0000-0002-3328-5634 (Accepted: 2022) Response to: Lagunes-Cordoba et al 'International medical graduates: how can UK psychiatry do better?'. BJPsych Open. ISSN 2056-4724 (In Press)

Reuse

Items deposited in White Rose Research Online are protected by copyright, with all rights reserved unless indicated otherwise. They may be downloaded and/or printed for private study, or other acts as permitted by national copyright laws. The publisher or other rights holders may allow further reproduction and re-use of the full text version. This is indicated by the licence information on the White Rose Research Online record for the item.

Takedown

If you consider content in White Rose Research Online to be in breach of UK law, please notify us by emailing eprints@whiterose.ac.uk including the URL of the record and the reason for the withdrawal request.

Author Queries

Journal: BJB (BJPsych Bulletin)

Manuscript: S2056469422000122jlp

- Q1** The distinction between surnames can be ambiguous, therefore to ensure accurate tagging for indexing purposes online (e.g. for PubMed entries), please check that the highlighted surnames have been correctly identified, that all names are in the correct order and spelt correctly.

Correspondence

Response to: Lagunes-Cordoba et al 'International medical graduates: how can UK psychiatry do better?'

The paper by Lagunes-Cordoba et al¹ makes important points in relation to differential attainment in psychiatry. However, we note the statement: 'we note that technically the term "IMG" applies to a White British citizen who studies abroad and returns to work in the UK, yet such an individual is less likely to face attainment gaps'. This may not be entirely true, depending on what one means by 'attainment' in this context. We previously published a study using data drawn from the UK Medical Education Database (UKMED), which investigated educational performance and success at recruitment into specialty training for UK International Medical Graduates (IMGs). These are doctors who are UK citizens but have obtained their primary medical qualification outside the UK. We showed that, on average, ratings at the Annual Review of Competence Progression were poorer for UK IMGs than non-UK IMGs. Nevertheless, UK IMGs were more likely to be successful, compared with IMGs, when applying for a specialty training post.² This finding obviously raises issues of fairness, and effectiveness, in postgraduate medical selection. We would also wish to draw attention to our own recently published study of differential attainment in the MRCPsych examination, which was not cited in the paper, though highly relevant.³ This demonstrated that differential pass rates at the Clinical Assessment of Skills and Competencies existed for candidates (both UK graduates and IMGs) who identified as being from minority ethnic groups, even after controlling for the influence of performance on knowledge-based components of the examination. Similar findings were previously reported by Esmail, for the Clinical Skills Assessment component of the MRCPGP.⁴ At the time we suggested that these differential pass rates were likely to have complex underlying causes but urgently required investigating and addressing. Understanding

and addressing differential attainment is clearly a matter of social justice but is also essential to the well-being of the National Health Service, its patients and the overseas-qualified staff it has traditionally relied on. Therefore, we felt it was important to draw attention to our own findings, which we believe have contributed to understanding this important but sensitive area of workforce research.

Paul Tiffin, Professor of Health Services and Workforce Research, University of York, UK. Email: paul.tiffin@york.ac.uk; **Lewis Paton**, Lecturer in Data Science, University of York, UK

References

- 1 Lagunes-Cordoba E, Maitra R, Dave S, Matheiken S, Oyebo F, O'Hara J, et al. International medical graduates: how can UK psychiatry do better? *BJPsych Bull* 2021; **45**(5), 299–304.
- 2 Tiffin PA, Orr J, Paton LW, Smith DT, Norcini JJ. UK nationals who received their medical degrees abroad: selection into, and subsequent performance in postgraduate training: a national data linkage study. *BMJ Open* 2018; **8**: e023060.
- 3 Tiffin PA, Paton LW. Differential attainment in the MRCPsych according to ethnicity and place of qualification between 2013 and 2018: a UK cohort study. *Postgrad Med J* 2021; **97**: 764–76.
- 4 Esmail A, Roberts C. Academic performance of ethnic minority candidates and discrimination in the MRCPGP examinations between 2010 and 2012: analysis of data. *BMJ* 2013; **347**: f5662.

doi:10.1192/bjb.2022.12



© The Author(s), 2022. Published by Cambridge University Press on behalf of the Royal College of Psychiatrists. This is an Open Access article, distributed under the terms of the Creative Commons Attribution licence (<http://creativecommons.org/licenses/by/4.0/>), which permits unrestricted re-use, distribution, and reproduction in any medium, provided the original work is properly cited.