

Doctors and Borders: Exploring Career Success Factors for Egyptian International Medical Graduates in the NHS

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Presentation Roadmap

- **Why** am I doing this study?
- **What** do I think is going on?
- **What** do I want to understand?
- **How** will I do it?
- **How** might I be wrong?

(Maxwell, 2012)

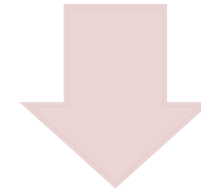


Introduction

The Challenge: The NHS relies heavily on International Medical Graduates (IMGs), yet their career experiences remain underexplored.

Focus: Egyptian IMGs – a significant and growing cohort.

Current Stage: Methodology developed; pre-data collection.



Goals – Why This Study Matters

NHS Context:

- Ongoing doctor shortage (below EU average).
- IMGs = 34.5% of licensed UK doctors.
- Continued reliance expected.

Egyptian IMG Cohort:

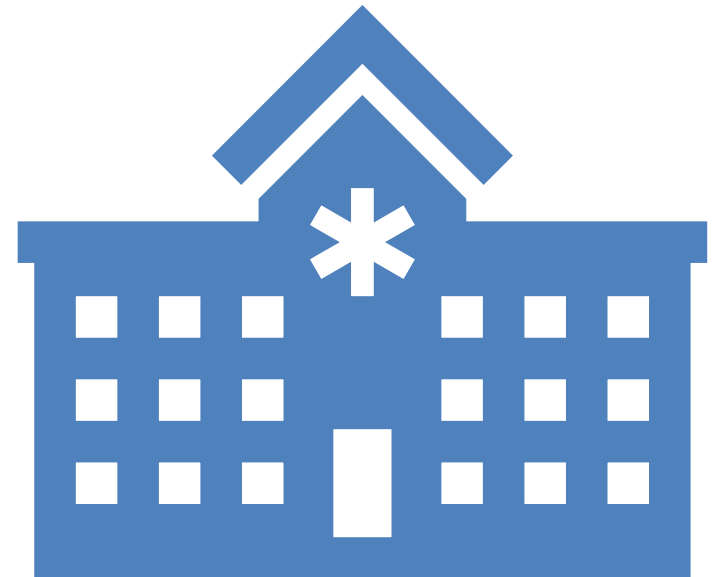
- Egypt is the 4th largest source of IMGs in the UK.
- A vital and growing part of the NHS workforce.

Knowledge Gap:

- Limited qualitative data on IMG career experiences.
- IMGs often treated as a homogenous group.

Research Aim: Investigate the career development of Egyptian doctors in the NHS (post-Brexit, post-Covid).

Why It Matters: Insights can inform better support, retention, and a more inclusive NHS.



Conceptual Framework (Part 1)

Philosophical & Theoretical Foundations



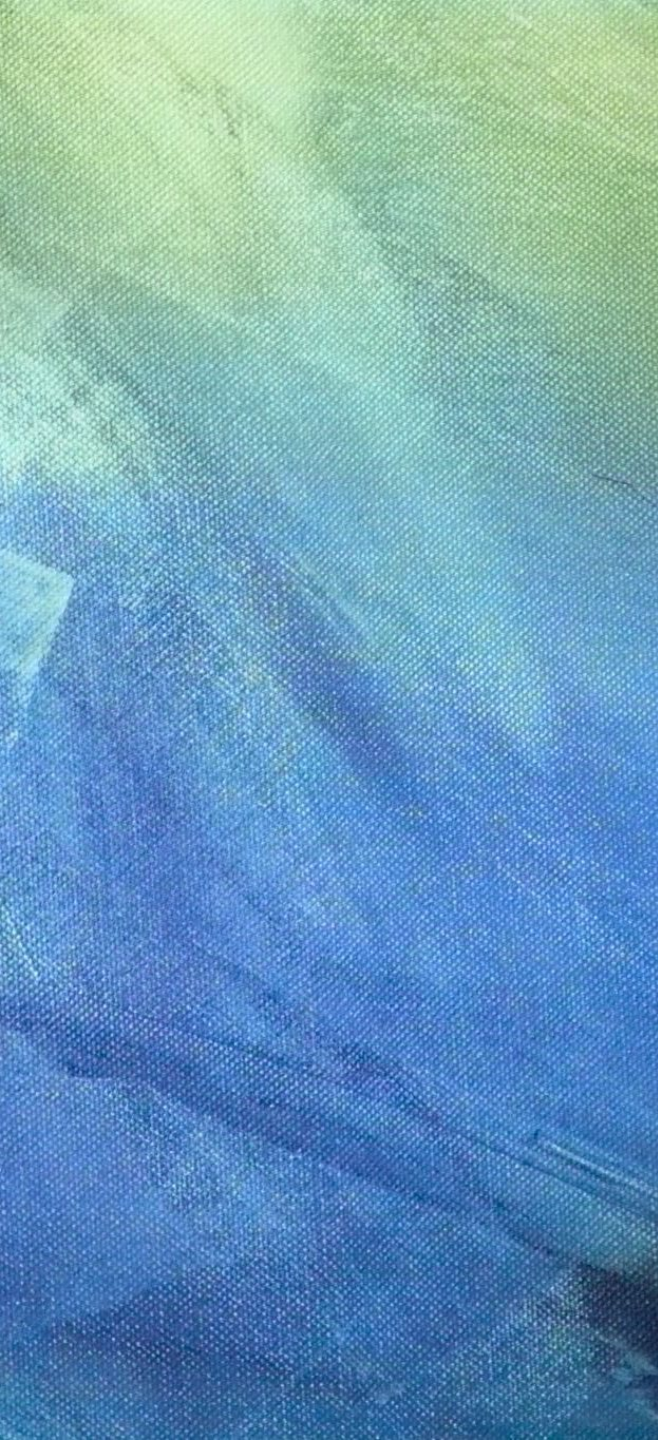
Philosophical Stance: Critical Realism (CR)

- Focus on underlying structures and mechanisms.
- Stratified reality: Real, Actual, Empirical.

Informed by: Social Practice Theory, Embodied Agency, Socio-materiality, Distributed Agency.

Key Theories:

- Giddens' Structuration Theory: Interaction between NHS structures and IMG agency.
- Barley's Institutionalisation & Career Scripts: Norms and career pathways.



Conceptual Framework (Part 2) Career Theory & Context

Career Theory (Dries, 2019):

- Objective Success: Promotions, salary.
- Subjective Success: Satisfaction, meaning.
- Mediated by career scripts (norms and drivers).

Contextual Insights:

- IMGs face systemic barriers (e.g., training access, SAS/LED roles).
- “Medical Carousel”: Global mobility of doctors.
- Risk of homogenising diverse IMG experiences.




Research Questions

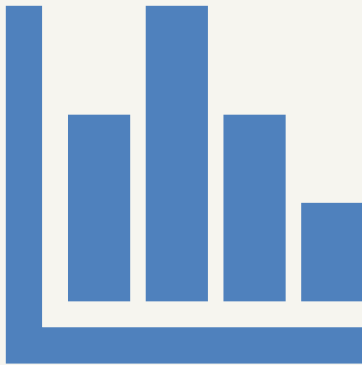
What I Want to Understand

Overarching Focus: Career success factors for Egyptian IMGs in the NHS.

Key Questions:

1. What are the typical career paths and progression routes for IMGs in the NHS?
 2. What national, organisational, and individual factors shape the careers of Egyptian doctors?
 3. How do Egyptian IMGs manage their careers and navigate challenges?
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Methods (Proposed – Part 1) Approach & Participants



Approach: Qualitative methodology.

Method: Semi-structured,
in-depth interviews.

Sampling Strategy:

- ***Purposive Sampling:***
Egyptian-qualified doctors with NHS experience.
- ***Maximum Variation:***
Diverse roles, specialities, experience.
- ***Snowball & Theoretical Sampling:***
To expand and refine insights.

Methods (Proposed – Part 2) Data Analysis



Approach:

Thematic Analysis within a Critical Realist framework.

Analytical Tools:

- Social Practice Theory, Embodied/Distributed Agency, Socio-materiality.
- Giddens' Structuration & Barley's Institutionalisation.

CR Operations:

- **Abstraction:** Conceptual insights from data.
- **Retroduction:** Identifying underlying causes.

Process:

1. Familiarisation
2. Initial Coding
3. Theme Development
4. Refinement
5. Thematic Report

- Supplemented by narrative analysis.

Validity (Anticipated) Ensuring Trustworthiness

Focus:

Trustworthiness (vs. traditional validity/reliability).

Criteria & Strategies:

- **Credibility:** Prolonged engagement, triangulation, member checks.
- **Transferability:** Rich, thick descriptions.
- **Dependability:** Detailed audit trail.
- **Confirmability:** Data-grounded findings, reflexivity.
- **Researcher Reflexivity:** Ongoing self-reflection documented in a reflexive journal.

Current Status & Next Steps

Completed:

- Chapters 1–3
(Introduction, Literature Review, Methodology).
- Ethical Approval
(ULan BAHSS2 01310).

Immediate Next Steps:

- Refine interview guide.
- Pilot interviews.
- Begin participant recruitment.

Future Steps:

- Data collection and analysis.
- Thesis completion.



Thank You & Questions



Thank You



Questions?



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