



**BAPIO**  
British Association of Physicians of Indian Origin

JULY 2025

# HARMONY

THE BAPIO NEWSLETTER



*"We are not here merely to fill workforce gaps. We are here to lead, to innovate, and to ensure that every patient—regardless of background—receives care that is just, compassionate, and competent." Dr. Ramesh Mehta*

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## EDITORIAL

**Dr Indranil Chakravorty MBE**

### ***At the Confluence of Change – A Future of Possibility***

In the ever-turning wheel of history, there are moments that demand more than reflection—they demand resolve. The past two months have brought such moments in abundance. From the corridors of the NHS to the skies above Ahmedabad, from the refugee camps of Sudan to the embattled hospitals of Gaza, we are reminded that healthcare is not merely a profession—it is a moral compass. As we mark another month of BAPIO's advocacy and action, we do so with both pride and pain. Pride in what we have built. Pain for what we continue to witness.

[READ MORE](#)

# LATEST BAPIO NEWS

## **BAPIO Writes to Health Secretary and NHS England CEO on Training Post Prioritisation**

Following recent calls for UK-trained graduates to be given priority for training posts in the NHS, BAPIO has written to the Health Secretary and the CEO of NHS England to share its views.

[READ MORE](#)



## **BAPIO writes to the Indian High Commissioner following the AI171 crash**

Following the tragic crash of Air India flight 171 on 12 June 2025, BAPIO has written to the Indian High Commissioner to the UK to express its sorrow and offer support. Please find a copy of the letter along with the reply from the Indian High Commissioner

[READ MORE](#)



## **Prof Parag Singhal awarded OBE in the King's Birthday Honours List**

BAPIO is thrilled that Prof Parag Singhal, Vice President and Honorary Secretary of BAPIO and CEO of BAPIO Training Academy (BTA), has been awarded an OBE in the King's Birthday Honours List 2025 for his services to health education and to black and minority ethnic doctors.

[READ MORE](#)



## **BAPIO writes to Indian Medical Association following AI171 crash**

Following the tragic crash of Air India flight 171 on 12 June 2025, BAPIO has written to the Indian Medical Association to express its sorrow and offer support.

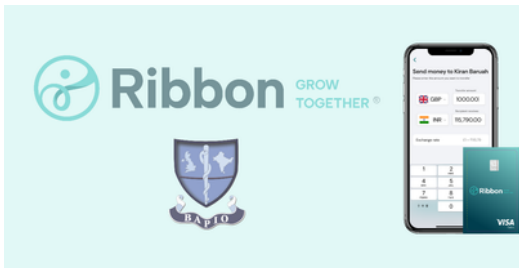
[READ MORE](#)

## **BAPIO expresses its distress and shock over the AI171 tragedy**

BAPIO is shocked and devastated to hear of the tragic crash of Air India flight 171 in Ahmedabad yesterday. The thoughts and prayers of everyone at BAPIO are with the victims of this horrific accident and their loved ones. BAPIO is available to assist anyone impacted by this tragedy and can be contacted at [admin@bapio.co.uk](mailto:admin@bapio.co.uk)



## **BAPIO Partners with Ribbon to Empower its Members with Smarter Financial Services**



The British Association of Physicians of Indian Origin (BAPIO) has partnered with Ribbon Plc, the UK-based digital financial platform designed for global Indians, to deliver smart, fee-free international transfers and tailored financial solutions for healthcare professionals navigating the UK-India corridor. [READ MORE](#)

## **GMC replies to BAPIO letters regarding PLAB doctors / employment issues and delays in the disciplinary process at the GMC**

Following receipt of the letters written by BAPIO to GMC CEO Mr. Charlie Massey in March 2025 regarding PLAB doctors/employment issues and delays in the disciplinary process at the GMC, Mr. Massey has replied to BAPIO outlining the GMC's position on both these important issues. Copies of the replies from the GMC are attached. [READ MORE](#)

**General  
Medical  
Council**



## **BAPIO congratulates Prof Bola Owolabi on her appointment**

BAPIO is delighted to note the appointment of Prof Bola Owolabi as CQC Chief Inspector of Primary and Community Services. Dr. Ramesh Mehta, President, BAPIO, has written the attached letter to Prof Owolabi extending BAPIO's felicitations and best wishes to her in the new role.

[READ MORE](#)

# UPDATE FROM DIVISIONS AND FORUMS

## TRAI Forum

On 29th May 2025, BAPIO officially launched its new TRAI Forum — a dynamic space dedicated to exploring how Technology, Robotics and Artificial Intelligence (AI) can transform healthcare. The inaugural meeting brought together experts, clinicians, researchers, and healthcare leaders for a wide-ranging discussion on both the promise and challenges of AI in medicine.

The forum was opened by Dr. Ramesh Mehta, BAPIO President, who highlighted the importance of BAPIO members staying up to date with the latest technological developments in healthcare. He handed over to the forum Chair, Prof Prokar Dasgupta (Prof Prokar Dasgupta OBE, Professor of Surgery, Chair in Robotic Surgery and Urological Innovation at Kings College London) who provided an overview the objectives of the forum and introduced the special guest speaker for the session – Prof Gopal Ramcharan (CEO of Responsible AI UK).



**Prof Gopal Ramcharan**  
CEO of Responsible AI UK



**Prof Prokar Dasgupta**  
TRAI Forum Chair

[READ MORE](#)

## The Health & Wellbeing Forum

The Health & Wellbeing Forum holds weekly Yoga classes, including Chakra meditation, every Sunday morning. Please contact the BAPIO office if you would like to attend.

The forum also organised a special event for International Yoga Day on 21st June which was hosted Dr. Bhageerathi ji.



The BAPIO Institute for Health Research (BIHR) was established by the executive committee of the British Association of Physicians of Indian Origin in 2020.

BIHR aims to harness the collective applied clinical experience of our membership to promote high-quality research and innovation in health and social care. As an arm's length body of BAPIO, BIHR drives the visibility of BAPIO's policy journal 'Sushruta' and health journal 'The Physician', contributes to the research and academic skills ecosystem through training and development, and directly undertakes research in partnership with the NHS, community organisations, and universities on issues related to BAPIO's mission of equity and inclusion.

### **BIHR Activity:**

Activity is focused on three pillars:

- Women's Health
- Health and social care workforce
- Diversity in dementia care

### **BIHR Strategy:**

- To amplify issues related to health inequalities across the life course
- To collaborate with global research and healthcare organisations
- To build a strong patient/public partnership to co-create research priorities and projects
- To generate resources to support research and innovation activity
- To design and deliver research/ innovation for excellent patient care
- To provide a platform for supporting research and innovation from under-represented professionals

If you are interested in research or have an idea or project you wish to discuss, please feel free to reach out to [coordinator.bihr@bapio.co.uk](mailto:coordinator.bihr@bapio.co.uk).

### **How can we help?**

- Support in the design of quality improvement projects
- Helping with the evaluation of health innovations
- Fellowship and grant guidance, including referring back to the national infrastructure
- Joint funding bids
- Patient and Public Involvement, Engagement and Participation (PPIEP)
- Research inclusion expertise

To learn more about BIHR, [visit bapioresearch.org](http://bapioresearch.org).

The Physician: [www.thephysician.uk](http://www.thephysician.uk)

Sushruta – [Sushruta Journal of Health Policy & Opinion](#)

## 2024, a year of growth and success for MDS

The Medical Defence Shield (MDS) is a trusted and independently run medical defence organisation, founded by BAPIO in 2010 with a commitment to the welfare of the healthcare community. 2024 was a year of growth, in which we opened our membership to more healthcare professionals. Growth, yes, but without compromising on the signature high-quality service that MDS provides to all of our members.

Now in our 15th year, while continuing to expand our offering, we continue to provide caring, empathetic, and personalised support through our unique service: advising and representing our members on both employment, regulatory, and clinical matters. Looking back at 2024, we assisted over 300 Doctors and GPs and closed over 300 separate cases, a mix of clinical, regulatory and employment matters. We were delighted that 64% of such cases concluded with a positive outcome.

Of the cases which involved regulatory proceedings by the General Medical Council, with our help, 84% were closed without progressing to a MPTS hearing, and more than 1 in 3 of these were closed at the rule 7 letter stage.

We also helped our members with 23 pre-existing matters, which is something not all Medical Defence Organisations offer as a service. This is when an MDS member approaches us seeking help for something that has occurred before they joined us. While this assistance is discretionary, we pride ourselves on providing assistance where we can.

[READ MORE](#)

## Successful Completion of the First LEEP Leadership Course by BAPIO Faculty of Leadership

The first LEEP (Leading through Education to Excellent Patient Care) course, organised by the BAPIO Faculty of Leadership, was successfully completed on 15 May 2025. This virtual programme brought together 25 learners, including trainee doctors, locally employed doctors, nurses, and physiotherapists, reflecting a diverse and multidisciplinary cohort.

The course featured highly interactive sessions facilitated by esteemed leaders in healthcare, including Professor Sahana Rao, Undergraduate Dean at Oxford University Hospitals, and Professor Godwin Simon, Medical Director at King George Hospital, and Quality and Transformation Lead for BHRUT.

### **Some of the participants' comments regarding their learning are:**

*"Be more strategic and specific in chaotic situations while leading a team."*

*"I would try out different leadership styles to try to establish the best one for my team"*

*"Daily practice to improve quality of care"*

*"Different approach to conflict resolution"*

Participants expressed that the programme significantly enhanced their understanding of teamwork, organisational structures, and the broader healthcare system. They particularly valued the knowledge, skills, and behaviours acquired during the course and felt empowered to apply these learnings effectively in their workplaces. All participants commented that they will recommend this course to their colleagues. The next course aimed at consultants and senior nurses, and allied health care professionals is planned for October

The successful launch of the LEEP Leadership course marks a key milestone in BAPIO Faculty of Leadership's ongoing commitment to developing inclusive, future-ready healthcare leaders.

# BAPIO MENTORSHIP SCHEME

BAPIO is delighted to announce that it has launched the BAPIO Mentorship Scheme, which aims to provide senior-led (Consultant / GP Partner / Senior Registrar) guidance and advice to resident/LED doctors who are part of BAPIO's Young Doctors Forum.

[READ MORE](#)



If you would be interested in participating in the BAPIO Mentorship Scheme as a BAPIO Mentor or as a BAPIO Mentee, please fill out the appropriate form link(s) below.

For Mentors <https://forms.gle/aFcRC6UXmrAHyA479>

For Mentees <https://forms.gle/qPXWfc4nrNx6QaZ67>



# BAPIO HONOURS LIST



## Dr JS Bamrah

*Past BAPIO Chair / Consultant Psychiatrist, Greater Manchester Mental Health Foundation Trust / Honorary Reader at the University of Manchester*

- Received Lifetime Achievement Award at the British Indian Psychiatric Association (BIPA) Annual Conference

## Prof Prokar Dasgupta

*King's Health Partners Foundation Professor of Surgery / Professor of Robotic Surgery and Urological Innovation*

- Received the Medal of Excellence in Robotic Surgery
- Publications
  - Shepherd et al., Early clinical evaluation of the Hugo robotic-assisted surgery (RAS) for performing radical prostatectomy: an IDEAL stage 2 study, *BMJ Surg Interv Health Technol.* 2025 Apr 5;7(1):e000360. doi: 10.1136/bmjst-2024-000360. eCollection 2025.
  - Khanna et al, Quantum computing in surgery and urology - taking a quantum leap, *Nat Rev Urol.* 2025 Jun 16. doi: 10.1038/s41585-025-01058-y

## Dr Satinder Mann

*Clinical lead, Great Western Hospitals NHS Foundation Trust*

- Elected as a councillor in the Worcestershire County Council elections
- Holds a Cabinet post for Health and Community support in the Worcestershire County Council authority.

## Dr Sunil Kumar

*Lifestyle Medicine Physician Burnout Reset Expert / FYI Programme Director / Council Member, RSM / Executive Health Coach / Anaesthetist*

- Appointed as the FYI Doctors Program Director at University Hospitals of Morecambe Bay for Furness General Hospital.

## Dr Virendra Soni

*Magistrate / FRCS, FRSA.*

- Received High Sheriff Award for services to the community in Bedfordshire



# Burnout Among Indian-Origin Doctors in the UK: It's Time We Started Healing Ourselves



**Dr Sunil Kumar**

*MBBS MRCA FCAI FRSA FBSLM DipIBLM*

*Lifestyle Medicine Physician Burnout Reset Expert | FY1 Programme Director | Council Member, RSM / Executive Health Coach / Anaesthetist*

Let's be honest, burnout isn't some abstract concept we read about in journals anymore. It's the crushing weight you feel on a Sunday evening, dreading Monday's ward round. It's snapping at your registrar when they ask a perfectly reasonable question. It feels like you're running on empty, yet you're somehow expected to keep going. Nearly half of us doctors are experiencing this right now, and the situation is worsening across the NHS.

## **The Reality Check**

The 2024 NHS Staff Survey painted a grim picture: 30% of staff feel burnt out "often or always." More than 40% of us are falling ill because of work stress. The GMC found that 66% of junior doctors are at high or moderate risk of burnout in 2023—the worst figures since they started keeping track. If you're in A&E or anaesthetics, you'll know these numbers feel about right.

As Indian-origin doctors, we make up the largest non-UK group in the NHS—over 8% of all doctors. We're absolutely vital to keeping the health service running. But our experience with burnout carries some unique challenges that we rarely talk about openly.

## **The Cultural Weight We Carry**

Many of us grew up hearing "beta, doctors don't complain" or "our family sacrificed everything for your education." These aren't just phrases—they're deeply embedded expectations that we soldier on, no matter what. The idea of admitting we're struggling. That feels like letting everyone down.

Add to this the mental health stigma that's still very real in our communities. How do you tell your mum you're seeing a counsellor when she's spent years boasting to the neighbours about her doctor child?

[READ MORE](#)

# In The Waiting Room



**Sujaritha J Latha MBBS**

*Ramchandra Medical College, Chennai, India*

I came to the UK with dreams that weren't just mine — they belonged to my younger self, the patients I once treated, and every family member who gave something up so I could wear a stethoscope. I am an international medical graduate (IMG). I passed the most rigorous licensing exam (Professional Linguistic Assessment Board) and became a fully registered doctor. But in the system, I worked so hard to enter, and I remain unseen.

My dream is to become an interventional cardiologist — a speciality requiring not only years of focused training but also resilience, teamwork, and trust. I passed PLAB part 2 in October 2023 and received my registration in March 2024. Like many IMGs, I believed that this milestone would unlock the next chapter — that of service, learning, and growth within the UK National Health Service. Instead, I remain suspended in a kind of limbo.

Since March 2024, I've applied relentlessly for junior clinical fellowships, non-training posts, and stand-alone training roles. Despite a curriculum vitae rich with UK-based clinical attachments, audits, educational modules, and hands-on experience overseas, I have not been shortlisted even once.

I now live in the UK, unemployed, and on a dependent visa. My life is supported financially by my partner and my parents — a reality that fills me with both gratitude and guilt. I spend my days editing CVs, tailoring supporting statements, networking, volunteering, and wondering what invisible wall stands between me and a fair chance.

Because let's be honest: the UK depends on IMGs — but often on extractive terms. We are asked to pay exorbitant fees for professional exams, English language exams, registration, and then to wait indefinitely, unpaid, unseen. We are told to "get UK experience," and when we do, it still isn't enough. We are told to be patient, but never how long. We are told to keep improving, even when the path forward is blocked.

Still, I have not given up. I have completed multiple NHS clinical attachments in Endocrinology, Psychiatry, Paediatrics, and Orthopaedics. I have contributed to audits on diabetic kidney disease, resistant hypertension, and IMG workforce challenges. I've worked in high-acuity settings in India — managing oncology emergencies, sepsis, and critically ill patients during the COVID-19 pandemic. I've immersed myself in the NHS's digital systems, values, and multidisciplinary models. I am ready to serve.

But I am also human. There are days when I wonder if I'm being filtered out not because I lack competence, but because of where I was trained. There are nights when I ask myself whether this was a mistake. And yet, I continue. Because dreams like mine — like ours — don't disappear. They wait. They persist.

I'm writing this not to complain, but to shed light. The waiting room isn't just a physical space — it's where many IMGs find themselves long after the exams are done and the fees are paid. It's a place full of talent, commitment, and sacrifice — and it's time that those voices were heard.

If the NHS truly values equity and inclusion, then it must begin by offering fair, transparent opportunities to the very doctors it invites into its system. Our stories are not just of struggle — they are of courage, contribution, and potential. All we ask for is the chance to show it.

Until then, I will keep applying. Keep learning. Keep hoping. And yes — keep waiting.

**Obituary**  
**Dr. Usha Natarajan**  
**Oct 13 1961– May 20 2025**



**Dr. Usha Natarajan, M.B.,B.S., MRCOG, MRCPI, MRCGP, FRCP**

Dr. Usha Natarajan was born in Vellore, Tamilnadu on the 12th of October, 1961. Having had her early education in Chennai she joined the Madras Medical College in 1978 for her M.B.B.S. course. She then did her initial obstetrics and gynaecology training in the Maternity Hospital in Chennai and obtained the DGO. After further training in Dublin she obtained her MRCOG. She met her future husband, Mr. Varadarajan Kalidasan, when he was training as surgical trainee and she joined the unit as a house officer in Government General Hospital, Chennai. After they moved to Dublin and then to Brighton, Usha re-trained and became a consultant in HIV and G-U medicine in Redhill obtaining her MRCPI in the meantime. She enhanced the unit in Redhill to provide a comprehensive HIV and Sexual Health service. She was awarded the honorary FRCP. A few years ago she once again changed her career and became a general practitioner having done further training and obtained her MRCGP.

Usha was a humble, kind and thoughtful person. She always had time for everyone she met and her patients adored her. She was very resilient and determined and was a role model in balancing a very successful career and a busy home life. She leaves behind two boys; the older son is a barrister and the younger one a software engineer. Her husband, Mr. V. Kalidasan (known to many in BAPIO as "Kali") and Usha have both been members of and great supporters of the BAPIO for a very long time. Usha was also the Treasurer for the Madras State Medical Association of a year. She will be missed by her family, friends and patients. Usha passed away peacefully on the 20th of May, 2025 having had multiple metastases from a sarcoma that was diagnosed over three years ago. Usha was very religious and till the very end her faith never wavered and she was very accepting and courageous.

# SIGNIFICANT INSIGHTS



## Support offered by the Royal College of Psychiatrists

Following the recent tragic crash of Air India 171, the Royal College of Psychiatrists has reached out to BAPIO to offer its condolences and support. They have specifically asked BAPIO to share the following resources on coping after a traumatic event, which may be useful to members. This document is available in English, Gujarati and Hindi at the links below.

English: <https://www.rcpsych.ac.uk/mental-health/mental-illnesses-and-mental-health-problems/coping-after-a-traumatic-event>

Gujarati: <https://www.rcpsych.ac.uk/mental-health/translations/gujarati/coping-after-a-traumatic-event>

Hindi: [www.rcpsych.ac.uk/mental-health/translations/hindi/coping-after-a-traumatic-event](https://www.rcpsych.ac.uk/mental-health/translations/hindi/coping-after-a-traumatic-event)

## NHS Report Highlights Rise in Sexual Misconduct Cases and Demographic Trends



Resolution

### Update from NHS Resolution

NHS Resolution's Practitioner Performance Advice (Advice) service has published its latest Insights paper: [Demographics, professions and concerns: Analysis of Practitioner Performance Advice cases, including a focus on sexual misconduct concerns.](#)

#### Key headlines:

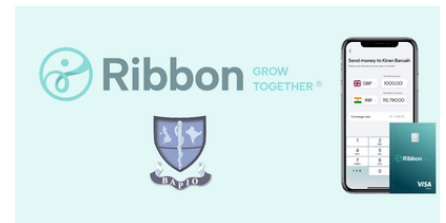
- Over the past 10 years, there has been an increase in cases where the reported concern relates to sexual misconduct, both in the number of cases we receive and the proportion of our casework. Examples of concerns of sexual misconduct in cases included sexual comments, inappropriate touching as well as more serious allegations including rape.
- Analysis across all concern types shows that behaviour/misconduct features in 76% of the cases over a five-year period, showing a small year-on-year increase and accounting for 81% of cases in 2024/25.
- Separate analysis of practitioners by individual demographic groups shows that ethnic minorities, international medical graduates, older and male practitioner groups are overrepresented across cases discussed with us by employers and contracting bodies.

Any members wishing to learn more about the services offered by NHS Resolution's Practitioner Performance Advice service can learn more at

<https://resolution.nhs.uk/services/practitioner-performance-advice/>



# BAPIO PARTNERS WITH RIBBON



## Empowering Our Members with Smarter Financial Solutions – BAPIO Partners with Ribbon

We are pleased to announce our partnership with **Ribbon Plc**, a UK & Gibraltar based digital financial platform designed for global Indians. This collaboration is aimed at supporting BAPIO members – doctors and healthcare professionals in the UK with smart, seamless, and cost-effective financial tools.

Through this partnership, BAPIO members can now access a range of exclusive benefits tailored to their international lifestyle: Here's what this means for BAPIO members:

### **Zero Fees. Zero Mark-up.**

Enjoy international money transfers with complete transparency—no hidden charges, no surprises.

### **Multi-Currency Accounts**

Access 32 currencies, manage funds in real time, and spend abroad like a local.

### **Seamless Mobile Experience**

Unlimited transactions, instant transfers, and intuitive money management—all from the Ribbon app.

### **Account Before You Fly**

Are you preparing to move from India to the UK? Open a UK-ready Ribbon account before you travel and start managing your finances the moment you arrive.

This partnership reflects our ongoing commitment to supporting our members beyond their professional needs—making everyday life abroad simpler and more secure.

### **Are you a BAPIO member?**

Activate your exclusive benefits today: <https://qr.ribbonglobal.com/bapio/>

### **Haven't downloaded Ribbon yet?**

QR code:



# UPCOMING EVENTS

## **GAPIO Mid-Year Conference**

18 July 2025

Kenya



Eligible for CPD Points

COMHAD

**GAPIO MID YEAR CONFERENCE**

*Kenya* 18th JULY 2025

Registration for International Delegates only

Please click on the link to register

<https://bookcpd.com/course/gapio-midyear-conference-nairobi-kenya-18-19-july-2025>

VENUE:  
**Novotel Nairobi Westlands**  
Lower Kabete Road,  
Westlands, 00600 Nairobi,  
Kenya



**ABSTRACT SUBMISSION NOW OPEN**

**BAPIO NATIONAL CONFERENCE 2025**

We welcome abstract submissions from:

- Doctors and nurses in the UK and internationally
- Medical and nursing students
- Allied health professionals

Key Details:

- Abstract deadline: Friday 24 October 2025
- ♦ Selected abstracts will be presented on Nov 28-30th 2025 in London
- All accepted abstracts will be published in The Physician
- ♦ Cash prizes will be awarded to winners in each category

**BAPIO** coordinator.bihr@bapio.co.uk www.bapio.co.uk

## **BAPIO NATIONAL CONFERENCE 2025**

Abstract Submission NOW OPEN!  
Deadline - Friday 24<sup>th</sup> October 2025  
London

## **BAPIO Annual Conference**

28-30 November 2025

London



**BAPIO**

**ANNUAL CONFERENCE 2025**

28-30 November, 2025

**RADISSON HOTEL & CONFERENCE CENTRE LONDON HEATHROW**  
Building A, Bath Rd, Heathrow  
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# BAPIO FAMILY AND PUBLICATIONS

