

# “Impact of Ethnicity and Culture on Doctors Performance”

CPD POINTS  
APPLIED

One day conference to explore issues and way forward

## WHEN

Saturday 17th May

## WHERE

Copthorne Hotel  
Paradise Circus,  
Birmingham B3 3HJ

### Background

It is known that Black and Ethnic minority (BME) doctors in the NHS do not do well in Exams, excellence awards or career progression. They are also reported to the GMC in significantly more numbers. The Local BME graduates also have similar problems although not to the same extent as International Medical Graduates (IMG).

A lot of research has been done over last 30 years or so to analyse the underlying reasons, and whilst recognising the complexity of the issue and the need for more research to better understand the reasons, it is clear that there is a failure to implement some well-known solutions.

### Aims and Objectives

- To learn about the current state of racial discrimination in the NHS and how it impacts on doctors and services.
- To explore reasons for failure to implement best practice
- To discuss how to promote professional excellence and leadership amongst BME doctors
- To agree a joint plan of action, and establish an overseeing mechanism to ensure implementation and monitor progress

### Facilitators

Mr Uday Kale  
Dr Anand Rischie  
Dr Arvind Sinha

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## Programme

09.00 am	Registration & Coffee
09.30 am	Welcome—Dr Prakash Sahay Introduction – Dr Ramesh Mehta
09.35 am	Plenary Session 1 BME doctors in the NHS Chairs Prof. Terence Stephenson/ Dr Andrew Elder
09.35 am	Factors influencing BME doctor’s Careers – Prof. Chris McManus
10.00 am	Key note address- Impact of Institutional racism in the NHS – Prof. Aneez Esmail
10.30 am	Is the country losing out? – Prof Rajan Madhok
10.50 pm	Panel Discussion: Prof. Jane Dacre, Dr Kailash Chand and speakers
11.15 pm	COFFEE
11.45 am	Plenary Session 2:  Experiences of different groups of doctors Chair Prof. Elizabeth Hughes/ Prof Davinder Sandhu
12.00 pm	Trainees – Dr Huma Afzal
12.10 pm	SAS Doctors – Dr. Victor Babu
12.20pm	GP – Dr. Rahul Sahay
12.30pm	Consultants – Mr Divya Prakash
12.40 pm	Medical Managers – Dr. Umesh Prabhu
12.50 pm	Panel discussion: Dr Michael Bannon, Dr Andrew Elder, Prof. Aneez Esmail
1.15 pm	LUNCH
2.00pm	Parallel workshops: Finding Solutions Coordinators: Dr A Sajayan and Dr Kishor Tewary Promoting Equality. Chairs Dr Michael Bannon/Dr Kailash Chand Promoting Leadership. Chairs Dr Joydeep Grover/ Dr Raj Kumar Culture as an advantage. Chairs Dr Amit Gupta/ Prof. Davinder Sandhu Value-added Training & Assessment. Chairs Dr Andrew Long/ Dr Andrew Elder
4.00pm	Report back and Panel discussion to consider the outcomes of the discussion
4.30 pm	Summary of the day – Dr Ramesh Mehta & Prof Terence Stephenson
4.40 pm	Vote of Thanks – Dr Arun Dev Vellore

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