



BAPIO
BRITISH ASSOCIATION OF PHYSICIANS OF INDIAN ORIGIN

British Association of Physicians of Indian Origin

27 March 2024

**Practitioner Performance Advice Service research on the experience of ethnic minority
and international medical graduate (IMG) practitioners who are the subject of
performance concerns**

The British Association of Physicians of Indian Origin (BAPIO) is pleased to have had the opportunity to contribute to the research published by Practitioner Performance Advice Service on 20 March 2024 relating to the lived experience of ethnic minority and international medical graduate (IMG) practitioners who are the subject of performance concerns. The complete research report along with an Insights paper and case studies can be found on the NHS Resolution website (<https://resolution.nhs.uk/2024/03/20/experiences-of-ethnic-minority-and-img-practitioners-improving-fairness-in-the-management-of-concerns/>).

Specifically, the research has highlighted the work being done by BAPIO in assisting early resolution of concerns raised. BAPIO has existing memorandums of understanding with over 20 NHS trusts / healthcare organisations in the UK and actively encourages doctors / hospital management to work with local BAPIO representatives to try and resolve concerns early in the complaint process.

Dr. Ramesh Mehta, President of BAPIO, said: *“The British Association of Physicians of Indian Origin (BAPIO) is delighted to collaborate with NHS Resolution on this important piece of work. It is essential that concerns about the performance of any medical practitioners are handled in a sensitive manner, with equal attention given to the viewpoints of all parties involved. This is particularly important in the case of complaints against international medical graduates / ethnic minority doctors, where there is frequently an element of systemic bias against the doctors involved.”*

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