

The International Connection: An "Ethical" Approach to Health Workforce Sustainability?

Prof. James Buchan
jbuchan@qmu.ac.uk

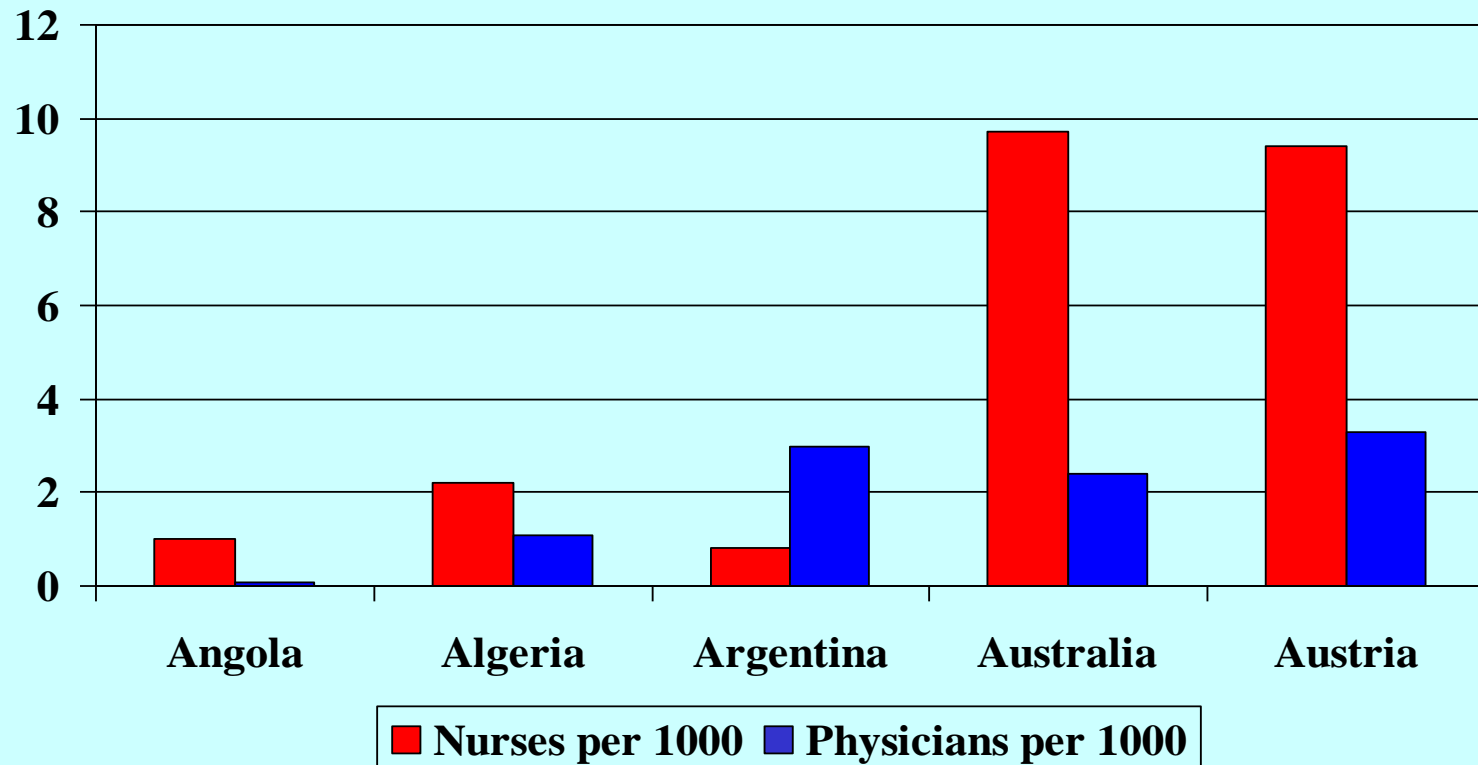
WHO Global Code (2010)

- “ Countries should implement effective health workforce planning, education, training and retention strategies *to sustain a health workforce that is appropriate for the specific conditions of each country, and to reduce the need to recruit migrant health personnel* ” (WHO 2010).

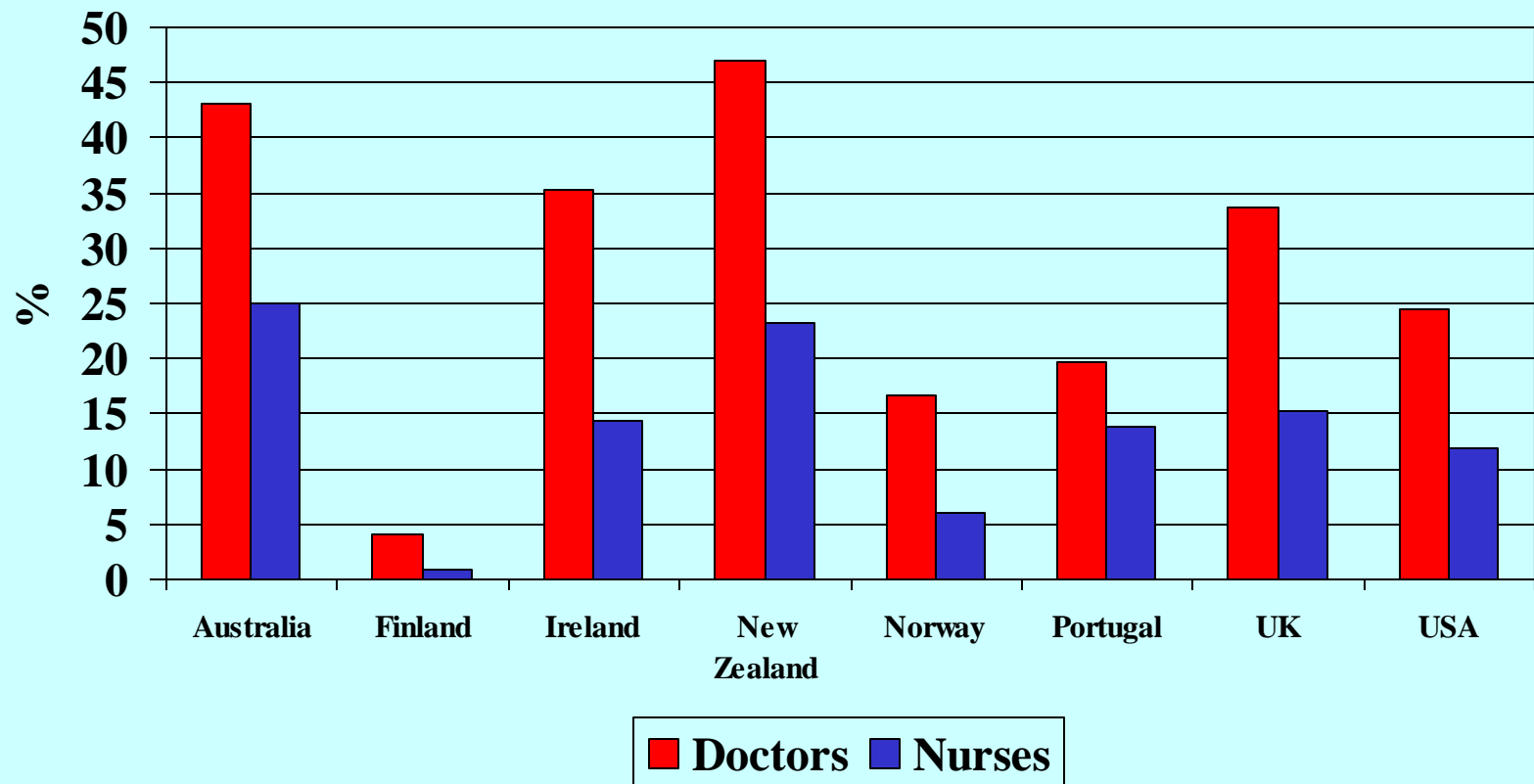
The health workforce context

- We are not all the same
- Our global connections vary
- Our global impact varies
- Its not just “brain drain”
- Things change
- Sustainability, self sufficiency: ethics and efficiency

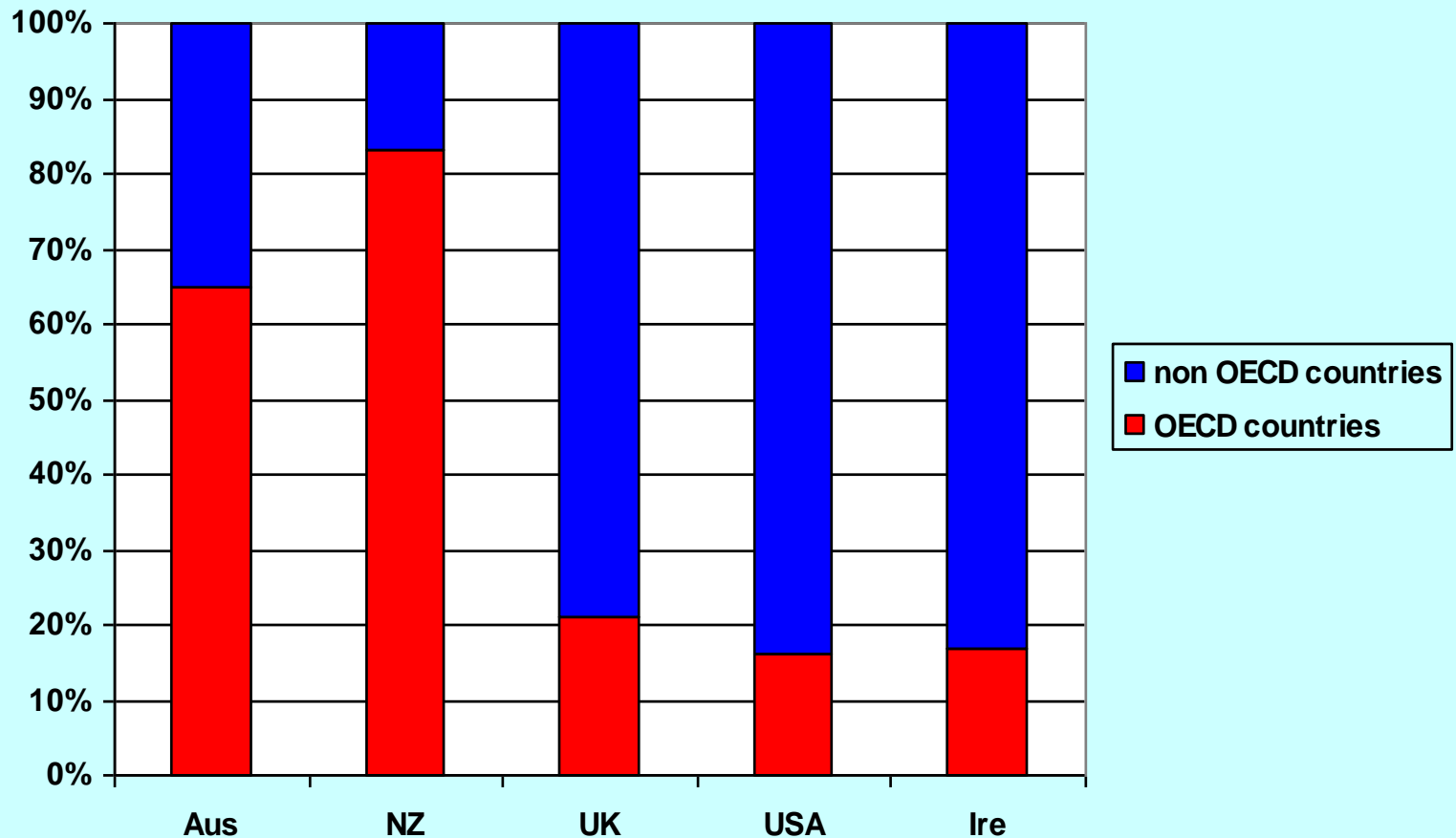
We are not all the same: Nurse:population, and physician:population ratios, selected countries (WHR 2006)



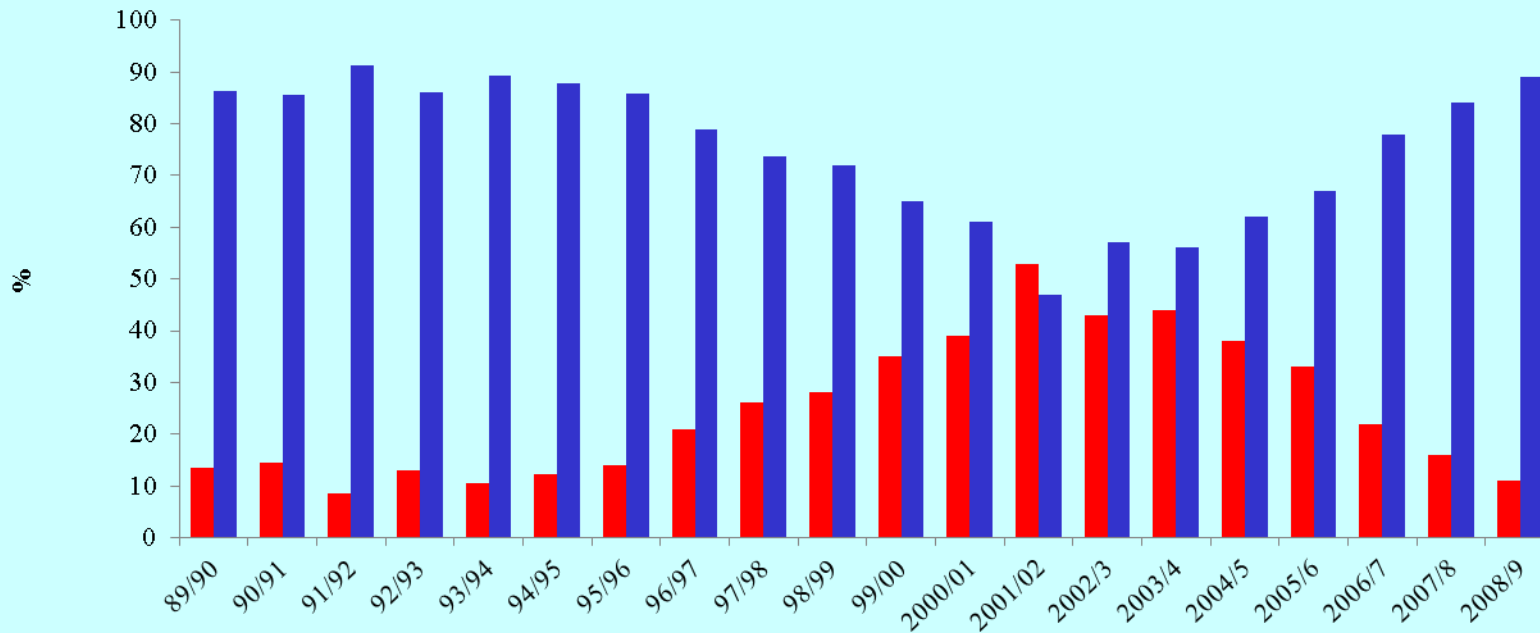
Connections vary: the % of practising doctors / nurses who are “foreign born” (OECD countries)



Impact varies: Composition of inflow of nurses, by type of source country, c 2004/5



Things change: % of “new nurses” from domestic training and international sources, UK 1989-2009



Source: UKCC/NMC data

■ Int ■ UK

Sustainability: Doing what you should be doing?

- Increase numbers completing training [\$\$\$, time]
- Increase returners
- Improve retention
- Retrain/ redistribute
- Improve productivity/ change skill mix
- International recruitment [\$, quick fix]
- **NEED FOR JOINED UP PLANNING/
GOVERNMENT**