

About ICNM eNews!

ICNM eNews is an initiative of the International Centre on Nurse Migration – a collaborative project launched by the International Council of Nurses and the Commission on Graduates of Foreign Nursing Schools. Established in 2005, ICNM works to address gaps in policy, research and information with regard to the migrant nurse workforce and serves as an international resource for the development, promotion and dissemination of documentation on nurse migration.

ICNM eNews is an electronic publication dedicated to keeping policy makers, planners and practitioners informed of national, regional and global developments in the area of health worker migration, particularly nurse migration. ICNM eNews is published twice a year and features information about key trends, current issues, research, new publications, upcoming events and links to useful resources in the field.

Current and back issues are available online at: <http://www.intlnursemigration.org>

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Latest News from the Centre

The last issue of ICNM eNews reported on the 2006 Conference held in London on *Creating Positive Practice Environments for the International Nurse*. In this issue, ICNM is pleased to announce that the London conference has been adapted and will be convened in four locations across the United States in 2007. The conference, *Internationally Recruited Nurses: Creating Positive Practice Environments*, will examine strategies that create a positive work environment and facilitate the successful integration of internationally recruited nurses into the health care team and provide a better understanding of the immigration processes related to internationally recruited nurses. It is being co-sponsored by the International Centre on Migration and the American Nurses Association. The location and dates are as follows:

- San Antonio, Texas, February 26-27, 2007
- Ft. Lauderdale, Florida, March 1-2, 2007
- Chicago, Illinois, March 5-6, 2007
- San Francisco, California, March 19-20, 2007

For updates, visit: <http://www.nursingworld.org/meetings/index.htm#migration>
or email: meetings@ana.org

Source: American Nurses Association

Events Update

A Call To Action: Ensuring Global
Human Resources for Health
*International Health
Workforce Migration*

22-23 March, 2007
Geneva, Switzerland

<http://www.hret.org/hret/publications/ihwm.html>

Internationally Recruited Nurses:
Creating Positive Practice Environments

26-27 February, 2007; San Antonio, Texas
1-2 March, 2007; Ft. Lauderdale, Florida
5-6 March, 2007; Chicago, Illinois
19-20 March, 2007; San Francisco, California

<http://www.nursingworld.org/meetings/index.htm#migration>

Nursing at the Forefront: Dealing with
the Unexpected
ICN International Conference

27 May - 1 June, 2007
Yokohama, Japan

<http://www.icn.ch/conference2007/info.htm>

Migration News in Brief

New International Centre for Human Resources in Nursing Launched

The International Centre for Human Resources in Nursing (ICHRN) was launched in November by the International Council of Nurses and its premier foundation, the Florence Nightingale International Foundation. The Centre is dedicated to strengthening the nursing workforce globally through the development, ongoing monitoring and dissemination of comprehensive information and tools (e.g. standards and competencies, research papers, fact sheets, case studies, etc.) on nursing human resources policy, management, research and practice. ICHRN has been made possible through support from the Burdett Trust for Nursing www.burdettnursingtrust.org.uk

The Centre hosts a website enabling open access to its content and features, including an interactive and fully-searchable database of nursing HR related publications and an electronic newsletter. Interviews with key leaders in the field of nursing and health are also featured.

This new Centre complements the work of ICNM; specifically, it works to address poor nursing human resources (HR) management capacity and practices that exist in many countries – an issue directly related to the push and pull factors associated with international nurse migration.

Visit www.ichrn.org to learn more about this exciting new initiative by the International Council of Nurses.

Source: International Council of Nurses

Nurses Association of Botswana Commissions Study on Nurse Migration

The Nurses Association of Botswana (NAB) has commissioned a study on the extent of nurse migration and its impact on Botswana's health services and the nursing profession. It is anticipated that a major outcome from this work will be a set of recommendations and strategies to inform policy making. The UK Overseas Development Institute (ODI) is funding the project which is implemented through the Botswana Trade and Poverty Project (BTPP) which falls under the Botswana Institute for Development Policy Analysis (BIDPA). NAB has established a nursing reference group to oversee and guide the project which is due for completion in December 2006.

Source: Nurses Association of Botswana

Migration Threatening Health Services in Western Pacific Region says WHO

During the Fifty-seventh session of the World Health Organization (WHO) Regional Committee for the Western Pacific, senior health officials were warned that the continuing exodus of health professionals to wealthier nations could lead to a collapse of health services in some of the poorest countries of the region where health needs are greatest. Health professionals in this region continue to migrate to wealthier nations in search of better pay, improved working conditions and more opportunities for professional development.

Committee members discussed a Regional Strategy on Human Resources for Health 2006-2015, calling for it to address infrastructure, technology, logistics, supplies and financing utilising country-specific strategies and a coordinated, intersectoral approach and partnerships. The Committee emphasised that training, sustaining and retaining a motivated and well-supported workforce necessitates long-term commitments combined with structural and financial changes, and partnerships at country, regional and global level.

Source: World Health Organization Regional Office of the Western Pacific, Press release "Rising workforce exodus threatens health systems, says WHO", 21 September 2006

Promoting Global Solutions to Health Worker Migration

Preceding the UN General Assembly High Level Dialogue in Migration and Development September 2006, Realizing Rights: The Ethical Globalization Initiative, in collaboration with Physicians for Human Rights, the WHO Global Health Workforce Alliance, and the Commonwealth Secretariat convened a meeting focusing on global innovative solutions for sending and receiving countries. The meeting brought together key policy makers and experts from Africa, the United States and the United Kingdom to discuss critical issues and to carry forward recommendations and messages from the meeting to the deliberations of the United Nations (UN) General Assembly.

(Continued on next page)

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Participants agreed that the international migration of health professionals is often market driven and that addressing the causes of poverty is part of the solution to the shortage crisis in developing countries. The paradox of unemployed nurses existing in countries with high vacancy rates was acknowledged as was the need for capacity building in education and management and investment in health systems' infrastructure.

The meeting was recorded by Kaiser Network and a web cast is available at:

<http://www.kaisernetwork.org/healthcast/un/12sep06>

For a full transcript visit: http://www.kaisernetwork.org/health_cast/uploaded_files/un_physicians_welcome-0912061.pdf

Source: Realizing Rights: The Ethical Globalization Initiative

UN High-Level Dialogue on International Migration and Development

For the first time ever the UN General Assembly met in September to discuss migration and development and the challenges international migration poses for Member States.

In his closing statement, the President of the Assembly affirmed a number of key messages, including:

[Quote...]

- international migration is a growing phenomenon and a key component of development in both developing and developed countries;
- international migration can be a positive force for development in countries of origin and countries of destination, provided it is supported by the right set of policies;
- international cooperation on international migration, bilaterally, regionally and globally must be strengthened; respect for human rights is the necessary foundation for the beneficial effects of migration on development to accrue;
- the need to provide decent work and decent working conditions in countries of origin and countries of destination is paramount to alleviating the negative aspects of migration, including brain drain; and migration is no substitute for development (p. 2-3).

Visit <http://www.un.org/esa/population/hldmigration/> for more information and resources related to the high-level dialogue.

Source: Closing Statement by the President of the 61st Session of the General Assembly 2006

New Council to Address Shortages of Nurses and Physicians in US Announced

A group of national health care leaders have come together to address the growing problem of nurse and physician shortages. Richard Cooper, MD, and Linda Aiken, PhD, RN, are Co-Chairs of the newly created Council on Physician and Nurse Supply which has been established to advocate for changes in the recruitment of foreign educated nurses and physicians.

The Council is based at the University of Pennsylvania's Consortium for Health Workforce, Research and Policy, a joint programme of the Schools of Nursing and Medicine and the Leonard Davis Institute of Health Economics. It is supported by AMN Healthcare, San Diego, the nation's largest health care staffing organisation. The Council will monitor data and act as an advocate for change regarding the ways that the supply of nurses and physicians can be altered to meet the public's needs. Its goal is to bring objectivity to the study of physician and nurse supply and to shape public policy.

Source: Press Release, Phillip Miller, The MHA Group and Joy McIntyre University of Pennsylvania, School of Nursing

New Nursing Roles in the US Set to Impact Migration

Mobility and dramatic rise in migration of nurses is a defining characteristic of the 21st century. In that context, professional regulation and educational standards become a focus of attention with increased global mobility. The competence of nurses depends on knowledge and skills, clinical judgment and language proficiency. These factors all relate to scope of practice, as well as regulation. Thus, the establishment and implementation of new educational

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standards for the practice of nursing in the United States has implications for nurse migration in terms of new knowledge and regulatory standards needed to practice safely. The emergence of the Doctorate of Nursing Practice for nurse practitioners and the Clinical Nurse Leader role in the US are two new trends that will impact migration and the US nursing workforce.

Source: American Association of Colleges of Nurses

Trade Agreement Signed by Japan and the Philippines

Japan and the Philippines have signed a free trade agreement under which approximately 400 nurses and 600 caregivers from the Philippines will be allowed to work in Japan. Under the agreement, Filipino nurses will be required to take six months of Japanese-language lessons and pass a licensing exam in Japanese before being certified to practice in the country.

The Vice-Minister of Labour has been quoted as saying that the flow of Filipino nurses to Japan will not have any negative impact on the Philippines domestic labour market. The agreement with the Philippines is said to be the first of its kind for Japan.

Source: The Japan Times, Japan to accept 1,000 Filipino nurses, caregivers under FTA, September 12 2006

Publications

International Migration, Remittances & the Brain Drain

by Maurice Schiff and Çağlar Özden, World Bank and Palgrave Macmillan 2006

“International migration, the movement of people across international boundaries, has enormous economic, social and cultural implications in both origin and destination countries. It is estimated that some one hundred and eighty million people (three per cent of the world's population) are living in countries in which they were not born. Among these are millions of highly-educated people who moved to developed countries from developing countries that already suffer from low levels of human capital and skilled workers. Moreover, the flow of formal remittances from migrants to their relatives in their countries of birth has exhibited a very rapid and accelerating rate of growth. Estimated to exceed one hundred billion dollars annually, remittances surpass foreign aid and account for the largest source of foreign capital for dozens of countries.

This timely volume provides an in-depth examination of the relationship between - and the impacts on - migration, remittances and development. Using new household surveys and census data, the determinants of migration and the impact of migration and remittances on various measures of welfare are analyzed. Other issues discussed include the migration of skilled workers, the impact of international students and skilled migration in the United States, the determinants of internal and international migration from rural areas whilst providing a critical examination of the new 'brain drain' literature.” – Excerpt from publisher

Available from the publisher at: <http://www.palgrave.com/products/Catalogue.aspx?is=0821363727>

Useful Links and Resources

Below are a few links and resources that you may find useful.

Commission on Graduates of Foreign Nursing Schools

<http://www.cgfns.org>

Council on Health Research and Development - Human Resources for Health Research Initiative (COHRED HR-HR)

<http://www.cohred.org/HR-HR/Home.htm>

Global Commission on International Migration

<http://www.gcim.org>

International Centre for Human Resources in Nursing

<http://www.ichrn.org>

International Council of Nurses

<http://www.icn.ch>

Institute for the Study of International Migration

<http://www12.georgetown.edu/sfs/isim/>

International Organization for Migration

<http://www.iom.int/jahia/Jahia/lang/en/pid/1>

Migration Dialogue

<http://migration.ucdavis.edu/>

(Publications continued from page 4)

Internationally Recruited Nurses in London: A Survey of Career Paths and Plans

by James Buchan, Renu Jobanputra, Pippa Gough and Ruth Hutt, Human Resources for Health 4:14 2006

“This article reports on the results of a survey of international nurses working in London. The United Kingdom (UK) has been active in the international recruitment of health professionals in recent years. There is devolved government in the UK. England, the largest country, has been the most active recruiter. As a result of planned and funded expansion of the National Health Service (NHS) in the UK, there has been a need to rapidly “scale up” the numbers of nurses and doctors working in the NHS. The UK governments have been successful in increasing the numbers being trained, and in attracting back “returners” who were not practising, but there has also been an explicit policy emphasis on international recruitment as a method of increasing the NHS workforce.” – Excerpt from author(s)

Available online at <http://www.human-resources-health.com/content/4/1/14>

International Mobility of Health Professionals: Brain Drain or Brain Exchange?

by Stephen Bach, United Nations University World Institute for Development Economics Research (UNU-WIDER) 2006

“The consequences of health professional mobility have become a prominent public policy concern. This paper considers trends in mobility amongst doctors and nurses and the consequences for health systems. Policy responses are shifting from a reactive agenda that focuses on stemming migration towards a more active agenda of managed migration that benefits source and destination countries. Improved working conditions and effective human resource practice are required to encourage retention of health professionals in both source and destination countries.” – Excerpt from publisher

Available online as PDF file: <http://www.wider.unu.edu/publications/rps/rps2006/rp2006-82.pdf>

From the Editor

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Please send comments to info-icnm@intlursemigration.org

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International Centre on Nurse Migration

is published by the International Centre on Nurse Migration (ICNM). Copyright © 2006.

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