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Events Update

**The World Health Professions
Conference on Regulation:
The Role and Future of Health
Professions Regulation**

17–18 May 2008
Geneva, Switzerland

www.whpa.org/reg/index.htm

**Geneva Health Forum:
Strengthening Health Systems
and the Global Health Workforce**

25–28 May 2008
Geneva, Switzerland

<http://genevahealthforum.hug-ge.ch>

**2nd Conference on Migrant
Health: Migration, Health and
Sustainable Development;
A European Perspective**

22–24 May 2008
Malmö, Sweden

<http://www.migranthealth.se>

**International Conference
on Workplace Violence in the
Health Sector: Together, Creating
a Safe Work Environment**

22–24 October 2008
Amsterdam, The Netherlands

<http://www.oudconsultancy.nl/WorkplaceViolence/violence/workplaceviolence.html?1207140556078>

**CGFNS International's
5th Annual Building Global
Alliances Symposium (The
Challenges of Migration for
Health Professional Women)
and International Distinguished
Leadership Award Gala**

7–8 December 2008
Philadelphia, PA, USA

<http://www.cgfns.org/globalevent2008>

Latest News from the Centre

Forthcoming publication on return migration

In recognition of the importance of developing the knowledge base on return migration, ICNM has commissioned a paper which is planned for release in the coming weeks. The paper will provide an overview of general theory; explore the nature of nurse migration in terms of length of stay abroad; identify gaps in knowledge and suggest policies and actions to address key issues raised.

Check the ICNM Publications & Research web page often for updates
<http://www.intlnursemigration.org/research.shtml>

ICNM welcomes new member to its Strategic Advisory Group

ICNM is pleased to welcome Jean-Marc Braichet as a member of its Strategic Advisory Group. Mr Braichet is presently Coordinator of Health Workforce and Migration Programme at the World Health Organization.

We would also like to extend our sincere appreciation to outgoing members: Thelma Deer-Anderson, Registrar, Nursing Council of Jamaica; Dr. Timothy Evans, Assistant Director-General, Evidence & Information for Policy, World Health Organization; Janet Hatcher Roberts, Executive Director, Canadian Society for International Health; and Francis Supparayen, past President, Mauritius Nursing Association.

News in brief from the Strategic Advisory Group

- The United Kingdom is going to a migration point-based system and making entry more difficult for nurses as nursing is not considered a scarce skill.
- Budget deficits in Ireland have led to a recruitment embargo. There is a concern about 1500 graduating new nurses finding employment. The Irish Nurses Organisation is negotiating with the government to ensure jobs. New migration system: green card permit.
- Health tourism is an emerging priority issue on political agendas.

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Highlights from the Global Health Workforce Alliance Global Forum on Human Resources for Health Kampala, Uganda, 2–7 March 2008

Global Forum adopts Agenda for Global Action and Kampala Declaration

The Global Health Workforce Alliance (GHWA) released its Agenda for Global Action during the First Global Forum on Human Resources for Health (HRH) held 2–7 March 2008 in Kampala, Uganda. The purpose of the Agenda is to “guide the initial steps in a coordinated global, regional and national response to the

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worldwide shortage and maldistribution of health workers, moving towards universal access to quality health care and improved health outcomes.” It calls for action around six interrelated strategies:

1. Building coherent national and global leadership for health workforce solutions.
2. Ensuring capacity for an informed response based on evidence and joint learning.
3. Scaling up health worker education and training.
4. Retaining an effective, responsive and equitably distributed health workforce.
5. Managing the pressures of the international health workforce market and its impact on migration.
6. Securing additional and more productive investment in the health workforce.

The agenda sets out a selection of priority actions for each of the six strategies presented. The role of the GHWA is also highlighted.

The full Agenda for Global Action can be viewed at http://www.who.int/workforcealliance/forum/1_agenda4GAction_final.pdf

The Kampala Declaration was also adopted by participants at the Forum. The declaration calls for urgent action on a number of fronts. While recognising that migration of health workers is a reality and has both positive and negative impact, the Declaration calls on countries to put appropriate mechanisms in place to shape the health workforce market in favour of retention. It also calls on the World Health Organization to accelerate negotiations for a code of practice on the international recruitment of health care professionals.

To view the full Declaration, visit http://www.who.int/workforcealliance/forum/2_declaration_final.pdf

Managing the competing forces of migration and retention

Dr Mireille Kingma, ICN Consultant, was among four panelists at this session. Dr Kingma emphasised that migration is a symptom and not the primary problem affecting health systems. In Africa, migration accounts for only 20% of the health workforce shortage. She reinforced the need for retention strategies that mitigate the impact of attrition on the health system. Dr Kingma ended her presentation with a call for positive practice environments that promote staff retention and well being, and ultimately improve the quality of patient care.

Global health workers migration: trends, impacts and solutions

Barbara Nichols, Chief Executive Officer of the Commission on Graduates of Foreign Nursing Schools (CGFNS International) participated in the breakout session entitled “Global Health Workers Migration: Trends, Impacts and Solutions.” As a panelist, she made a presentation on “Emerging Trends in Nurse Migration,” which focused on key aspects of global migration; namely, the mobilization of the workforce, the nursing shortage, trade and mutual recognition agreements, and policy challenges. Additionally, she participated in the round table discussion, “Recruitment and Retention of Health Workers: Policy Options Towards Global Solidarity” aimed at promoting debate on effective policy options for retention and ethical recruitment and to foster commitment of all stakeholders to collectively address international migration issues.

Health worker migration community of practice launched

On 31 March, the World Health Organization’s Department of Human Resources for Health, in collaboration with Realizing Rights and the Global Health Workforce Alliance, launched the Health Worker Migration Community of Practice. The Community brings together policy and programme managers and professionals for online global dialogue on the migration of health workers. Topics under discussion include:

1. What are the current realities and dynamics contributing to health worker migration globally?
2. What innovative strategies are being tested to address issues related to health worker migration?
3. What should be the key principals and elements of a Global Code of Practice for health worker migration?

To learn more about the community of practice, visit <http://my.ibpinitiative.org/public/HWMigration/>

Source: Human Resources for Health. Available: http://blogs.openaccesscentral.com/blogs/hrhblog/entry/global_community_of_practice_on

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International migration on the agenda at the 122nd session of the WHO Executive Board

The Executive Board of the World Health Organization (WHO) held its 122nd session in Geneva from 21-26 January 2008. The primary function of the Board is to “give effect to the decisions and policies of the [World] Health Assembly, to advise it and generally to facilitate its work.”

The international migration of health professionals was among a number of issues on the agenda. The Board was invited to note a report ([EB122/16 Rev1](#)) prepared by the WHO Secretariat highlighting progress made since 2004 on the implementation of two resolutions addressing the migration of health professionals: [WHA57.19](#) and [WHA58.17](#).

The report notes progress in a number of areas, including:

- improvement in quantitative and qualitative data on migratory flows of health workers
- establishment of the Africa Health Workforce Observatory to promote evidence-based policy options for health workforce development;
- research on health worker migration from sub-Saharan Africa;
- compilation of a minimum data set on migration; and
- appraisal of codes of practice on international recruitment of health workers and development of guiding principles for a global code, etc.

The World Dental Federation, speaking on behalf of the World Health Professionals Alliance (a unique alliance of dentists, nurses, pharmacists and physicians to address global health issues striving to help deliver cost effective quality health care worldwide), delivered an intervention to the Executive Board. The Alliance added its support to the four key action areas outlined in the report by the secretariat – improved information, development of effective policies, a code of practice, as well as international advocacy. However, it voiced concern that, despite the major global effort to address the issues, the realities of health personnel migration have not yet changed significantly.

The Alliance emphasised the need to translate international policies, guidelines and codes into tangible national action and to share best practices and successes. It also stressed that migration is a symptom of dysfunctional health systems – both on the receiving and supplying ends and that focusing on migration as a symptom will not solve the problem. It called on all governments, WHO and other stakeholders to seriously address the strengthening of functional health systems as a key determinant of health personnel migration. It also stressed the need to strengthen infrastructures and training capacity of countries worldwide in order to reach the goal of self-sufficiency in health human resources.

The progress report is available for download at http://www.who.int/gb/ebwha/pdf_files/EB122/B122_16Rev1-en.pdf

Useful Links and Resources

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

Asia Pacific Action Alliance on Human Resources for Health
<http://www.aaahrh.org/>

Commission on Graduates of Foreign Nursing Schools (CGFNS International)
www.cgfns.org

Global Health Workforce Alliance
www.ghwa.org

International Centre for Human Resources in Nursing
www.ichrm.org

International Council of Nurses
www.icn.ch

International Labour Organization – International Labour Migration
www.ilo.org/public/english/protection/migrant/

International Organization for Migration
www.iom.int

AcademyHealth releases report on international nurse recruitment

AcademyHealth has released a report on Year I of its project International Recruitment of Nurses to the United States: Toward a Consensus on Ethical Standards of Practice. The report titled, U.S.-Based International Nurse Recruitment: Structure and Practices of a Burgeoning Industry, explores “the structure and basic practices of the U.S.-based international nurse recruitment industry”. According to AcademyHealth it will be used to “inform a consensus-building process with recruiters, hospitals, and foreign-educated nurses, culminating in the development of draft standards of practice and recommendations on how to institutionalise implementation of the standards.”

The Commission on Graduates of Foreign Nursing Schools (CGFNS International) has been an active participant in this work.

Visit the AcademyHealth website for more information www.academyhealth.org

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Publications

Intent to migrate among nursing students in Uganda: Measures of the brain drain in the next generation of health professionals

by Nguyen L, Ropers S, Nderitu E, Zuyderduin A, Luboga S and Hagopian A, *Human Resources for Health*, 2008

“Background: There is significant concern about the worldwide migration of nursing professionals from low-income countries to rich ones, as nurses are lured to fill the large number of vacancies in upper-income countries. This study explores the views of nursing students in Uganda to assess their views on practice options and their intentions to migrate. Conclusion: Improving remuneration for nurses is the top priority policy change sought by nursing students in our study. Nursing schools may want to recruit students desiring work in rural areas or public practice to lead to a more stable workforce in Uganda.”
– Excerpt from authors

The full article is available at <http://www.human-resources-health.com/content/pdf/1478-4491-6-5.pdf>

New data on African health professionals abroad

by Clemens M and Pettersson G, *Health Human Resources*, 2008

“Background: The migration of doctors and nurses from Africa to developed countries has raised fears of an African medical brain drain. But empirical research on the causes and effects of the phenomenon has been hampered by a lack of systematic data on the extent of African health workers’ international movements. Conclusion: These numbers are the first standardised, systematic, occupation-specific measure of skilled professionals working in developed countries and born in a large number of developing countries.” – Excerpt from authors

Facilitating acculturation of foreign-educated nurses

by Emerson E, *Online Journal of Issues in Nursing*, 2007

“The United States (USA) is in the midst of a critical nursing shortage that is projected to worsen unless long term and sustainable solutions are instituted. The hiring of foreign-

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USA to administer certification exam for Doctors of Nursing Practice

In an attempt to alleviate the shortage of nurses and physicians across the United States, the non-profit Council for the Advancement of Comprehensive Care (CACC) and the National Board of Medical Examiners (NBME) have announced their intention to develop and administer a Doctor of Nursing Practice (DNP) certification exam based on the exam that physicians are currently required to take to qualify for a US medical license. The two groups plan to begin administering the certification exam in November 2008. Already, more than 200 US nursing schools offer a DNP degree intended to mirror the skills of primary-care physicians. While debate surrounding the effectiveness of the DNP exists within the health care community, proponents say a cadre of DNPs could help bring more nurses into the profession by increasing the number of faculty candidates to train new generations of nursing students. Currently, throughout the US, thousands of qualified candidates are being turned away from RN programmes due to a lack of faculty.

Source: Wall Street Journal (2008). Making Room for “Dr. Nurse”. Available: http://online.wsj.com/article/SB120710036831882059.html?mod=dist_smartbrief

Retgression continues in USA

Though several bills have been circulated, Congress has thus far failed to enact immigration legislation in the US. With continuing retrogression, nurses and other health care workers have little or no opportunity to enter the US on an occupational visa.

However, filing for the H1B visa category was opened between 1 April and 7 April 2008 by US Citizenship and Immigration Services. Candidates for the H1B will be chosen via lottery, with a maximum allotment of 65,000. The H1B category is a temporary occupational visa for those who are at least baccalaureate prepared and who have been recruited for working positions that require a baccalaureate degree. Though very few baccalaureate prepared nurses will have the opportunity to apply, other health care professionals, such as occupational and physical therapists, often enter the US under this category. Even so, those who may be chosen in the lottery will not begin to meet the shortage that exists.

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educated nurses (FENs) has been identified in the literature as one of the practical and realistic solutions to the current nursing shortage. Although small in number compared to US-prepared nurses, FENs play an integral role in the delivery of health care services and contribute to the diversity of the US health care workforce. The literature suggests that successful acculturation of FENs to host cultures leads to work and life satisfaction. Further, there is evidence in the literature suggesting that registered nurses, US or foreign educated, who are satisfied with their jobs and personal lives stay longer in their current jobs and contribute to better patient outcomes. The primary purpose of this article is to discuss several recommendations and strategies that health care agencies and administrators can implement to facilitate a smooth transition of FENs in the US health care system and mainstream society". – *Excerpt from author*

This publication is available from the American Nurses Association website <http://nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/TableofContents/Volume62001/Number1January2001/ForeignEducatedNurses.aspx>

From the Editor

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 (CGFNS International). 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. Current and back issues are available online at: www.intlnursemigration.org

We welcome any feedback you may have. Please send comments to info-icnm@intlnursemigration.org

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