

## Latest News from the Centre

### Fact sheet on return migration of nurses released

ICNM has published a fact sheet on return migration of nurses, which provides an overview of the push and pull factors behind nurse migration and explores key facts on the topic. It is available on the ICNM Publications and Research Web page at <http://www.intlnursemigration.org/research.shtml>

## Migration News in Brief

### Japan, Indonesia reach accord

Japan and Indonesia reached an accord in May that will allow hundreds of Indonesian nurses into Japan. Under an Economic Partnership Agreement signed last year between the two countries, Japan will accept 1000 nurses and nurse specialists from Indonesia over the next two years. According to *The Japan Times*, this is the first time the country has accepted overseas nurses on “a full scale basis”.

During the first six months, Indonesian nurses will be required to take Japanese language lessons and work as caregivers or assistant nurses at hospitals or nursing homes for the elderly. In order to stay in Japan, the nurses must pass a national exam within three to four years.

The recruitment process commenced in July 2008. Available <http://search.japantimes.co.jp/cgi-bin/nn20080517a4.html>

Source: *The Japan Times Online* (2008). Indonesian Nurses, caregivers coming in July.

### Code of conduct on ethical cross-border recruitment and retention launched

The European Hospital and Healthcare Employers' Association (HOSPEEM) and The European Federation of Public Service Unions (EPSU) recently launched a code of conduct on ethical cross-border recruitment and retention in the European hospital sector. Through the code of conduct, the European Hospital Sector Social Partners aim to promote ethical recruitment practices at European, national, regional and local level.

NHS Employers, through membership of HOSPEEM, were involved in European level discussions and in the drafting of the code. Movement of health care professionals across borders is becoming a growing trend within Europe and the code aims to set out the responsibilities of both employers and employees in this process. The European Social Partners want to work with relevant stakeholders at all levels in order to protect the rights of workers and to ensure that employers have highly qualified staff.

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## Events Update

### 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>

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## Migration News in Brief

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The code of conduct is based upon 12 key principles and commitments:

- High quality health care, accessible for all people in the EU
- Registration and data collection
- Workforce planning
- Equal access to training and career development
- Open and transparent information about hospital vacancies across the EU
- Fair and transparent contracting
- Registration, permits and recognition of qualifications
- Proper induction, housing and standards of living
- Equal rights and non-discrimination
- Promoting ethical recruitment practices
- Freedom of association
- Implementation, monitoring and follow up

For more information, visit [http://www.hospeem.eu/news/hospeem\\_epsu\\_joint\\_press\\_on\\_ethical\\_recruitment\\_and\\_retention](http://www.hospeem.eu/news/hospeem_epsu_joint_press_on_ethical_recruitment_and_retention)

Source: Contributed by James Buchan (2008).

### Study points to Ireland's increasing dependence on non-EU nurses

A recent study conducted by the Royal College of Surgeons in Ireland (RCSI), has found over half of all new entrants to the register in 2006 came from outside the European Union (EU). According to lead researcher, Dr Niamh Humphries, "It is clear that overseas trained nurses, mainly from outside the EU, are now an essential component of the Irish nursing workforce. Indeed the number of non-EU entrants to the register has increased from 14 per cent in 2000, to 57 per cent in 2006". "Over half of the nurses (57 per cent) registering on the Irish nursing register in 2005 and 2006 came from India or the Philippines".

The study also found that more than half of the migrant nurses interviewed did not plan to stay in Ireland in the long term. In an RCSI press release, Dr Humphries emphasized "Given the fact that the Irish health system has clearly become reliant on migrant nurses, we need to identify why some of these nurses plan to leave Ireland, what the consequences of their departure will be and what we can do to encourage them stay." Available: <http://www.rcsi.ie/index.jsp?alD=1561&nID=105&pID=93>

Source: Royal College of Surgeons in Ireland (2008). Study Shows Ireland's Growing Dependence on Non-EU Nurses.

### Debate over foreign educated nurse recruitment continues in US

Proposed legislation in Washington to increase the numbers of foreign educated nurses and health care professionals allowed to immigrate to and work in the United States (US) has fueled an ongoing debate over the issue. Many constituents feel recruitment of foreign educated health professionals is essential to lessening staff shortages in the US, while others maintain that easing the burden with workers from other countries fails to address the needs of university programmes and the existing US nurse workforce. Cheryl Peterson, Senior Policy Fellow at the American Nurses Association (ANA), spoke out against the proposed legislation in June, noting, "it is inappropriate to look overseas for nursing workforce relief when the real problem is the fact that Congress does not provide sufficient funding for domestic schools of nursing..." It is yet unclear what Congress will be able to accomplish in the coming year to address the shortfall in health care worker numbers. Available: <http://nursingworld.org/FunctionalMenuCategories/MediaResources/PressReleases/2008PR/ANATestifiesRNImmigration.aspx>

Source: American Nurses Association (2008). ANA Testifies on Capitol Hill on Registered Nurse Immigration.

### Voluntary code of ethical conduct for the recruitment of foreign-educated nurses to the United States

A coalition of health care industries, unions and professional and accreditation organisations have developed the Voluntary Code of Ethical Conduct for the Recruitment of Foreign-Educated Nurses (FENs) in the United States. Academy Health, which is spearheading the project, ascertains that "Adoption of this code will safeguard the rights of FENs and enhance high quality patient care, domestic[ally] and abroad." In developing a strategy for public roll-out, the coalition's key goal is not only to raise public awareness but also to make embracing the Code a universal necessity. The first media event for roll-out of the Code is scheduled for September 4, 2008 at the National Press Club in Washington, DC. The event will

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## Migration News in Brief

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cover the necessity for the Code and “how it will help guarantee the ethical conduct of international nurse recruitment.” The coalition also plans to develop a website for the Code. Key constituents of the coalition include the American Hospital Association (AHA), the American Nurses Association (ANA) and the National Council of State Boards of Nursing (NCSBN), among others. Available: <http://www.academyhealth.org>

Source: Academy Health.

## Health Worker Migration Initiative

### *History and Process for Addressing the Challenges of Health Worker Migration*

The unique partnership between the World Health Organization, the Global Health Workforce Alliance, and Realizing Rights aims to develop innovative policy solutions to address the growing global problem of inequitable health care access due to health worker migration. This collaboration called the Health Worker Migration (HWM) Initiative consists of two strategic entities working closely together to assemble state of the art information and recommendations regarding such migration.

The first is the **Health Worker Migration Policy Advisory Council**, whose secretariat is based at Realizing Rights. The Policy Advisory Council, chaired by the Hon. Mary Robinson and Dr Francis Omaswa, is composed of high level policy makers from source and destination nations, international organisations, national institutions and governmental agencies with knowledge and interest in health workforce migration. The mission of the Policy Advisory Council is to review, discuss and promote global, regional, and national policy action to support the management of global health worker migration. The guiding principle of the Policy Advisory Council is to forge solutions that respect the rights of migrants to seek a better life while also acknowledging the responsibilities of sending and receiving nations to minimize the negative impacts of health worker migration.

## 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/>

### **CGFNS International**

<http://www.cgfns.org>

### **Global Health Workforce Alliance**

<http://www.ghwa.org>

### **International Centre for Human Resources in Nursing**

<http://www.ichrn.org>

### **International Council of Nurses**

<http://www.icn.ch>

### **International Labour Organization — International Labour Migration**

<http://www.ilo.org/public/english/protection/migrant/>

### **International Organization for Migration**

[www.iom.int](http://www.iom.int)

To date the Policy Advisory Council has met on three occasions, twice in Geneva, Switzerland and once in Washington DC, USA. Discussions at Council meetings have focused on gaining a deeper understanding of the complexities surrounding the global migration of health workers and on seeking and promoting innovative solutions to more equitably manage global health worker migration. Particular focus during these meetings has been placed on elucidating the potential content of a Global Code of Practice on Health Worker Migration. The Council will next meet on September 18th and 19th in Tbilisi, Georgia to further reflect upon and promote a Global Code of Practice.

The second entity is the **Migration Technical Working Group** that serves as the technical expert group and whose secretariat is the WHO. This group is composed of experts from international agencies including the WHO, as well as from academia and other professional organisations. The goal of the Technical Working Group is to provide technical support to the WHO migration programme of work, in particular with regard to the development of a framework for a Global Code of Practice on Health Worker Migration. WHO, along with its representative drafting committee, is currently in the process of developing a draft Global Code of Practice. It is estimated that the draft will become available for wider review, including by civil society, in the relatively near future.

Source: *Realizing Rights* (2008).

## Publications

### Migration of health workers in Kenya: the impact on health service delivery

by *Mwaniki DL and Dulo CO*, Regional Network for Equity in Health in East and Southern Africa (EQUINET), 2008

"The main objective of this study is to provide information on the migration of Kenya's health workers by reporting on important determinants, benchmarks and indicators that may be used to calculate its overall costs and benefits and by examining how it affects human resources for health (HRH) in Kenya. We will then propose policy interventions, based on this information, to mitigate any negative effects of migration and promote positive ones. The study was implemented as part of the research agenda of the Kenya Technical Working Group (TWG) for Managing the Migration of Human Resources for Health (HRH) established in Kenya, co-ordinated by the Ministry of Health and Ministry of Labour and in co-operation with IOM, through the East African Community Multi-sectoral Technical Committee of Experts on Migration of Human Resources for Health and as a part of the EQUINET regional programme of work on health worker migration and retention in east and southern Africa in co-operation with the ECSA-HC." – Excerpt from authors

The paper is available at <http://www.equinet africa.org/bibl/docs/DIS55HRHdulo.pdf>

### Health workforce and international migration: can New Zealand compete?

by *Zurn P and Dumont JC*, Organisation for Economic Co-operation and Development (OECD), 2008

"This paper examines health workforce and migration policies in New Zealand, with a special focus on the international recruitment of doctors and nurses. The health workforce in New Zealand, as in all OECD countries, plays a central role in the health system. Nonetheless, maybe more than for any other OECD country, the health workforce in New Zealand cannot be considered without taking into account its international dimension. New Zealand has the highest proportion of migrant doctors among OECD countries, and one of the highest for nurses. There is no specific immigration policy for health professionals, although the permanent and temporary routes make it relatively easy for doctors and nurses who can get their qualification recognised to immigrate in New Zealand. At the same time, New Zealand also has high emigration rates of health workers, mainly to other OECD countries. International migration is thus at the same time an opportunity and a challenge for the management of the human resources for health (HRH) in New Zealand." – Excerpt from authors

This publication is available from the OECD Web site <http://www.oecd.org/dataoecd/46/41/40673065.pdf>

### Supply of internationally educated nurses in Ontario: recent developments and future scenarios

by *Blythe J and Baumann A*, Nursing Health Services Research Unit, 2008

"Ontario does not educate sufficient nurses to avoid a serious shortage in the future. Therefore, it is essential that planners understand the importance of internationally educated nurses (IENs) as a supply source. This report builds on Report Number 3 in the Health Human Resource series (Baumann, Blythe, Rheaume & McIntosh, 2006) and answers three questions: What are the characteristics of the Ontario IEN workforce? What factors are likely to influence IEN supply in the future? What are the implications of IEN migration for policy making and workforce planning?" – Excerpt from authors

Available at <http://www.nhsru.com/documents/Series%209%20Internationally%20Educated%20Nurses%20in%20Ontario%2003%2024%2008.pdf>

### 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](http://www.intlnursemigration.org)

We welcome any feedback you may have. Please send comments to [info-icnm@intlnursemigration.org](mailto:info-icnm@intlnursemigration.org)

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### International Centre on Nurse Migration



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COMMISSION ON GRADUATES OF FOREIGN NURSING SCHOOLS



International Council of Nurses