

## Migration News in Brief

### European Observatory on Health Systems and Policies hosts seminar on health workforce and professional mobility



A half-day seminar on “Developing a community approach to addressing health workforce and professional mobility challenges” was held in the European Parliament in Brussels on 31 May 2011.

This event was organised with the cooperation and support of the European Observatory on Health Systems and Policies and the European Commission’s Directorate-General for Health & Consumers.

The seminar discussed the political relevance of the ongoing health workforce crisis in Europe and the need for a coordinated response to address the important challenges for Member States to plan for the required skilled health professionals, to train them for meeting the health care needs of the future and to attract and retain them in the health workforce.

Further details, including the programme, are available at: [www.euro.who.int/\\_\\_data/assets/pdf\\_file/0006/142368/invitation\\_EP\\_310511.pdf](http://www.euro.who.int/__data/assets/pdf_file/0006/142368/invitation_EP_310511.pdf)

### European Union focuses on international recruitment

In April 2011, the Government of Hungary, which held the rotation of the Presidency of the Council of the European Union in the first half of 2011, hosted the Subregional Policy Dialogue on Health Professional Mobility in Central and Eastern Europe.

Hans Kluge, Director, Division of Health Systems and Public Health, WHO/Europe, stressed the relevance of the WHO Global Code of Practice on the International Recruitment of Health Personnel for the European Union (EU) and wider WHO European Region. He emphasized the need to strengthen or establish health workforce information systems, including information on migration,

in order to collect, analyse and translate data into effective health workforce policies and plans.

Figures from 2008 indicate that physicians from another country comprise more than 10% of doctors in Austria, Belgium, Ireland, Norway, Portugal, Slovenia, Spain, Sweden, Switzerland and the United Kingdom (up to 37%), while reliance on nurses from another country exceeds 10% of the nursing workforce in Austria, Ireland (up to 47%), Italy and the United Kingdom.

Source: WHO Europe [www.euro.who.int/en/what-we-do/health-topics/Health-systems/health-workforce/news/news3/2011/5/health-professional-mobility-on-the-european-agenda](http://www.euro.who.int/en/what-we-do/health-topics/Health-systems/health-workforce/news/news3/2011/5/health-professional-mobility-on-the-european-agenda)

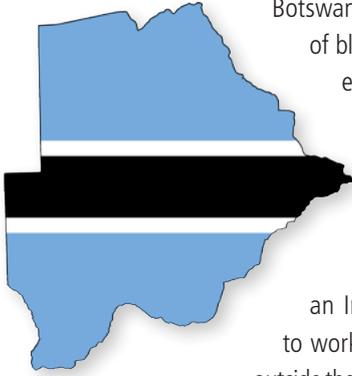


Hans Kluge, Director, Division of Health Systems and Public Health, WHO/Europe

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## Migration blow for sacked workers in Botswana



Many doctors, nurses and pharmacists in Botswana have accused the government of blocking their attempts to take up employment opportunities outside the country.

This group of health professionals had been sacked in the midst of an industrial dispute, after defying an Industrial Court order to return to work. In order to take up job offers outside the country, the workers need release

letters from the government. However, they claim that their requests for release letters have been ignored.

According to Dr Odirile Bakae of the Botswana Junior Doctors Association, procedure dictates that no member State of the Southern Africa Development Community (SADC)<sup>1</sup> can hire essential service employees from another without permission from the country that employed the professional.

In addition, a letter of good conduct from the Botswana Health Professionals Council (BHPC) should be provided. However, there are anecdotal reports that the BHPC has refused to issue such letters until an investigation into the employees' defiance of the court order.

Dr Bakae called on the government to make its position on the matter clear, but the Minister of Foreign Affairs has denied that other SADC countries have been told not to offer jobs to the Botswana workers.

Source: Ngwanaamotho M, "Second blow for sacked essential service workers", 22/06/2011, <http://www.mmegi.bw/index.php?sid=1&aid=1769&dir=2011/June/Wednesday22>

<sup>1</sup> The Southern African Development Community (SADC) has been in existence since 1980, when it was formed as a loose alliance of nine majority-ruled states in Southern Africa known as the Southern African Development Coordination Conference (SADCC), with the main aim of coordinating development projects in order to lessen economic dependence on the then apartheid South Africa. The founding Member States are: Angola, Botswana, Lesotho, Malawi, Mozambique, Swaziland, United Republic of Tanzania, Zambia and Zimbabwe

## Cuban nurses arrive in Jamaica

Cuban nurses are continuing to join the Jamaican health sector in an effort to address ongoing nursing shortages.

Sixteen new nurses arrived in the country in May 2011, heading for primary and secondary health care facilities, bringing the total to 51. The nurses were recruited in 2010 after Jamaican health ministry officials visited Cuba. The Cuban nurses are to serve for two years.

In 2009, the Jamaican government entered into a bilateral agreement with the Cuban government to train and supply health workers who are critical to reducing shortages for the local sector.

Source: Hunter N, "Cuban nurses to boost health sector", [http://go-jamaica.com/news/read\\_article.php?id=28486](http://go-jamaica.com/news/read_article.php?id=28486)

## Useful links and resources

Alliance for Ethical International Recruitment Practices  
[www.fairinternationalrecruitment.org](http://www.fairinternationalrecruitment.org)

Asia Pacific Action Alliance on Human Resources for Health  
[www.aaahrh.org/aaah.php](http://www.aaahrh.org/aaah.php)

CGFNS International  
[www.cgfns.org](http://www.cgfns.org)

Clearing House on Nursing Shortage Issues, Office of the Professions, New York State Education Department  
[www.op.nysed.gov/prof/nurse/nurseclearinghouse.htm](http://www.op.nysed.gov/prof/nurse/nurseclearinghouse.htm)

European Observatory on Health Systems and Policies  
[www.healthobservatory.eu](http://www.healthobservatory.eu)

Global Health Workforce Alliance  
<http://www.who.int/workforcealliance/en/>

International Centre for Human Resources in Nursing  
[www.ichrn.org](http://www.ichrn.org)

International Council of Nurses  
[www.icn.ch](http://www.icn.ch)

International Labour Organization – International Labour Migration  
[www.ilo.org/public/english/protection/migrant/](http://www.ilo.org/public/english/protection/migrant/)

International Organization for Migration  
[www.iom.int/jahia/jsp/index.jsp](http://www.iom.int/jahia/jsp/index.jsp)

Migration for Development  
[www.migration4development.org/](http://www.migration4development.org/)

Migration Policy Institute  
[www.migrationpolicy.org](http://www.migrationpolicy.org)

Mobility of Health Professionals (MohProf) Project  
[www.mohprof.eu](http://www.mohprof.eu)

OECD: International Migration Policies  
[www.oecd.org/department/0,3355,en\\_2649\\_33931\\_1\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/department/0,3355,en_2649_33931_1_1_1_1_1,00.html)

The World Bank: Health Systems: Human Resources Web page  
<http://go.worldbank.org/WBF7LWUHA0>

World Health Organization – Health Workforce  
[www.who.int/hrh/en/](http://www.who.int/hrh/en/)

## CGFNS International forms alliance with Thailand Nursing and Midwifery Council



Former CGFNS International CEO  
Barbara L. Nichols, DHL, RN, FAAN

CGFNS has successfully launched an educational alliance with the Thailand Nursing and Midwifery Council in Bangkok, Thailand.

During the May 2011 launch, CGFNS conducted two multiple-day workshops on test development and clinical teaching and evaluation to more than 200 Thai nursing faculty who represented public, private and military universities.

According to Professor Dr Wichit Srisuphan, RN, president of the Thailand Nursing and Midwifery Council, "We are pleased to be working with CGFNS International to provide this unique opportunity for preparing our nursing educators to use international standards, in order to achieve quality methods for assessing our educational process, thereby protecting the public we serve."

Then CGFNS International CEO Barbara L. Nichols, DHL, RN, FAAN stated, "We are honoured to have the opportunity to collaborate with the Thailand Nursing and Midwifery Council and are looking forward to building a strong and strategic alliance with such a distinguished group of professionals, who are committed to achieving excellence in their practice."

Source: [www.cgfns.org/sections/newsandalerts/2011/5-16-11-thailand.shtml](http://www.cgfns.org/sections/newsandalerts/2011/5-16-11-thailand.shtml)



Dr Wichit Srisuphan, RN, president of the  
Thailand Nursing and Midwifery Council

## Job market worsens for Filipino nurses



The Philippine Nurses Association (PNA) has warned that a saturated market has led to 287,000 nurses who are either unemployed or underemployed, according to reports in *The Philippine Star*.

In recent years, strong international demand for nurses has led to the growth of many nursing schools in the Philippines. However, the global economic downturn,

changes to international requirements to practice and a worldwide oversupply of nurses have now led to a depressed job market for Philippine nurse graduates.

According to the PNA President, the ideal ratio of one nurse per 12 hospital patients and one nurse per 5,000 in the community has not been reached, despite the oversupply. She believes the government needs to allocate funds to allow for more local jobs and better wages and conditions.

Source: "Aspiring nurses warned: 287,000 can't find work", *The Philippine Star*, 21/05/2011, [www.philstar.com/Article.aspx?articleId=688216&publicationSubcategoryId=63](http://www.philstar.com/Article.aspx?articleId=688216&publicationSubcategoryId=63)

## European professional card under discussion

The first meeting of the Steering Group on the European professional card took place in Brussels on 10 January 2011 with representatives from European professional organisations and trade unions, national competent authorities and national coordinators for the recognition of professional qualifications.

The group aims to explore the feasibility and the challenges linked to the development of a European professional card. The card

aims to make the free movement of health professionals in Europe easier, while ensuring patient safety. Work on development of the card is being conducted in the context of revision of the Professional Qualifications Directive and the preparation of a Green Paper for autumn 2011.

Further information: [www.feani.org/site/fileadmin/user\\_upload/Feani\\_and\\_the\\_EU\\_docs/Steering\\_Group\\_10011.pdf](http://www.feani.org/site/fileadmin/user_upload/Feani_and_the_EU_docs/Steering_Group_10011.pdf) and [www.eurocadres.org/IMG/pdf/ImplementingCard-EN.pdf](http://www.eurocadres.org/IMG/pdf/ImplementingCard-EN.pdf)

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## National initiatives to combat immigration services scams

The U.S. government unveiled a multi-agency, nationwide initiative to combat immigration services scams. Led by the Departments of Homeland (DHS) and Justice (DOJ) and the Federal Trade Commission (FTC), this initiative

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of Immigration Law (UPL), which occurs when legal advice and/or representation regarding immigration matters is provided by an individual who is not an attorney or accredited representative.

This initiative is set upon three pillars – enforcement, education and continued collaboration – designed to stop UPL scams and prosecute those who are responsible, educate immigrants about these scams and how to avoid them, and inform immigrants about the legal immigration process and where to find legitimate legal advice and representation.

Further information: [www.uscis.gov/avoidscams](http://www.uscis.gov/avoidscams)



## CGFNS International appoints new chief executive officer

Franklin A. Shaffer, EdD, RN, FAAN, has been appointed as the new chief executive officer of CGFNS International, succeeding Barbara L. Nichols, DHL, MS, RN, FAAN, who retired in June 2011.

Dr Shaffer was previously executive vice president of Cross Country Healthcare and chief nursing officer for Cross Country Staffing, where he was instrumental in transforming an industry and the way in which it was perceived by the professional nursing community. He was appointed by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) to serve on their Nursing Advisory Council. Prior to his tenure with Cross Country Staffing, Dr Shaffer held key positions with the National League for Nursing (NLN). He earned his doctorate in nursing from Columbia University in New York City and is a fellow of the American Academy of Nursing (AAN).

Dr Shaffer assumed his new responsibilities in June 2011.

Source: [www.cgfns.org/sections/newsandalerts/2011/5-9-11-frank.shtml](http://www.cgfns.org/sections/newsandalerts/2011/5-9-11-frank.shtml)



## Contribute to the ICNM eSources Library online

ICNM is actively seeking submissions of original migration-related materials for inclusion in the eSources library. Types of materials appropriate for submission include journal articles, research reports, conference papers, presentations, dissertations and theses.

eSources does not accept lesson plans, blogs or web pages.

Before submitting your material, please prepare the following items:

- File containing your submission. The file must be in the format of .pdf, .txt, .doc, .ppt or .rtf.
- The first page of your document must include the title, authors' names and publication date. ICNM cannot accept materials without identifying information.
- Narrative or structured abstract summarizing your submission.

Once you have completed your submission, an eSources subject matter expert will review your material in accordance with the screening criteria for submission material. Write to: [esources@intlnursemigration.org](mailto:esources@intlnursemigration.org)

## Events

### 11th IberoAmerican Conference on Nursing Education of the ALADEFE (Latin-American Association of Schools and Colleges of Nursing)

[www.esenfc.pt/event/event/home/index.php?target=home&defLang=2&event=64](http://www.esenfc.pt/event/event/home/index.php?target=home&defLang=2&event=64)

Coimbra, Portugal, 18–24 September 2011

### World Conference on Social Determinants of Health

[www.who.int/sdhconference/registration/en](http://www.who.int/sdhconference/registration/en)

Rio de Janeiro, Brazil, 19–21 October 2011

### Fifth International Nursing Management Conference

[www.inmc2011.org](http://www.inmc2011.org)

Antalya, Turkey, 17–19 November 2011

## Research and publications update



### **Health professional mobility and health systems: evidence from 17 European countries European Observatory Series 2011**

(2011) Wismar M, Maier C, Glinos IA, Dussault G eds.

This book draws on the first results of a research project funded by the EU on health professional mobility in the EU (PROMeTHEUS) that started in 2009. Based on evidence provided by 17 country case studies, the study looks into the scope of health professionals' migration in the EU, both in terms of the flows and the reliance on foreign health professionals. The study also provides a better understanding of the underlying push and pull factors, the impact on health systems and the policies to address the related problems.

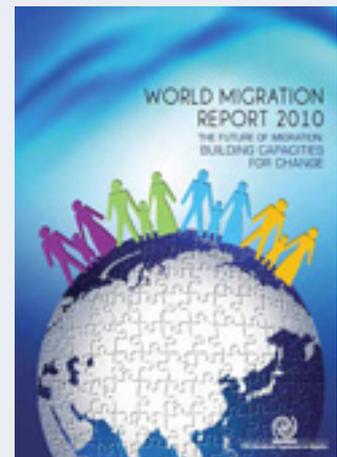
Further information: [www.inthealth/eu/research/prometheus](http://www.inthealth/eu/research/prometheus)

### **World Report 2010 – The Future of Migration: Building Capacities for Change**

(2010) International Organization for Migration, Geneva.

“World Report 2010 – The Future of Migration: Building Capacities for Change argues that in a world where demographics, economic needs and the effects of environmental change are driving the inexorable rise in numbers of international migrants, governments and non-state actors have little choice but to invest adequate financial and human resources to ensure states, societies and migrants reap the full potential of future migration.”

Source: [www.migration4development.org/content/world-migration-report-2010-future-migration-building-capacities-change](http://www.migration4development.org/content/world-migration-report-2010-future-migration-building-capacities-change)



### 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 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/sections/research/icnmenews.shtml](http://www.intlnursemigration.org/sections/research/icnmenews.shtml)

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