

Migration News in Brief

CGFNS International mourns the passing of its founding executive director

Adele Herwitz, the inaugural executive director of CGFNS International, passed away on 4 September 2011, in Dedham, Massachusetts, at the age of 92.

"It is with deep sorrow that CGFNS says goodbye to its founding executive director, Adele Herwitz," said Franklin A. Shaffer, EdD, RN, FAAN, CGFNS chief executive officer. "She was a woman ahead of her time, leading CGFNS to break new ground assessing the credentials of nurses migrating to the United States, which in turn protected the U.S. health care consumer."

Miss Herwitz had already accomplished notoriety in the nursing world prior to becoming executive director of CGFNS in 1977. She served as captain in the U.S. Army Nurse Corps. She earned a master's degree in nursing administration from Teachers College, Columbia University, in 1956. She was a nursing association executive with the American Nurses Association and the executive director of the International Council of Nurses in Geneva, Switzerland.

To honor her work, in 2001 CGFNS created the Adele Herwitz Distinguished Scholars, an honor bestowed on CGFNS symposium speakers. To date, 35 nurse leaders worldwide have been recognized as Adele Herwitz Distinguished Scholars.

A remembrance page has been created at www.cgfns.org/AdeleHerwitz/guestbook.php?i=3 where you can leave tributes that will be shared with the Herwitz family and become a living tribute to our founding creator.



Adele Herwitz

Consultations close on European Commission's green paper

Consultations on the European Commission's "Green Paper — Modernising the Professional Qualifications Directive" (Directive 2005/36/EC) closed on 20 September 2011.

This directive sets the rules for mutual recognition of professional qualifications between the European Union's member states. According to the European Commission, the directive mainly consolidated and simplified 15 previous directives, some of



which dated back to the 1960s. The reform of the system of recognition of professional qualifications as a means to facilitate mobility is one of the priority actions proposed by the commission in the Single Market Act.

The commission consulted stakeholders on new approaches to mobility, ways to build on achievements and the modernisation of automatic recognition. Approximately 400 submissions were received during the consultation period. Feedback on the consultation process will be provided at a public conference scheduled for 7 November 2011 in Brussels, Belgium.

Further information: "Green Paper: Modernising the Professional Qualifications Directive" http://ec.europa.eu/internal_market/consultations/docs/2011/professional_qualifications_directive/COM267_en.pdf

Conference information: http://ec.europa.eu/internal_market/qualifications/conferences/20111107-modernisation_en.htm

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New English language standard for nurses and midwives in Australia

A new English language registration standard was introduced in Australia in September 2011.

The new standard accepts applicants who have completed a minimum of five years, full-time equivalent of combined secondary,

vocational or tertiary education taught and assessed in English in Australia, Canada, New Zealand, the Republic of Ireland, South Africa, the United Kingdom or the United States, without the need to sit for an English test.



Nursing and Midwifery
Board of
Australia

Other applicants will still be required to provide evidence of English proficiency through their English test results, achieving a minimum of level seven in one sitting across listening, reading, writing and speaking in the academic International English Language Testing System (IELTS) or a B score or above in one sitting of the four components in the Occupational English Test (OET).

More detailed information about the requirements is available at www.nursingmidwiferyboard.gov.au

Source: "New English Language Skills Registration Standard from 19 September 2011" Media release, Nursing and Midwifery Board of Australia. 29 August 2011. www.nursingmidwiferyboard.gov.au/News/2011-08-29-New-English-Language-Skills-Registration-Standard.aspx

Jamaican government recruits Cuban health workers

The Jamaican Minister for Health announced in August 2011 that the government would be recruiting a further 56 Cuban health care workers in response to ongoing shortages.

The recruitments follow a visit to Cuba by the ministry earlier in the year, when more than 200 nurses were interviewed, from which 114 would be selected. The nurses will be placed in both primary and secondary care systems, and have various specialties.

The governments of Jamaica and Cuba entered into a bilateral agreement to train and supply critical health workers for the local sector in 2009.



Minister of Health
Hon. Rudyard Spencer

Source: Smith A, "Government Recruiting 56 More Cuban Health Workers", Jamaica Information Service. 26 August 2011. www.jis.gov.jm/news/list/28640

Useful links and resources

Alliance for Ethical International Recruitment Practices
www.fairinternationalrecruitment.org

Asia Pacific Action Alliance on Human Resources for Health
www.aaahrh.org/aaah.php

CGFNS International
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

European Observatory on Health Systems and Policies
www.healthobservatory.eu

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

International Centre for Human Resources in Nursing
www.ichrn.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/jahia/jsp/index.jsp

Migration for Development
www.migration4development.org/

Migration Policy Institute
www.migrationpolicy.org

Mobility of Health Professionals (MohProf) Project
www.mohprof.eu

OECD: International Migration Policies
www.oecd.org/departement/0,3355,en_2649_33931_1_1_1_1_1,00.html

Positive Practice Environments Campaign
<http://www.ppecampaign.org/>

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

World Health Organization – Health Workforce
www.who.int/hrh/en/

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Zambian government seeks to recruit expatriates

In response to concerns about shortages of trained health workers, the Zambian government is to set aside funds for the recruitment of expatriate medical personnel, according to a report in the *Lusaka Times*.

Zambia's Minister for Health, Mr Kapembwa Simbao, is quoted as saying that K52 billion (approximately US\$10.5 million) would be set aside for recruitment of expatriates, as part of efforts to employ an additional 2,150 health personnel. The minister said that the Zambian Ministry of Health currently had an establishment of 8,000 nurses against the required 23,000.

Other measures to be introduced include significant increases in the number of staff trained, with the reopening of all the old training institutions.

Source: "Government to spend K52bn on expatriate medical workers", *Lusaka Times*. 21 May 2011. www.lusakatimes.com/2011/05/21/government-spend-k52bn-expatriate-medical-workers/



Zambia's Minister for Health, Mr Kapembwa Simbao

Nurse unemployment warning in the Philippines

The Philippine Nurses Association recently warned that there were 287,000 nurses either unemployed or under-employed in the country, many of whom were working outside the health sector.

The number of nursing schools in the Philippines has mushroomed in recent years. Some countries are continuing to recruit Filipino nurses. Decreased demand for Filipino nurses in the international market, coupled with some training courses not meeting international standards, have meant that many trained nurses remain unemployed.

Despite the oversupply, lack of government funding means that the target ratio of one nurse per 12 hospital patients and one nurse per 5,000 people in the community, has not been reached.

It is reported that additional nurses are to be hired in the Philippines under the Registered Nurses for Health Enhancement and Local Service (RN HEALS) program, overseen by the Department of Health.

The program is collaboration between national government and local government united, and aims to address the shortage and skilled and experienced nurses in 1,221 rural and un-serviced or under-serviced communities. According to the report, over 10,000 nurses have been employed under the program in the six months to September 2011.

Sources: Crisostomo S, "Aspiring nurses warned: 287,000 can't find work", *The Philippine Star*. 21 May 2011. www.philstar.com/Article.aspx?articleId=688216&publicationSubCategoryId=63

Puanan JCR, "Government to hire 12,000 more health workers", Philippine Information Agency. 5 September 2011. www.pia.gov.ph/?m=1&t=1&id=52453



South Africa looks to foreign recruitment

A draft human resource strategy released by South Africa's Department of Health recommends that South Africa should look to foreign health professionals to help address its grave workforce shortages.

The report notes a shortage of 16,675 nurses. It outlines strategies aiming to increase the complement of nurses from 48,612 to 78,624 – an increase of 29,348 – by 2025, through a range of measures including increasing output of graduates and stemming high rates of emigration. The department recommends that priority should be given to recruiting academic health professionals for training purposes.

Further information: Human Resource Development Strategy for South Africa (HRD-SA) 2010 – 2030. http://chet.org.za/manual/media/files/chet_hernana_docs/South%20Africa/National/HRDS-SA.pdf

Source: Ensor L, "Health staff plan includes recruiting foreigners", *Business Day*. 16 August 2011. www.businessday.co.za/articles/Content.aspx?id=150745

Human Resource Development Strategy for South Africa (HRD-SA) 2010 – 2030



Note: The strategy is being updated to reflect the Medium Term Strategic Framework and the structure of the new administration 2009.

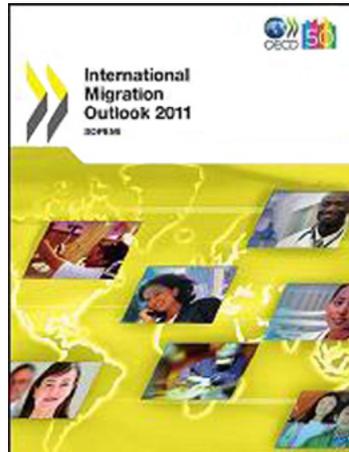
As approved on 18 March 2009

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International migration down, but health holds steady

The latest Organisation for Economic Co-operation and Development (OECD) report on migration shows that international migration fell for the second consecutive year in 2009, after a decade of growth.

Migration into OECD countries fell by about 7%. The decline is particularly notable in Asian OECD countries and most of Europe. Movement between European Union member states fell by 22% in 2009. Permanent migration to Australia, Canada and the United States increased slightly.



Despite this, the report indicates that immigrant employment has risen in education, health, long-term care for people and domestic services. More migrant women have also joined the labour force to compensate for job losses among male migrants, according to the report.

Migration from China accounts for 9% of all inflows, followed by Romania (5%), India (4.5%) and Poland (4%).

Further information: "International Migration Outlook 2011", OECD. www.oecd.org/document/40/0,3746,en_2649_37415_48303528_1_1_1_37415,00.html

Hong Kong considers foreign nurse recruitment

Hong Kong is considering the introduction of special measures to allow overseas nurses to work in Hong Kong's public hospitals before passing the city's licensing exams, according to a report in the *South China Morning Post*.

The report also says that the Hospital Authority chairman would "welcome" Hong Kong nurses who have emigrated to Australia or Canada and wanted to return.



Association of Hong Kong Nursing Staff chairman
Dr the Hon Joseph Lee Kok-long

The moves come in response to staff shortages, which have seen each nurse caring for an average of more than 60 patients, according to the report. The Hospital Authority has a shortage of 1,000 nurses, despite recent recruitment efforts.

However, there is some opposition to the proposals, with the Association of Hong Kong Nursing Staff chairman noting that there is local availability of specialist nurses, but they had left the service due to lack of career progression.

Source: Yuk-hang, Ng "Overseas nurses may ease shortage", *South China Morning Post*. 26 July 2011. <http://topics.scmp.com/news/hk-news-watch/article/Overseas-nurses-may-ease-shortage>



Hong Kong Hospital Authority
Chairman Mr Anthony Wu, GBS, JP



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@intnursemigration.org

Events

Fifth International Nursing Management Conference

www.inmc2011.org

Antalya, Turkey, 17-19 November 2011

European Commission Conference on Modernisation of the Professional Qualifications Directive

Belgium, November 2011

ICN 25th Quadrennial Congress: Equity and Access to Health Care

Melbourne, Australia, 18-23 May 2013

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Japan considers expanding foreign recruitment

The Japanese government is considering opening nursing and caregiving positions to Vietnamese workers, in a similar program to that currently open to Indonesians and Filipinos under economic partnership agreements, according to reports in *The Nikkei*.

If proposals go ahead, the first group would arrive in 2013, and would eventually be required to take national examinations to become licensed.

Source: "Japan Economy Digest (June 14–20 2011)", *The Nikkei*. 24 June 2011. www.ryt9.com/es/expd/111013



Research Corner

Research and publications update

International Migration Outlook 2011

(2011) OECD Publishing, www.oecd.org/document/40/0,3746,en_2649_37415_48303528_1_1_1_37415,00.html

This publication provides an analysis of recent developments in migration movements and policies in OECD countries and two analytical chapters, covering migrant entrepreneurship and international migration to Israel.

You will also find a special chapter for the 50th OECD Anniversary on International Migration and the SOPEMI ([Free pdf](#)).

Migration and Health: A Framework for 21st Century Policy Making

(2011) Zimmerman C, Kiss L, Hossain M, *PLoS Medicine* 8(5): e1001034. www.plosmedicine.org/article/info%3Adoi%2F10.1371%2Fjournal.pmed.1001034

This article forms the introduction to a PLoS Medicine series on Migration & Health, laying out a new framework for understanding

the migratory process and the five phases of migration, which are discussed in depth in five subsequent articles.

A decisive decade – mapping the future NHS workforce

(2011) Buchan J, Seccombe I, Royal College of Nurses (United Kingdom) www.rcn.org.uk/__data/assets/pdf_file/0004/394780/004158.pdf
From the foreword:

"The report shows just how vulnerable NHS nursing staff numbers are to changes in policy. Even if we continue at the same pace of reductions in nursing commission numbers and hold everything else constant, there is a very real risk of a workforce shortage. And of course, including other factors such as increased workloads, pensions reforms and changes in demand only adds further uncertainty and instability to the situation."

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

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