

# Health Worker Migration- Problem or Solution?

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# Problem or Solution?

- A Dynamic situation
- Trends and Impact
- Opportunities and challenges
- Policy options (WHO framework)

# A dynamic situation in Europe

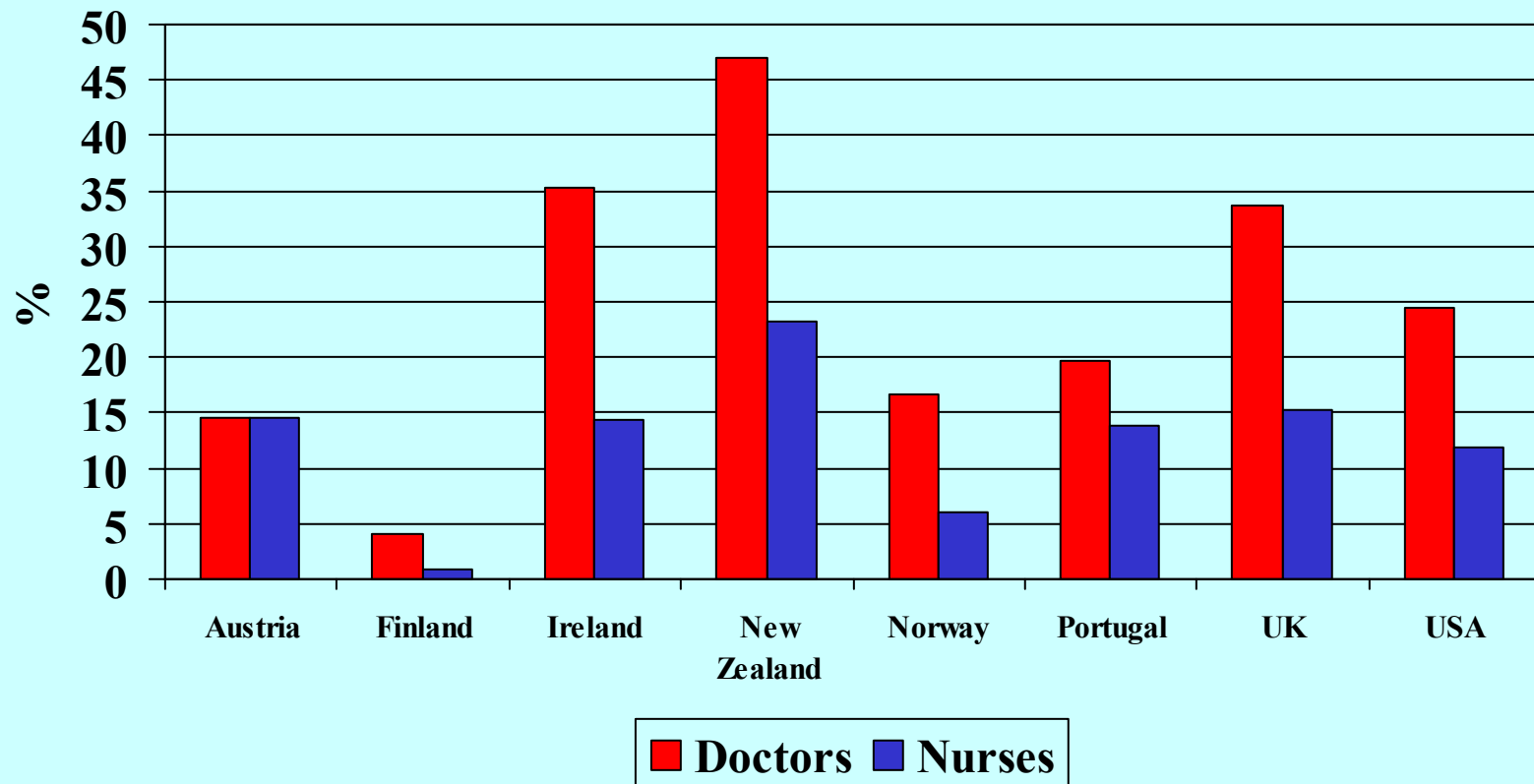
- Accession- countries with relatively low paid health professionals – outflow to established “richer” EU countries? (Knock on effect to East/ CIS?)
- Patient safety/ country level regulatory issues
- Permanent/ temporary “migration”?
- Different data sets- different pictures

# Trends and impact

- Trends: increase in migration/ mobility
- Trends: increase in “active” recruitment- the key current driver
- Trends: a dynamic situation- varies by country and over time
- Impact: on who? (mobile worker, static worker, “source” health system; “destination” health system.....)

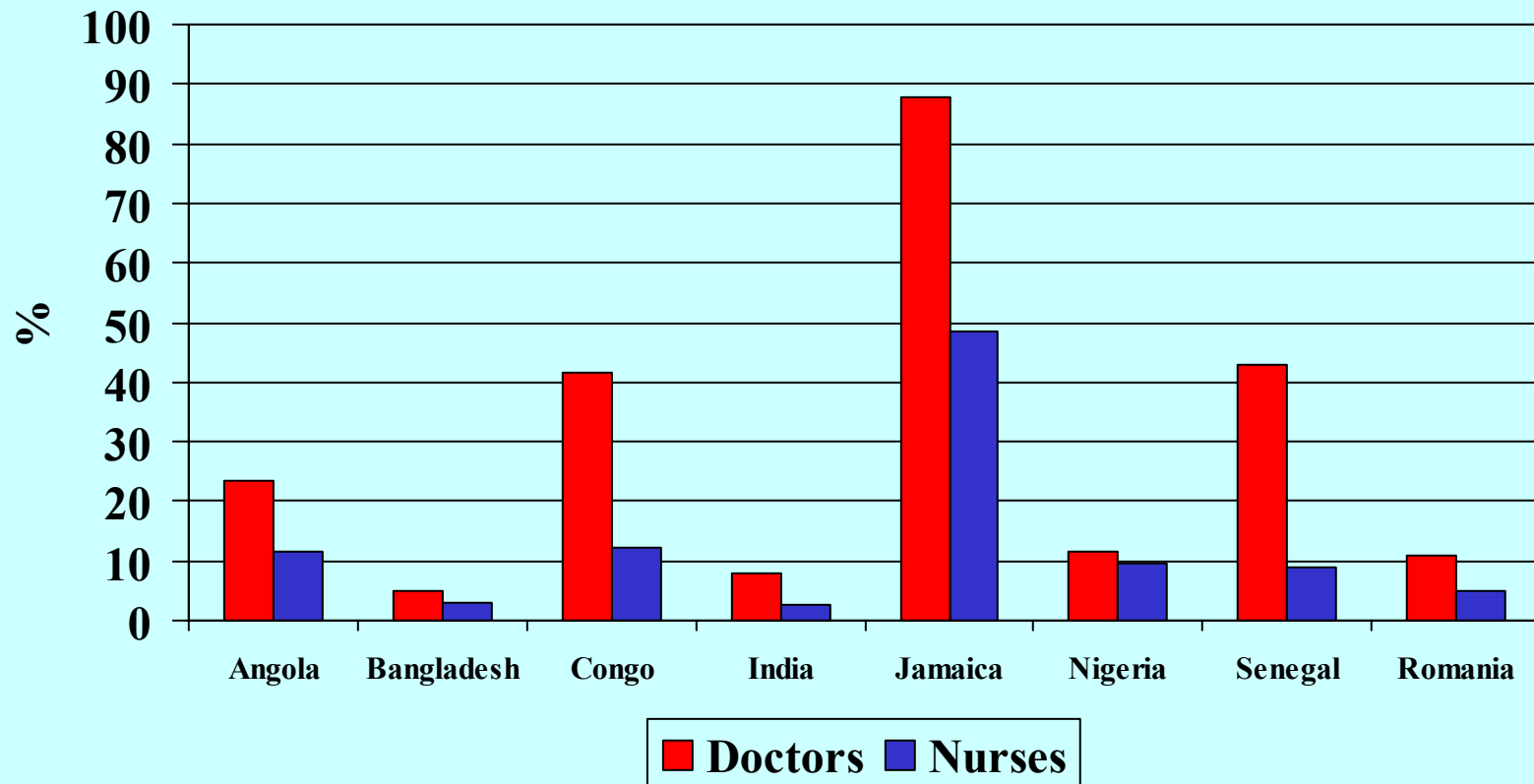
# Destination countries: % of practising doctors and nurses who are “foreign born”

(source: OECD 2007)



# “Source” countries: % of doctors and nurses working in OECD destination countries

(OECD 2007)



# Health worker migration: Opportunities and challenges

	<b>Opportunities</b>	<b>Challenges</b>
<b>Destination countries</b>	Solve skills/ staff shortages. “Quick fix”.	How to be efficient, and ethical in recruitment.
<b>Source countries</b>	Remittances. Upskilled returners (if they return)	Outflow causes shortages; negative impact on delivery of care. Costs of “lost” education. Increased costs of recruitment of replacements. “Manage” migration?
<b>Internationally mobile health workers</b>	Improved pay, career opportunities, education.	Achieving equal treatment in destination country
<b>Static health workers</b>	(if worker oversupply) Improved job and career opportunities	Increased workload as staff leave. Lower morale.

# Policies to “manage” migration

- Monitoring of flows
- Regulation of recruitment agencies
- Equal opportunities and treatment for migrant health workers
- Bilateral ( govt. to govt. ) agreements
- Support to refugee health workers to assimilate
- Code of practice (WHO...)
- Migration in context- self sufficiency (destination countries); improved retention (source countries)

# References

- Dumont J,Zurn P (2007) Immigrant Health Workers in OECD countries in the Broader Context of Highly Skilled Migration. OECD Paris