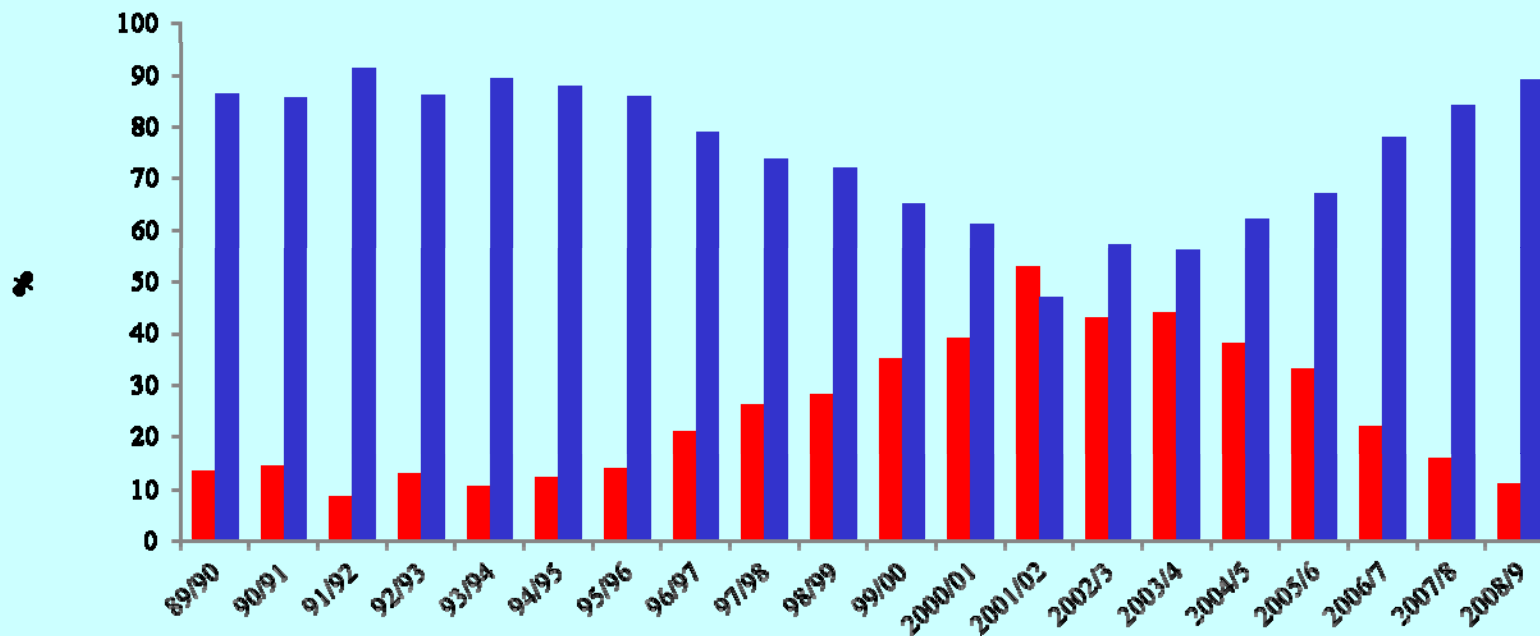


“Ethics” and Health Workforce Sustainability: UK

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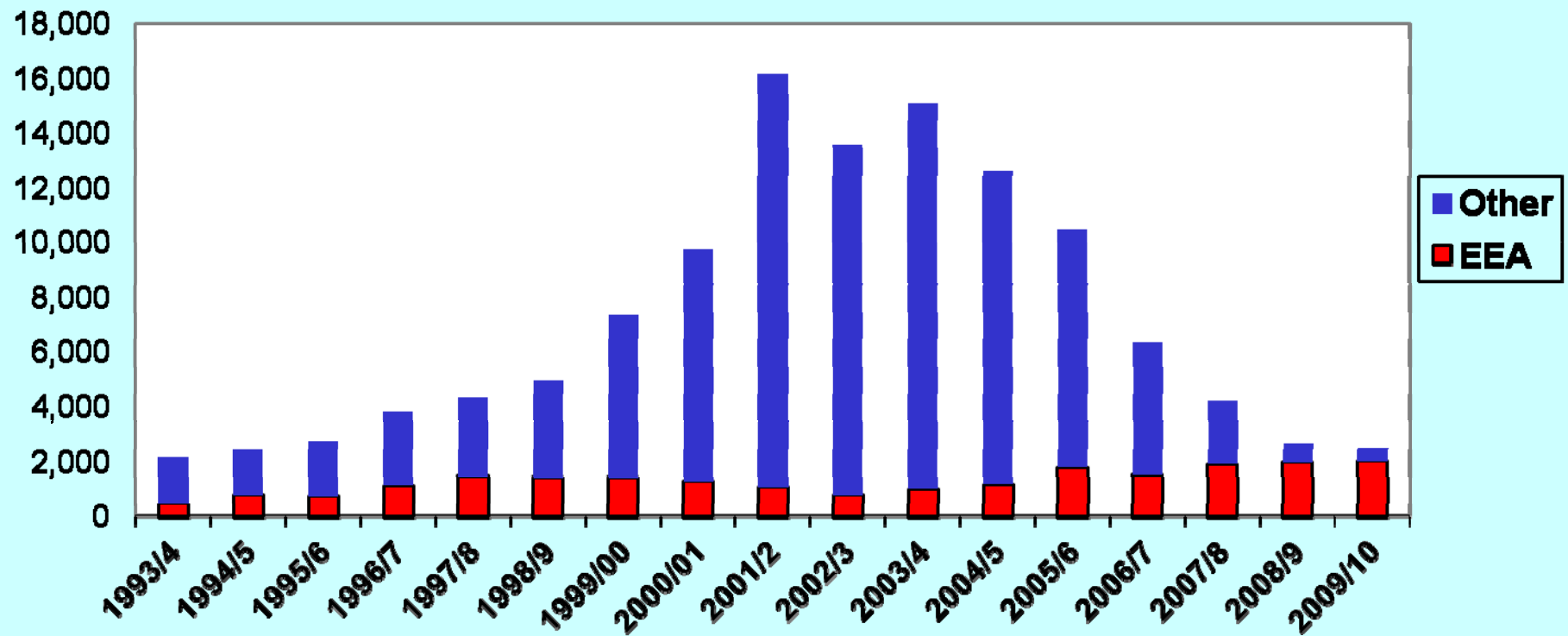
% of “new nurses” from domestic training and international sources, UK 1989-2009



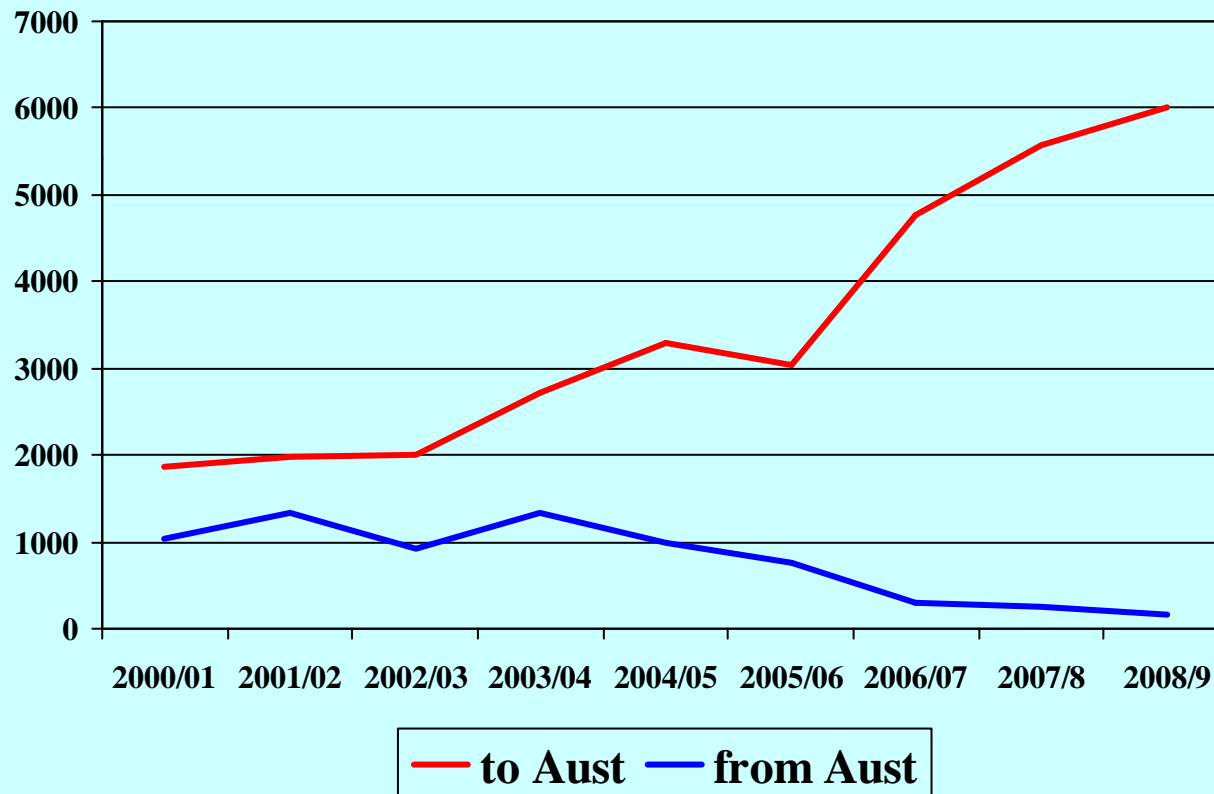
Source: UKCC/NMC data

■ Int ■ UK

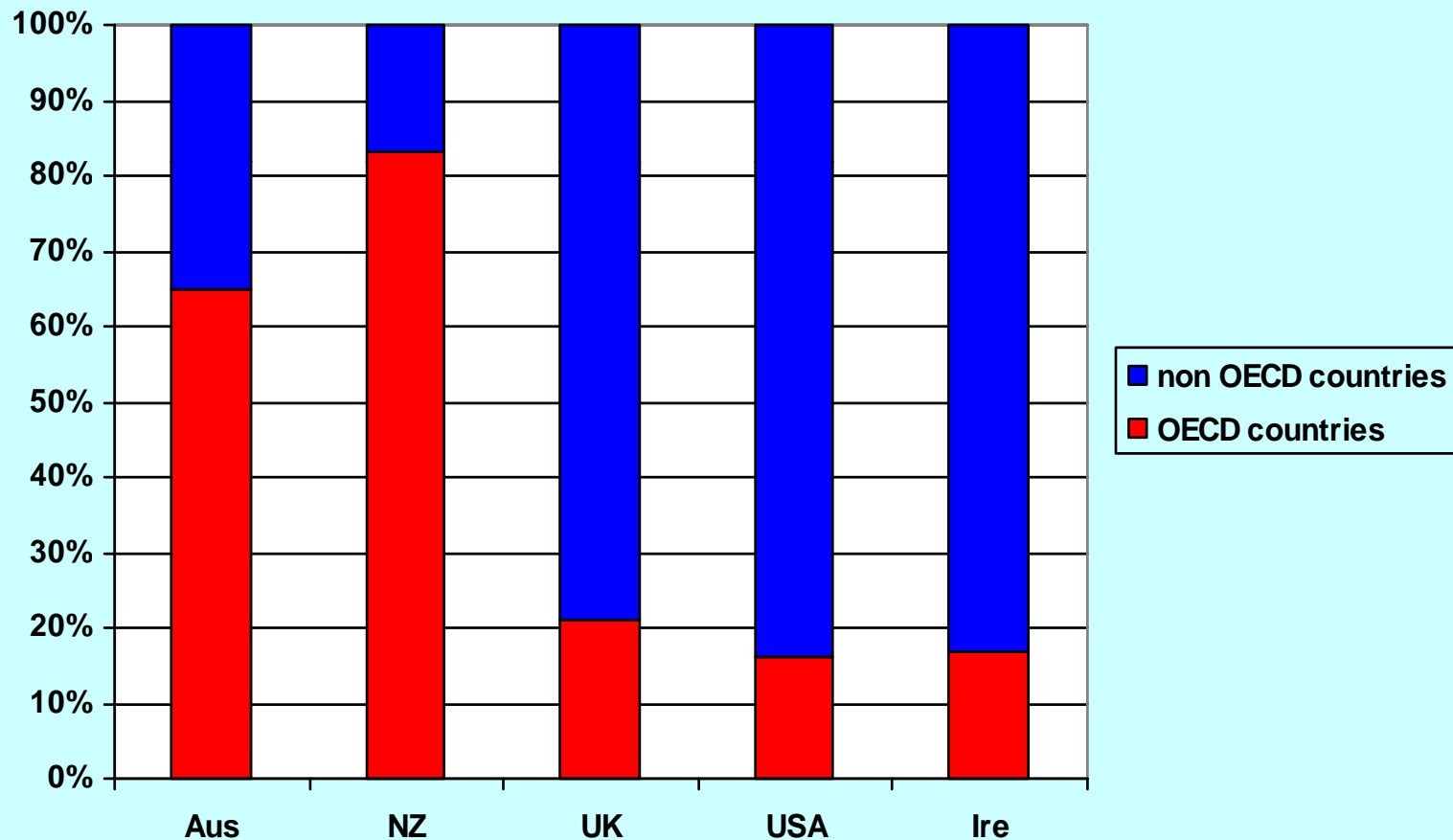
New nurses registering from EEA, and from “other” countries 1993-2010



Things change! UK: Flows of nurses to and from Australia (Source: NMC)



Impact varies: Composition of inflow of nurses, by type of source country, c 2004/5



Sustainability: What is the objective?

- **“Ethical”**
- Improve “fairness” of employment policy and practice in the health system
- Improve equal opportunities in access to training and career development
- Reduce potential negative impact of international recruitment activity/ flows of health workers from developing countries
- (e.g. support for Code)
- (e.g. Domestic recruitment of under represented groups)
- **“Efficiency”**
- Increase investment in the skills of the domestic population/ to reduce reliance on international staff/ to improve relative competitiveness of health sector as an employer
- Improve international co-ordination and reduce current global imbalances of supply and demand
- (e.g. scale up of home based training)
- (target set for timed reduction in use of international staff)