Key questions on the WHO Code

Ethical Integration of Health Professionals Panel

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WHO Global Code of Practice on the International Recruitment of Health Personnel

Article 1- Objectives

(4) To facilitate and promote international discussion and advance cooperation on matters related to the ethical international recruitment of health personnel as part of strengthening health systems, with a particular focus on the situation of developing countries.

Article 7- Information exchange

7.1 Member States are encouraged to, as appropriate and subject to national law, promote the establishment or strengthening of information exchange on international health personnel migration and health systems, nationally and internationally, through public agencies, academic and research institutions, health professional organizations, and subregional, regional and international organizations, whether governmental or nongovernmental.
Proposition

- That this session be “recorded” and documented, along with the presentations, to achieve Objective 4 of the Code by having an international discussion and advancing cooperation, as well as fulfilling the information exchange outlined in Article 7 (Chatham House rules).

- The report can be used by participating countries/stakeholders as they prepare to report on activities related to implementation of the Code (Article 9.4).
Sustainable health workforce development, discouraging active recruitment from developing countries

3.6 Member states...to create a sustainable health workforce and work towards establishing effective health workforce planning, education and training and retention strategies that will reduce their need to recruit migrant health personnel.

5.1 Member states should discourage active recruitment of health personnel from developing countries facing critical shortages of health workers.
Sustainable workforce questions

The Code describes “establishing effective health workforce planning”. Are we becoming more self-sufficient in the four countries, and less reliant on international recruitment?

From the papers presented, or your own area of expertise are we actively discouraging recruitment of health personnel from developing countries?

- How does India & the Philippines fit?
Data

The Director-General to rapidly develop, in consultation with Member States, guidelines for minimum data sets.

Article 3- Guiding principles
3.7 Effective gathering of national and international data, research and sharing of information.

Article 7- Information exchange
7.2 (b) progressively establish and maintain updated data from health personnel information systems.
Data question

Do we have good data that helps to inform the state of ethical recruitment in each country?
- Where are there gaps?

Is there an existing minimum data set within this collaborative, and if not, what would it take to develop it?
- Not just for medicine, but also nursing and other mobile professions
Are we being fair to those who come and those who are here?

Article 4- Responsibilities, rights and recruitment practices

4.4 Migrant health personnel should be hired, promoted and remunerated based on objective criteria, such as levels of qualification, years of experience and degrees of professional responsibility on the basis of equality of treatment with the domestically trained health workforce.

4.6 Member States and other stakeholders should take measures to ensure that migrant health personnel enjoy opportunities and incentives to strengthen their professional education, qualifications and career progression on the basis of equal treatment...should be offered appropriate induction and orientation programmes.
Fairness questions

On 4.6, taking measures to ensure migrant health personnel enjoy opportunities, incentives...induction and orientation programmes.

- Are there some best or promising practices in the four countries to point to?
- What are the barriers and facilitators to establishing such programmes?