“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
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)