



At its Board meeting in Warsaw on 17 March 2007, the CPME endorsed the following resolution: **Draft guidelines for the ethical recruitment of internationally trained healthcare professionals** (referring to CPME 2007/027 Final EN)

DRAFT version 1 27 October 2006

GUIDELINES FOR THE ETHICAL RECRUITMENT OF INTERNATIONALLY TRAINED HEALTHCARE PROFESSIONALS

Introduction

The international mobility of healthcare professionals is a well-established practice that has been going on for many years. Over the past few years we have seen an increasingly large-scale, targeted international recruitment approach by many developed countries to address domestic shortages.

This can benefit the healthcare professional in terms of enriching experience and a chance to improve their quality of life. However, concerns about the impact this may have upon the healthcare systems of developing countries also need to be addressed.

In recognition of this, these guidelines seek to encourage member states to mitigate the adverse effects of migration of healthcare personnel

Within the European Union, we have also seen targeted recruitment campaigns between member states. This of course is a legitimate part of the rules on free movement but care should be taken not to damage the healthcare infrastructure of another member state through thoughtless recruitment strategies.

Guidelines and Standards

- We recognise the basic human right to migrate for economic or personal development reasons
- Welcoming staff from abroad enables the transfer of experience and sharing of ideas, which can be extremely valuable.
- However, it is essential that international recruitment fills its proper place and is not done to the detriment of countries experiencing their own staffing difficulties.
- To this end, the 57th World Health Assembly recognised the place of government to government agreements in helping to manage migration

- Targetted international recruitment of healthcare professionals can only be a short-term solution to domestic shortages.
- It is no replacement for robust workforce planning and high standards of human resource management practices.
- In line with the WHO report published in April 2006 “ Working together for Health”, all countries should aim to become self-sufficient in their healthcare workforce.
- The actions of employers are paramount in ensuring the success of human resource strategies and should include:
 - Fair pay
 - Good terms and conditions of employment
 - Career development opportunities
 - Healthy and safe working environments
- Staff legally recruited from within or outside the European Union should be protected by the employment law of the recruiting country in exactly the same way as all other employee nationals.
- Staff recruited from within or outside the European Union should have the same support and access to further education & training and continuing professional development as all other employee nationals.