



Bilateral Agreements

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Context: WHA 57.19



- •...strategies to mitigate the adverse effect of migration (in member states).....
- •...strategies that could enhance effective retention of health personnel (in member states)
- •...set up Government to Government agreements...
- •....establish mechanisms to mitigate the adverse effects on developing countries....in particular HR development.....

International Recruitment



International recruitment is a sound and legitimate activity if carried out ethically

Recruitment is an opportunity for individuals/countries to develop skills, experience and knowledge

NHS does not target developing countries for recruitment unless permission given by that country

Ethical Recruitment



- •First Country to produce code for ethical recruitment
- •Ethical recruitment underpinned by:
 - Code of Practice
 - •NHS uses agencies which adhere to Code of Practice
 - List of excluded developing countries
 - •Employees protected by UK employment law





Working With Other Governments: Principles

- Clarity
- Consistency
- Co-operation
- Communication
- Control
- Mutual Benefit

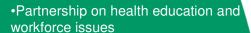
DH Department of Health Workforce Directorate

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Working With Other Governments: Approaches

- •MOU South Africa
- •Informal Agreement- India
- •Not just developing world Spain

MOU With South Africa



- •Two-way partnership for time-limited placements
- •Exchange of information, advice and expertise

MOU: Issues Covered

- Professional regulation
- Public health and primary care
- Workforce planning
- Strategic planning
- •Public-private partnerships and PFI
- ·Hospitals, including governance
- Twinning of hospitals
- •Training in healthcare management
- •National Institute for Clinical Excellence
- •The Health Protection Agency



DH Department of Health
Workforce Directorate
More staff working differently

Seminar on Health and Migration, 9-11 June 2004 Session IIIB: Migration and Health Policies Bilateral agreements, Rob WEBSTER





- •Clarity written document, signed by Ministers
- •Consistency -applied in all settings, monitored
- •Co-operation/Communication close working relationship between officials
- •Control limits recruitment, ITCs
- •Mutual Benefit primary objectives: best practice, sharing staff and expertise





- •WHA 57.19 sets the context
- •We are attempting to make that a reality
- •Issues remain private sector
- •Well placed to be ethical and responsible partner
- •MOU with South Africa exemplifies this