

## **Presentation Abstract – Debbie Mellor (Department of Health)**

The NHS was founded in 1948. It is publicly funded and free at the point of delivery. The NHS consists of over 700 individual employers and treats more than 3 million people per week.

The NHS workforce consists of 1.3 million staff. 73% of these are female and 50% are in professional posts. There are over 80 professional staff groups and 60% of NHS spending is on staffing.

The aims of the NHS are to provide a world class health service giving world class clinical outcomes. Other aims are to provide plurality of provision, choice and responsiveness, a personalised service and a world class workforce.

NHS funding has been significantly increased from 1997/8 through to 2007/8. From 2009 onwards the NHS is working towards financial stability.

One of the many ways of increasing workforce supply is to attract staff from abroad. International recruitment is a sound and legitimate activity if carried out ethically. The NHS does not target developing countries for recruitment unless permission has been given by the Government concerned. Tools used by the NHS to ensure that ethical international recruitment takes place include the development of a Code of Practice for the International Recruitment of Healthcare Professionals, a list of developing countries and Government to Government agreements / Memoranda of Understanding.

The NHS is now in the situation where a better balance between supply and demand has now been achieved.

The international recruitment of nurses has decreased due to the improvement in the retention and training of home-grown nurses.

The increased investments in medical schools are leading to greater self-sufficiency for medical staffing. Therefore there are forecasted year on year reductions in the need for International Medical Graduates.

The need for internationally trained healthcare professionals is now greatly reduced and this demand will continue to reduce into the future. The focus for the NHS is now on stability and self-sufficiency.