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

Working With Other Governments: Approaches

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

MOU With South Africa

- Partnership on health education and workforce issues
- 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
The MOU and our Principles

• 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

Conclusion

• 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