



IOM International Organization for Migration
 OIM Organisation Internationale pour les Migrations
 OIM Organización Internacional para las Migraciones

IOM's International Dialogue on Migration
 Co-sponsored by WHO and CDC



Seminar on Health and Migration, 9-11 June 2004

Session IIIB: Migration and Health Policies

Using bilateral arrangements to manage migration of health care workers: The case of South Africa and the United Kingdom,

Ms Daisy MAFUBELU

**USING BILATERAL ARRANGEMENTS
 TO MANAGE MIGRATION OF
 HEALTH CARE WORKERS
 THE CASE OF SOUTH AFRICA AND
 THE UNITED KINGDOM**

Ms Daisy MAFUBELU

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Permanent Mission of South Africa, Geneva



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**FACTORS CONTRIBUTING TO STAFF LOSS
 INTERNATIONAL MIGRATION**

Push Factors

- Economic
 - Perceived levels of salaries
 - Exchange rates
- Political
 - Perceived crime rate
 - Perceived economic security
 - Uncertainty about future



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**FACTORS CONTRIBUTING TO STAFF LOSS
 INTERNATIONAL MIGRATION**

Push Factors

- Job related
 - Conditions of service
 - Overworking
 - Understaffing
 - Lack of opportunities for professional growth and development
 - Environment not conducive for productivity



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**FACTORS CONTRIBUTING TO STAFF LOSS
 INTERNATIONAL MIGRATION**

Pull Factors

- Economic
 - Desire to improve financial status
 - Aggressive recruitment
 - Tax exemptions
 - Ability to settle debts
 - Nest egg syndrome



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FACTORS CONTRIBUTING TO STAFF LOSS INTERNATIONAL MIGRATION

Pull Factors

- Career opportunities
 - Professional career development
 - Study opportunities
- Social factors
 - Personal security and stability
 - Better educational opportunities for children



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Strategies

- Improving salaries and conditions of service
- Rural staffing plan including incentives to work in rural areas
- Migration and retention strategy including strategy to manage scarce skills
- Overseas training opportunities, with contractual binding
- Occupational risk study
- Training of midlevel workers



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Strategies

- Exchange programme, including SADC
- Strategies to attract returning emigrants
- Research, monitoring and evaluation
- The Commonwealth Code of Practice for the International Recruitment of Health Workers
- Cosponsored WHA resolution on international migration
- Government to government agreements to manage recruitment



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MEMORANDUM OF UNDERSTANDING

BETWEEN

THE GOVERNMENT OF THE REPUBLIC
 OF SOUTH AFRICA

AND

THE GOVERNMENT OF THE UNITED
 KINGDOM



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- South African healthcare personnel can spend time limited education and practice periods in organizations providing NHS services
- Clinical staff from England to work alongside healthcare personnel in the Republic South Africa, with particular emphasis on the rural areas



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Exchange information, advice and expertise in-

- professional regulation issues
- public health and primary care
- workforce planning and development, incl. the service and academic interface
- medicines regulation and medical devices
- public –private partnerships, including private finance initiatives
- revitalisation of hospitals, including governance (corporate and clinical) and re-engineering
- twinning of hospitals to share best practices and strengthen mgt.
- training in healthcare management;



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Collaborate with the following institutions:

- National Institute for Clinical Excellence in Quality issues; and
- Health Protection Agency



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Facilitate mutual access to universities, colleges and schools of training for the health professionals during -

- scientific studies;
- specific training;
- postgraduate training;
- study visits



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