





Bilateral Agreements

Rob Webster
 Director, Workforce Capacity
 DH England



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



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
Bilateral agreements, Rob WEBSTER

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

