

# Implementing the WHO Global Code: the Irish Experience

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# 1. Ireland's HRH Challenges: 2000-2014

- Between 2000 and 2008, the percentage of foreign trained doctors increased from 12% to 35% - 25% of these doctors coming from 'high-burden' countries
- Between 2000 and 2006, more than 50% of all nurses registering in Ireland were non-Irish
- Ireland biggest recruiter of foreign trained nurses and second biggest for doctors (in % terms) among OECD countries (2008)
- Due to economic crisis, there has been a reduction in health workforce of 12,505 WTEs (-11%) since September 2007
- Ireland now produces sufficient graduates in medicine and nursing/midwifery, but is experiencing recruitment and retention challenges across the public health system

## 2. Ireland and the WHO Global Code

- Collaborative implementation: Dept of Health, Dept of Foreign Affairs (Irish Aid) and Health Service Executive (HSE)
  - MoU between the Health Service Executive and Irish Aid to enhance collaboration on global health issues including HRH (2010)
  - Establishment and roll-out of the International Medical Graduate Training Initiative (2011-2013)
  - Agreed commitments for 3rd Global Forum on HRH, Recife (2013)
- Ireland's work on Code implementation recognised in 2013 Health Worker Migration Policy Council Innovation Award
- Measures to stabilise the health workforce and build a sustainable health workforce for the future (2013-2015)
- Developing strong links between policy, planning and research

# 3. International Medical Graduate Training Initiative (2011-2014)

- Underpinned by WHO Global Code and principle of reciprocity
- Enables suitably qualified overseas postgraduate medical trainees to undertake fixed period of clinical training in Ireland
- Structured training program developed by Irish postgraduate medical training body to meet the clinical needs of participants *as defined by their home country's health service*
- Established in 2011 – first bi-lateral agreement signed with College of Physicians and Surgeons of Pakistan (CPSP)
- Launched in 2013 – joint pilot with the CPSP
- Continued roll-out in 2014 – c. CPSP 100 trainees offered posts under the Initiative following joint selection process

# 4. Stabilising the Health Workforce

- *Strategic Review of Medical Training and Career Structure (2013-2014)*
  - 3 reports and 25 recommendations relating to training and career pathways for doctors
  - Recommendations aim to:
    - Improve graduate retention in the public health system;
    - Support planning for future service needs;
    - Realise maximum benefit from investment in MET
  - Recommendations currently at implementation stage with first progress report to Minister for Health in January 2015
- *Taskforce on Staffing and Skill Mix for Nursing (2014-2015)*
  - Group of experts, chaired by Chief Nursing Officer, Dept of Health
  - Group will develop a staffing and skill mix ranges framework related to general and specialist adult hospital medical and surgical settings

# 5. Building a Sustainable Health Workforce for the Future

‘The effective management of our human resources requires an approach to workforce planning and development that includes recruiting and retaining the right mix of staff, training and upskilling the workforce, providing for professional and career development, and creating supportive and healthy workplaces.’

- *Future Health*, 2012, p.46



# 6. Developing a National Integrated Strategic Framework for Health Workforce Planning



- Dept of Health and HSE working together to progress Action 46
- Dept of Health currently finalising modalities for the process to develop the national integrated strategic framework
- Process will be cross-sectoral and will bring together partners from Education and other sectors
- Roll-out of process: January 2015
- Framework to be submitted to Minister: June 2015

# Thank You

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