

Implementing WHO code and monitoring mobility of personnel on HC

Case Finland



NATIONAL INSTITUTE FOR HEALTH AND WELFARE, FINLAND



Implementing the WHO code in Finland

- The Ministry of Social Affairs and Health **has translated** the WHO Global Code of Practice on the International Recruitment of Health Personnel into Finnish in order to be published through the website of the Ministry.
- The National Development Programme for Social Welfare and Health Care, the Kaste programme, adopted by the Government for 2012-2015 defines the objectives for the reform of the sector as well as the actions to achieve them.
- The implementation and evaluation of the Kaste programme will be coordinated by the Ministry of Social Affairs and Health.
- One of the priority areas of the Programme is focused on ensuring the sufficiency of the workforce in social and health care among others by means of clarifying the practices on international recruitment of the personnel in social and health care.
- after Marjukka Vallimies-Patomäki returns from Copenhagen June 2014, she will be in charge of above mentioned task

Implementing the WHO code in Finland

- The Government Resolution on Action Plan for Labour Migration in 2009-2011 provided a platform for the implementation of the government's immigration policy. The Action Plan describes 1) [the situation](#) regarding labor migration, 2) Finland's [strategic policies](#) in this respect, and the 3) necessary [measures and resources](#). The Action Plan deals with the [roles, responsibilities and cooperation of authorities](#) in the [development and promotion of labor migration](#), methods of [joint operation and communication](#) with various actors, and [cooperation with the countries of departure](#) both within the European Union and elsewhere. The Action Plan also incorporates other programs related to labor migration. (Finland Report to WHO p. 15)
- The Ministry of Employment and the Economy adopted the guidelines of international mediation/public employment services in 2011. The aim was to define the role and the tasks of the Finnish public employment services in the international recruitments from outside of the EU/EEA area. (Finland Report to WHO page 17)
- The Ministry of Employment and the Economy started a pilot project in 2012 aiming at [planning a recruitment process model to recruit nurses and care assistants to Finland from outside of the EU/EEA area](#). The objective is to map out the problems and main development needs, search for solutions and develop an ethical recruitment model with all main actors of the health care sector in Finland by the end of 2014. (Finland Report to WHO page 17)
- Multilateral and regional agreements regarding international recruitment (Finland Report to WHO, page 7)

Monitoring the WHO code and international mobility of HC personnel in Finland

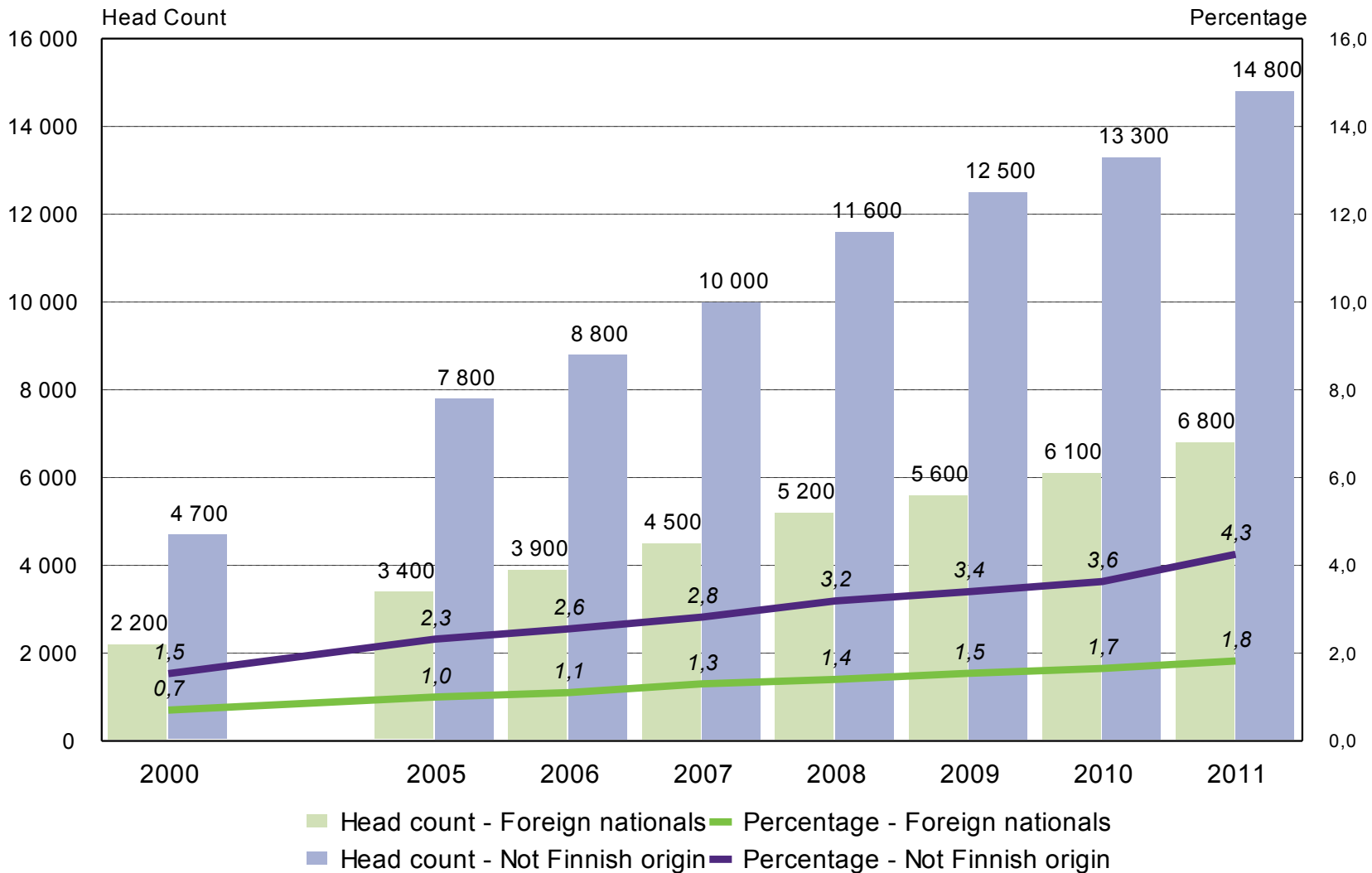
- Immigration

- Foreign Nationals, Origin not Finnish, Finnish Citizens studying abroad?
- Rights for Practicing (*Licensing*) "**licenced to practice**",
- Active in Labour Force (By *ISCED*) (employed, unemployed etc.) "**practicing**"
- Industry (*Economic Classifications*) "**practicing**" and "**professionally active**"
- Profession (*ISCO*) "**professionally active**"
- Countries of origin
- Dynamics (leaving Finland, changing nationality to Finnish nationality)

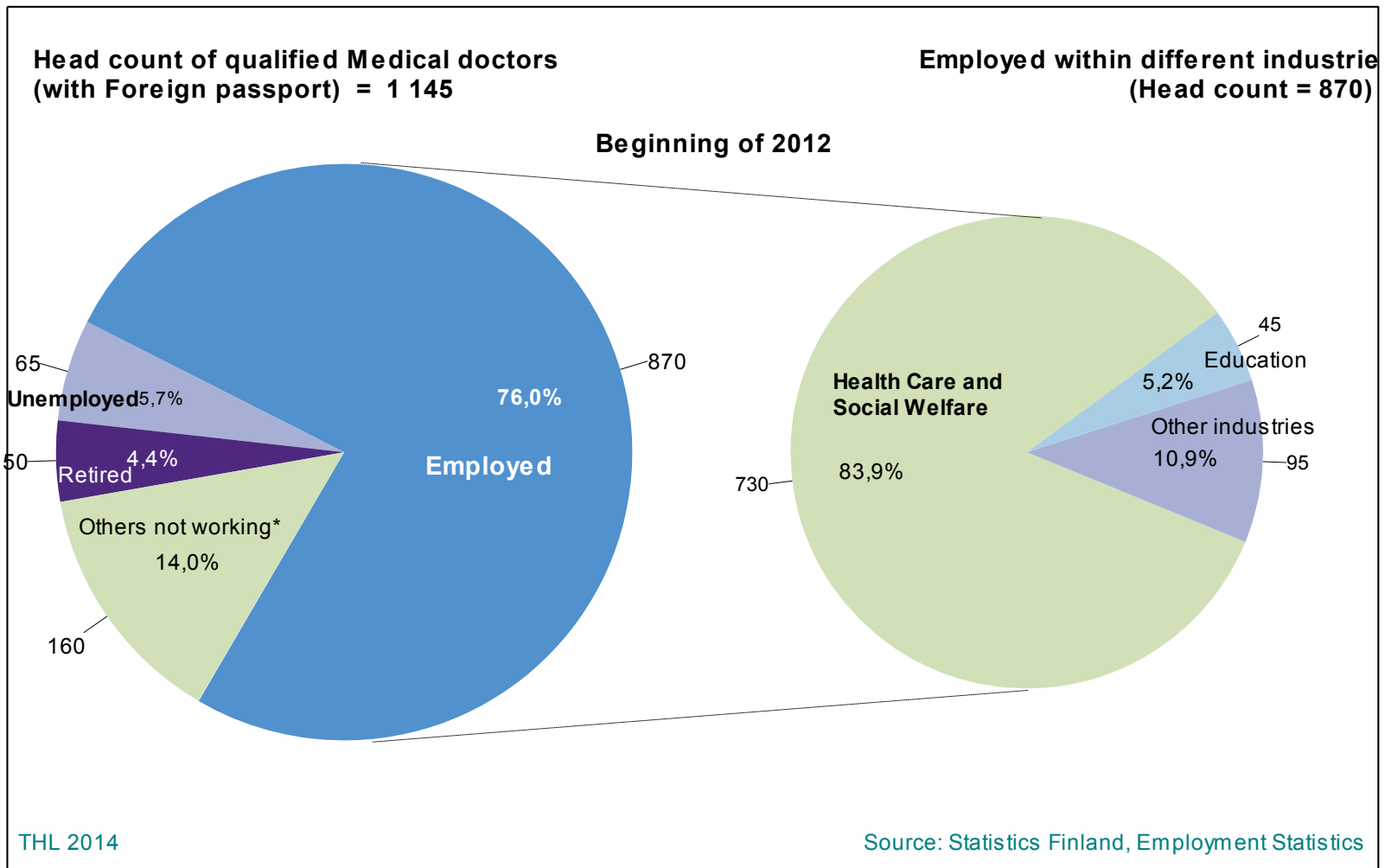
- Emigration

- Finnish Citizens working outside Finland
- Countries and regions
- Returning to Finland (dynamics)
- Foreign Nationals moving out

Non Finnish personnel in Health Care and Social Welfare (end of the year)

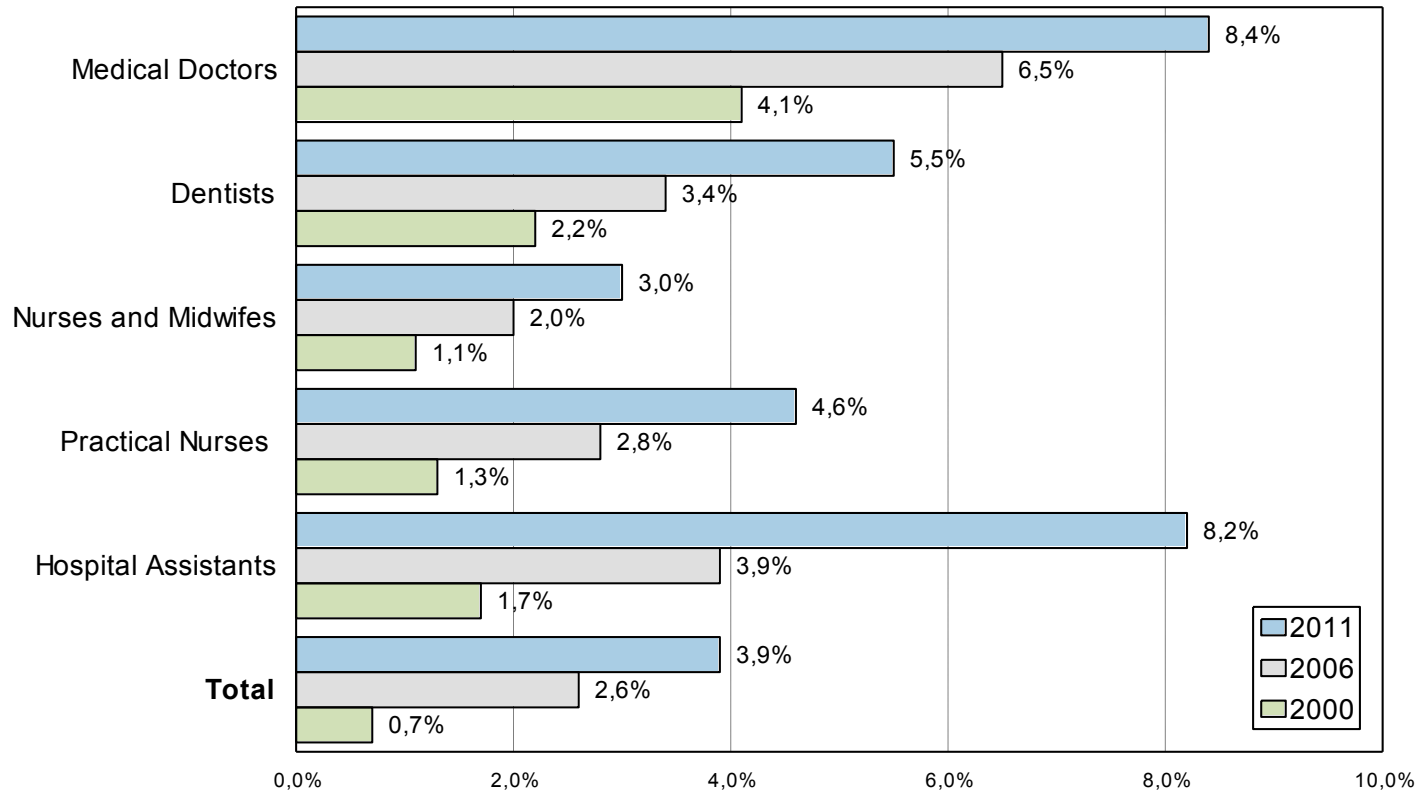


Non Finnish personnel in Health Care and Social Welfare ISCED Medical Doctors - beginning of 2012



Foreing Nationals in Health Care and Social Welfare (beginning of 2012) Professional group (ISCO)

Personnel of not Finnish Origin in Finnish Health Care and Social Welfare
- Percentage of Total Personnel



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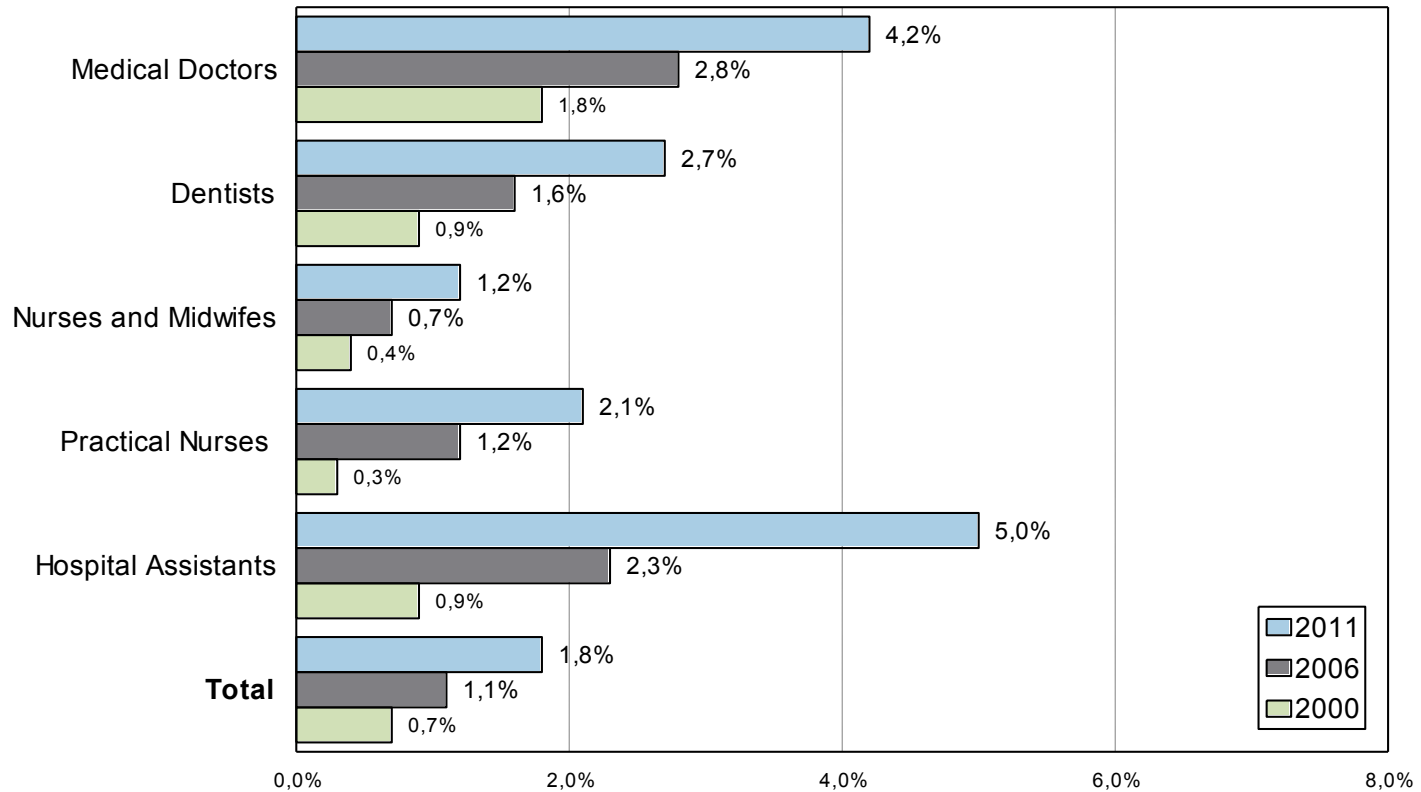
Source: Statistics Finland



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Foreing Nationals in Health Care and Social Welfare (beginning of 2012) Professional group (ISCO)

Foreign Nationals (with other than Finnish Passports)
in Finnish Health Care and Social Welfare - Percentage of Total Personnel



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Source: Statistics Finland



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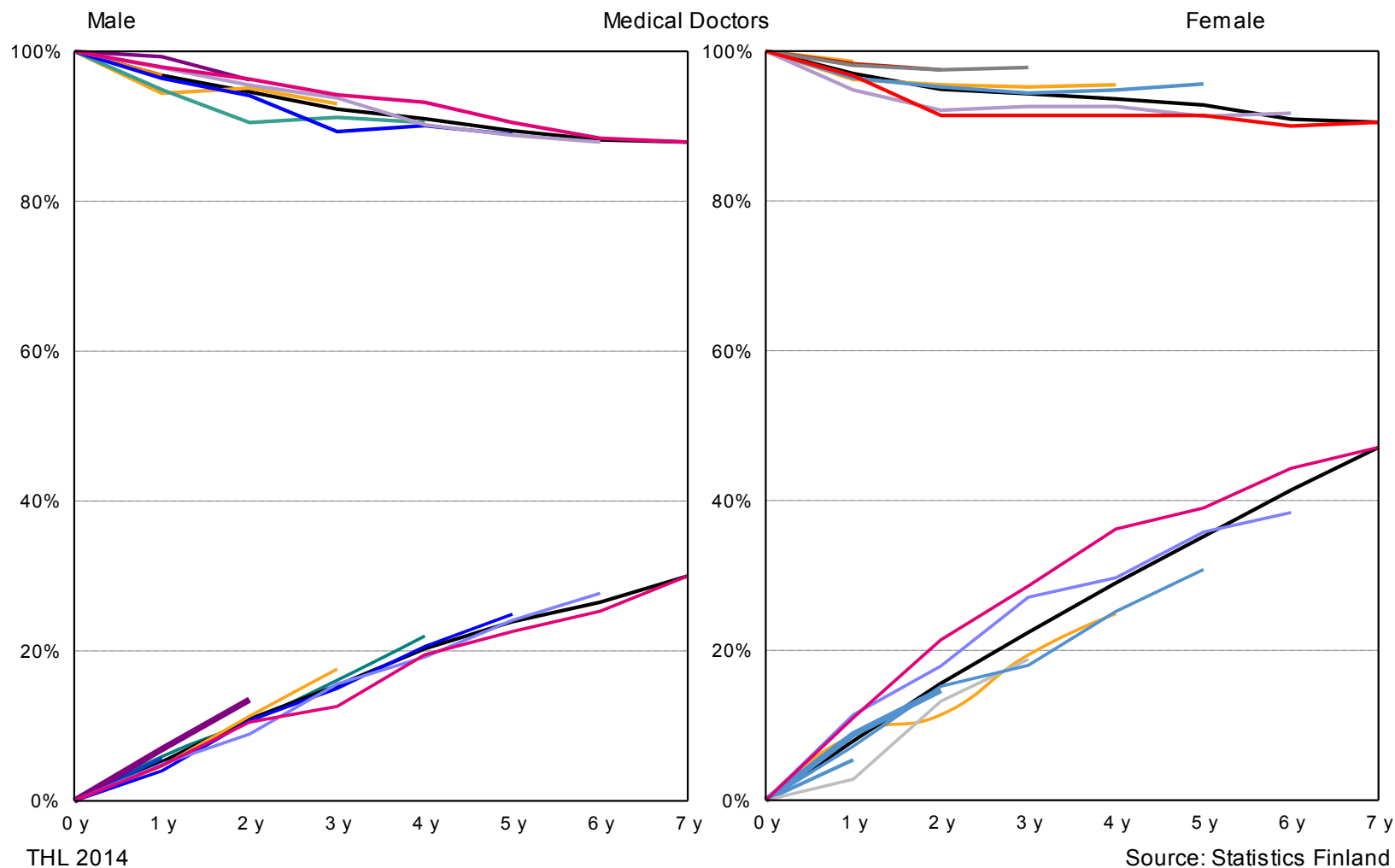
Foreign Nationals in Health Care and Social Welfare (beginning of 2012) Professional Group (ISCO) by Region of Origin

Social welfare and health care services (Finland 31.12.2010)	Foreign nationals					
Professional group	EU	Europe, other	Asia	Africa	Other	Total
Doctors	76.9	15.8	4.6	1.9	0.7	570
Dentists	79.5	14.8	5.7	0.0	0.0	90
Nursery school teachers	76.6	8.3	6.9	0.7	7.6	150
Social welfare specialists	86.0	4.0	2.0	8.0	0.0	50
Nurses, public health nurses and midwives	62.8	11.4	6.2	16.2	3.4	620
Practical nurses	40.1	21.5	17.5	17.4	3.5	1,380
Hospital assistants	48.0	22.0	16.2	10.1	3.6	940
Child day care assistants	41.0	23.6	18.6	9.9	6.8	160
Total	52.1	20.0	13.6	10.3	4.0	6,150

Foreign Nationals in Health Care and Social Welfare (beginning of 2012) Professional group (ISCO) by country of origin

	Social welfare and health care services					
Social welfare and health care services (Finland 31.12.2010)	Foreign nationals					
Professional group	Sweden	Estonia	Russia	Subtotal	Others, Subtotal	Total
Doctors	5.1	43.7	13.9	62.7	37.3	570
Dentists	9.1	51.1	11.4	71.6	28.4	90
Nursery school teachers	13.8	24.8	4.1	42.8	57.2	150
Social welfare specialists	14.0	42.0	4.0	60.0	40.0	50
Nurses, public health nurses and midwives	10.4	38.0	8.3	56.7	43.3	620
Practical nurses	9.2	22.5	16.0	47.7	52.3	1,380
Hospital assistants	5.2	37.0	15.9	58.0	42.0	940
Child day care assistants	6.2	12.4	13.7	32.3	67.7	160
Total	9.4	28.8	14.7	52.9	47.1	6,150

MDs with Foreign Passport leaving Finland and changing to Finnish Passports if staying (yearly cohorts 2004-2010)



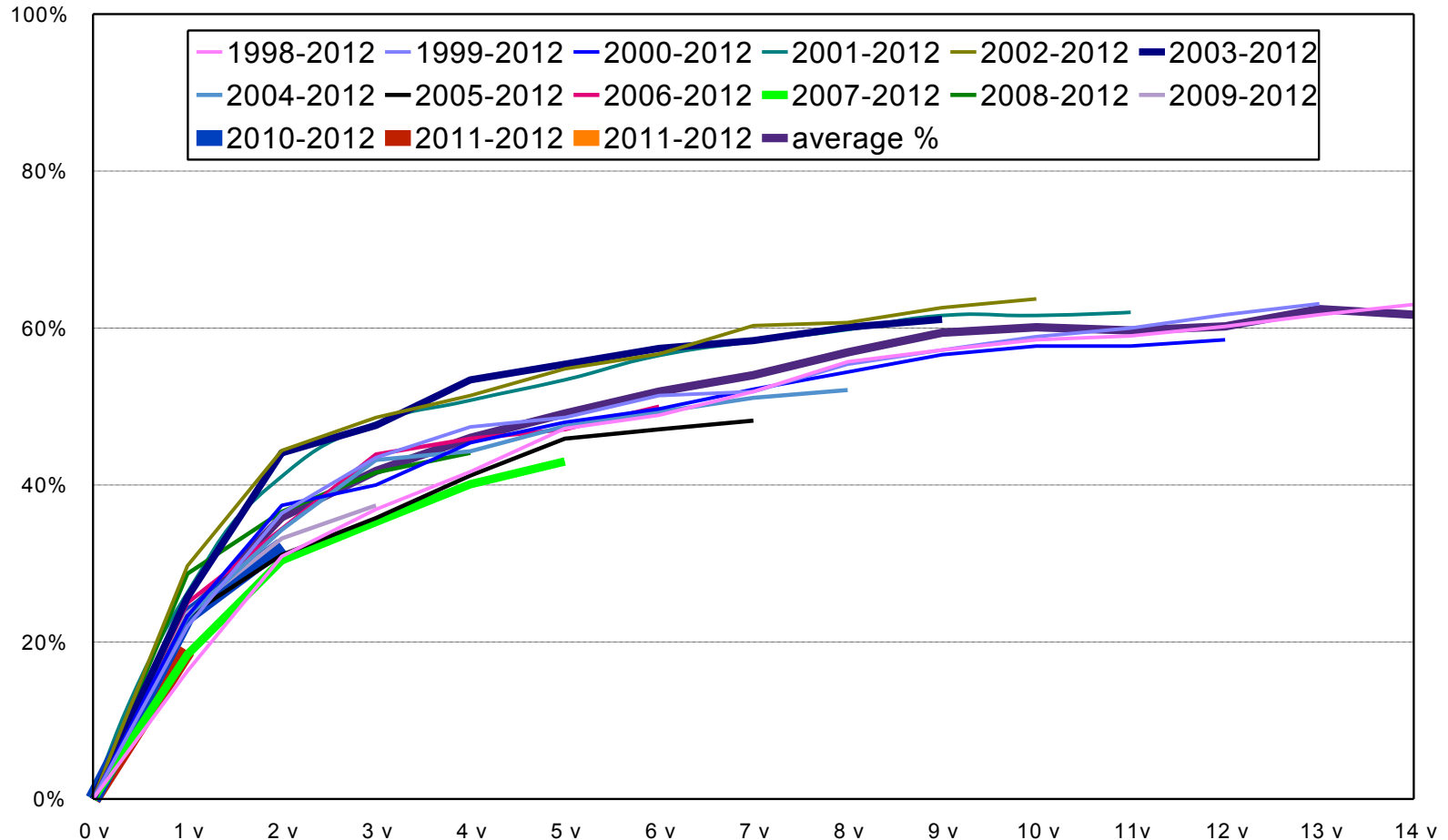
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Source: Statistics Finland



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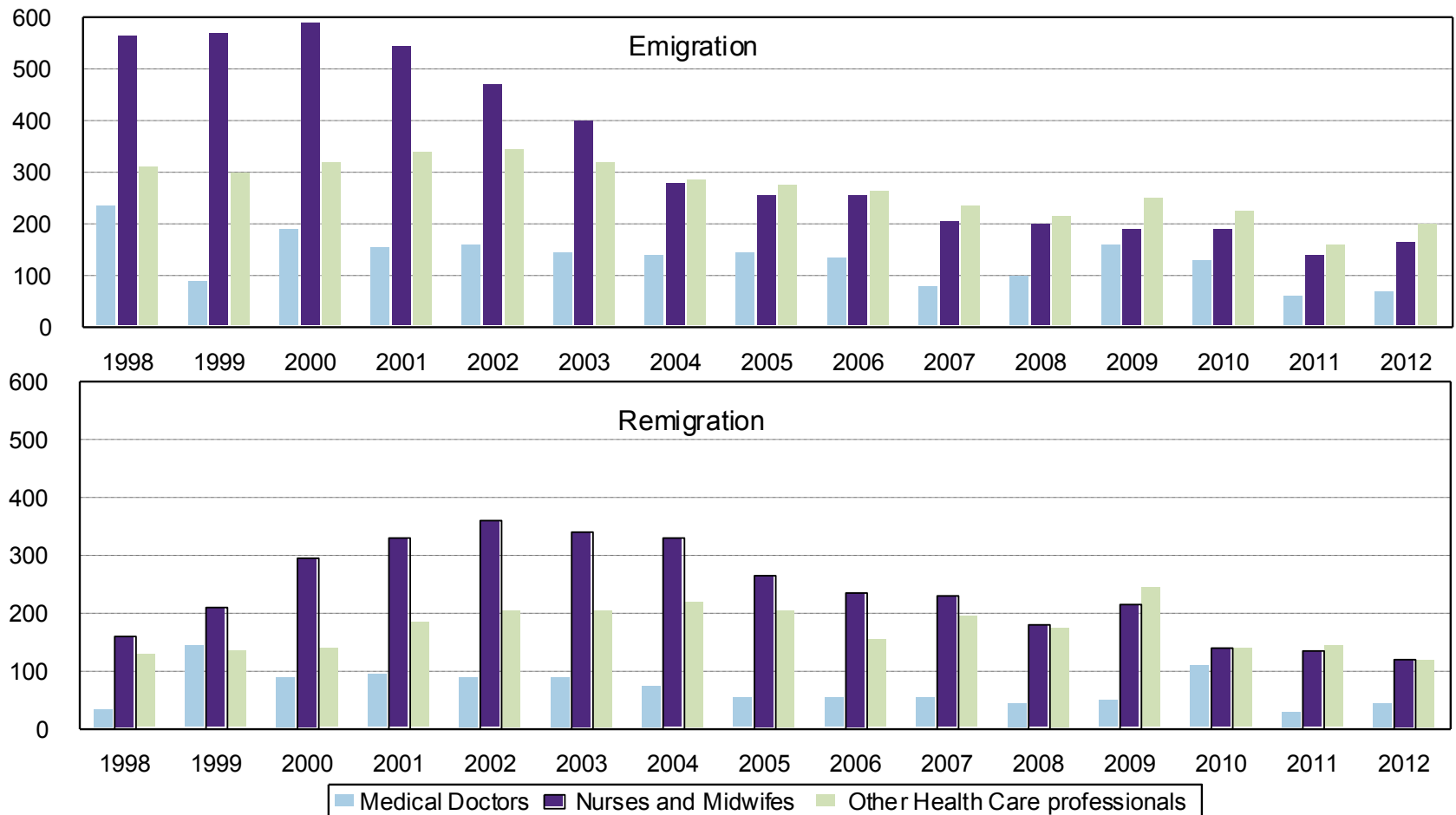
Cohorts of Nurses (Finnish Nationals) emigrating in 1998-2011 and returning back to Finland until the end of 2012



THL 2013

Source: Valvira

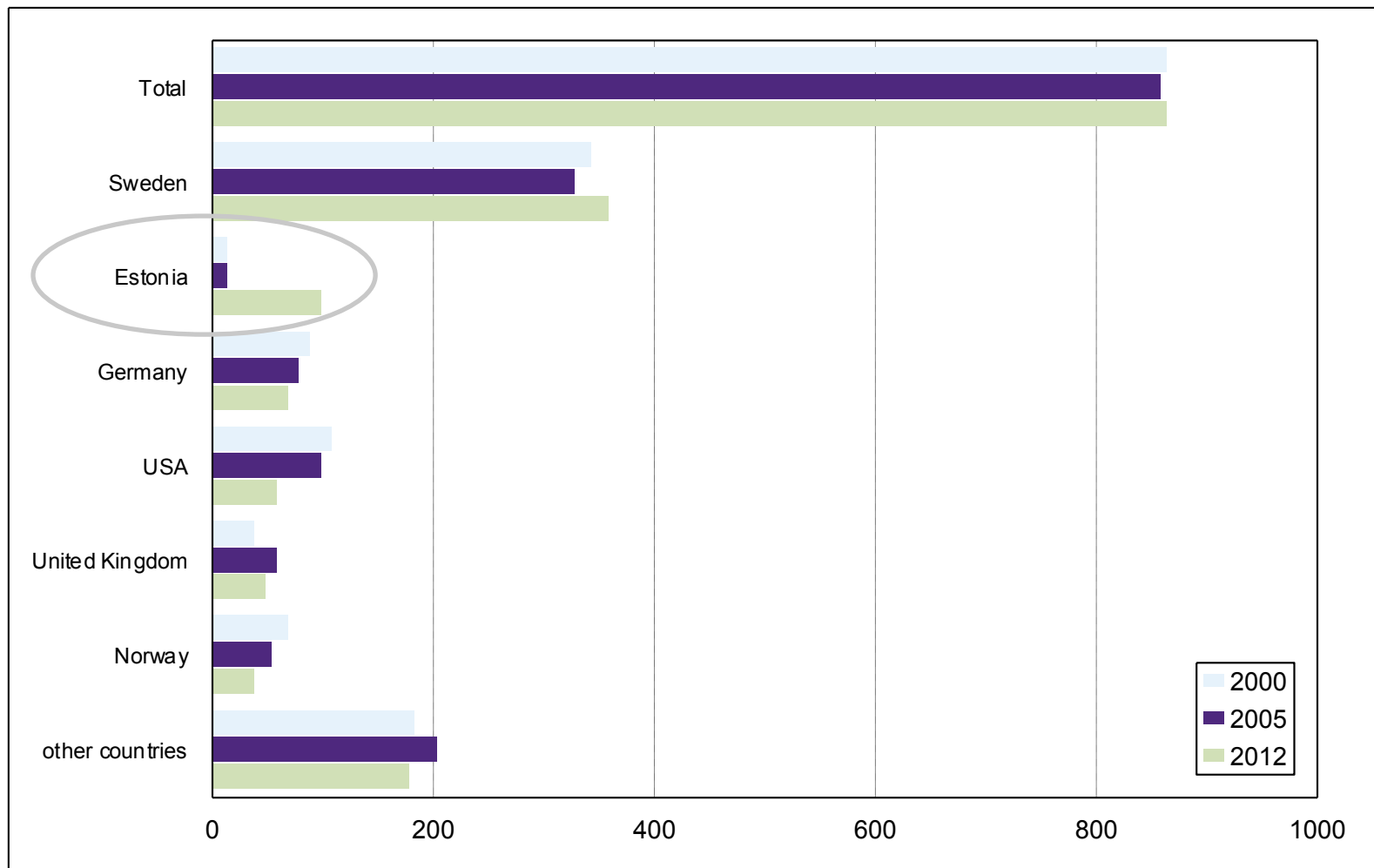
Emigration and remigration of Finnish citizens with the right to practice a health care profession in Finland between 1998 and 2010



Finnish working-age nurses and others with similar qualifications working abroad by country in 2000, 2005, 2010 and 2012

	2000	2005	2010	2012
Sweden	1,620	1,680	1,330	1,250
Norway	800	640	550	530
UK	300	380	370	340
Switzerland	330	330	280	240
US	170	190	190	200
Germany	300	250	170	150
Other countries	570	630	600	580
Total	4,080	4,100	3,500	3,300

Medical Doctors with the right to practice medicine in Finland working abroad by country in 2000, 2005 and 2012



Foreign nationals with the right to practice a health care profession in Finland working abroad by country at the end of 2012

	Doctors	Dentists	Nurses and others with similar qualifications	Others	Total
Sweden	140	10	15	15	180
Estonia	60	15	165	5	245
Other countries	35	15	15	10	75
Total	235	40	200	35	510

Monitoring Personnel in Health Care for Finland

- www.thl.fi/en_US/web/en/statistics/topics/personnel
- www.thl.fi/en_US/web/en/statistics/topics/personnel/international_mobility