

*Global Health
Networking for Better Outcomes
A Developed World Perspective*

Richard A. Cooper, MD
and
Linda H. Aiken, RN, PhD

Penn Consortium for Human Resources in Health



Commonwealth Peoples Forum
Malta
November 22, 2005

OVERVIEW

I. The Migration Drain

For many decades, doctors, nurses and other health care workers have migrated from developing to developed countries.

Indeed, such movement is intrinsic to workforce planning in developed countries.

Unfortunately, developed countries did not anticipate the workforce shortages that they are now experiencing, nor the shortages that have been projected, and the pressure for more migration is growing steadily.

II. The Dilemma of Migration

The impact of medical migration has been greatest on those source countries with the greatest burden of disease and the most fragile health care systems.

Developed countries must assist developing countries to train health care workers and to strengthen their health care systems.

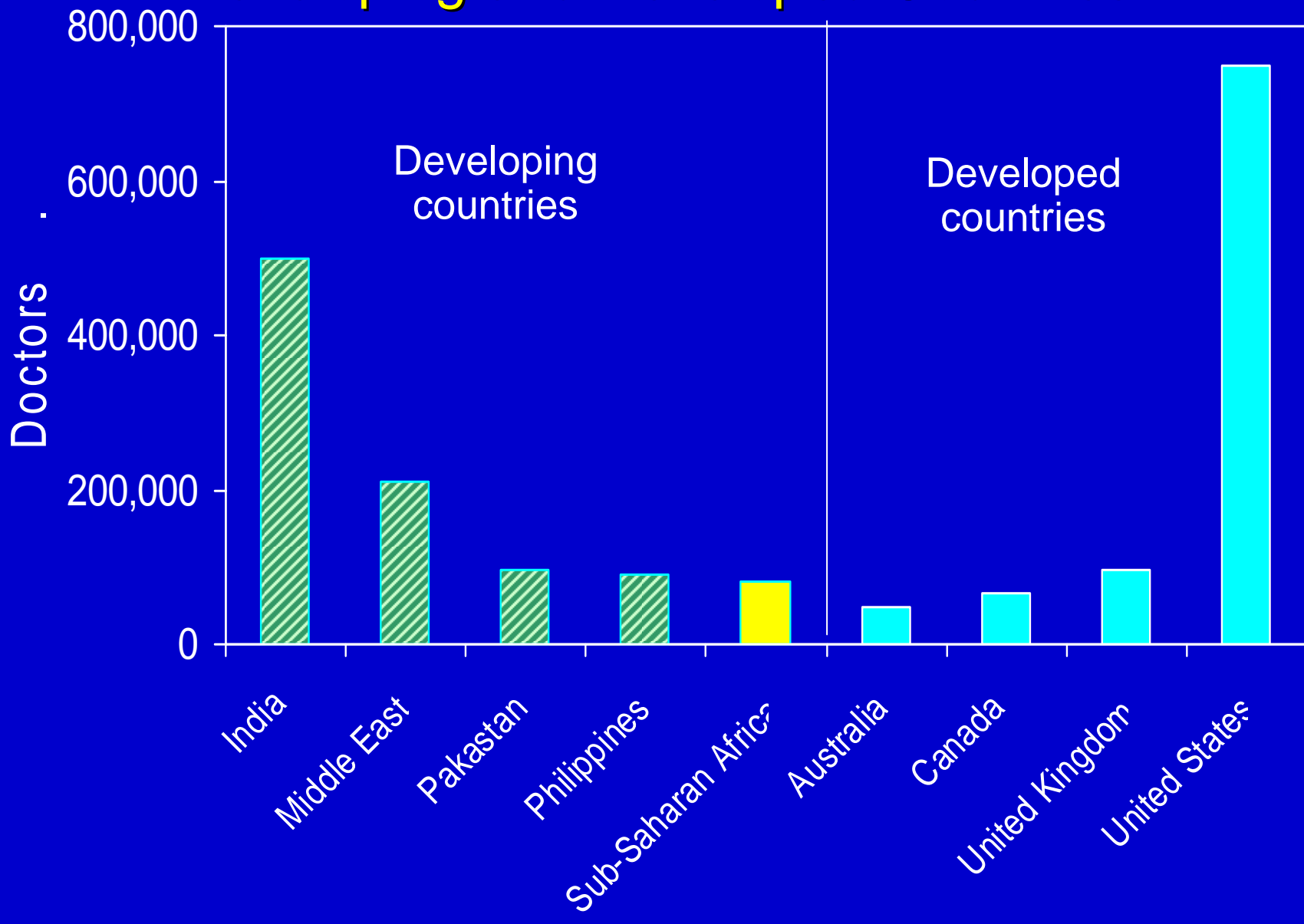
III. The Imperative for Self-Sufficiency

Regardless of what efforts developed countries make to strengthen the health care systems of developing countries, the drain of health care workers will continue to intensify unless developed countries become more self sufficient.

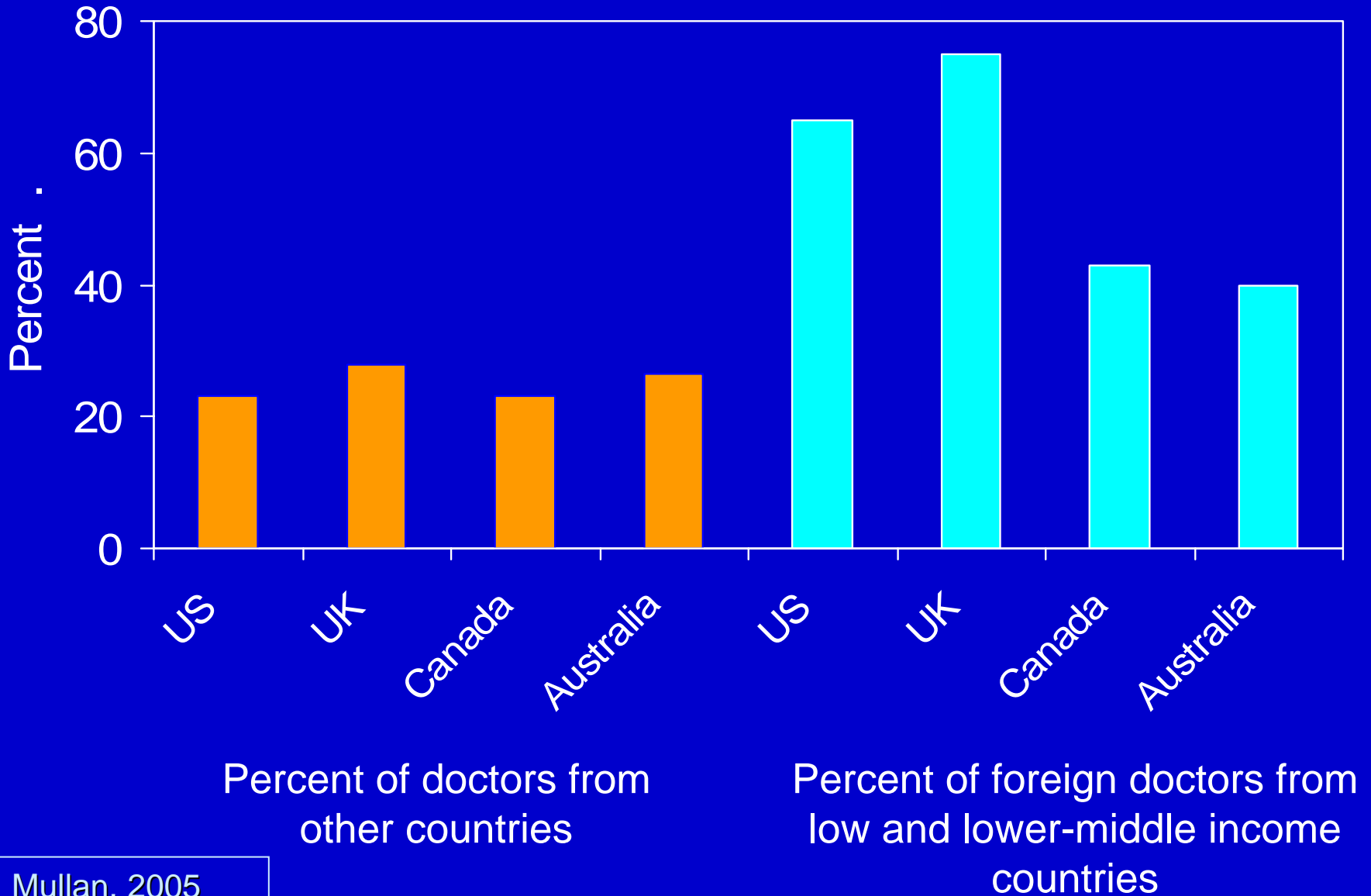
Nowhere is the imperative for self-sufficiency greater than in the United States, which among all developed countries has given the least attention to its shortages of doctors, nurses and other health care workers.

DOCTORS

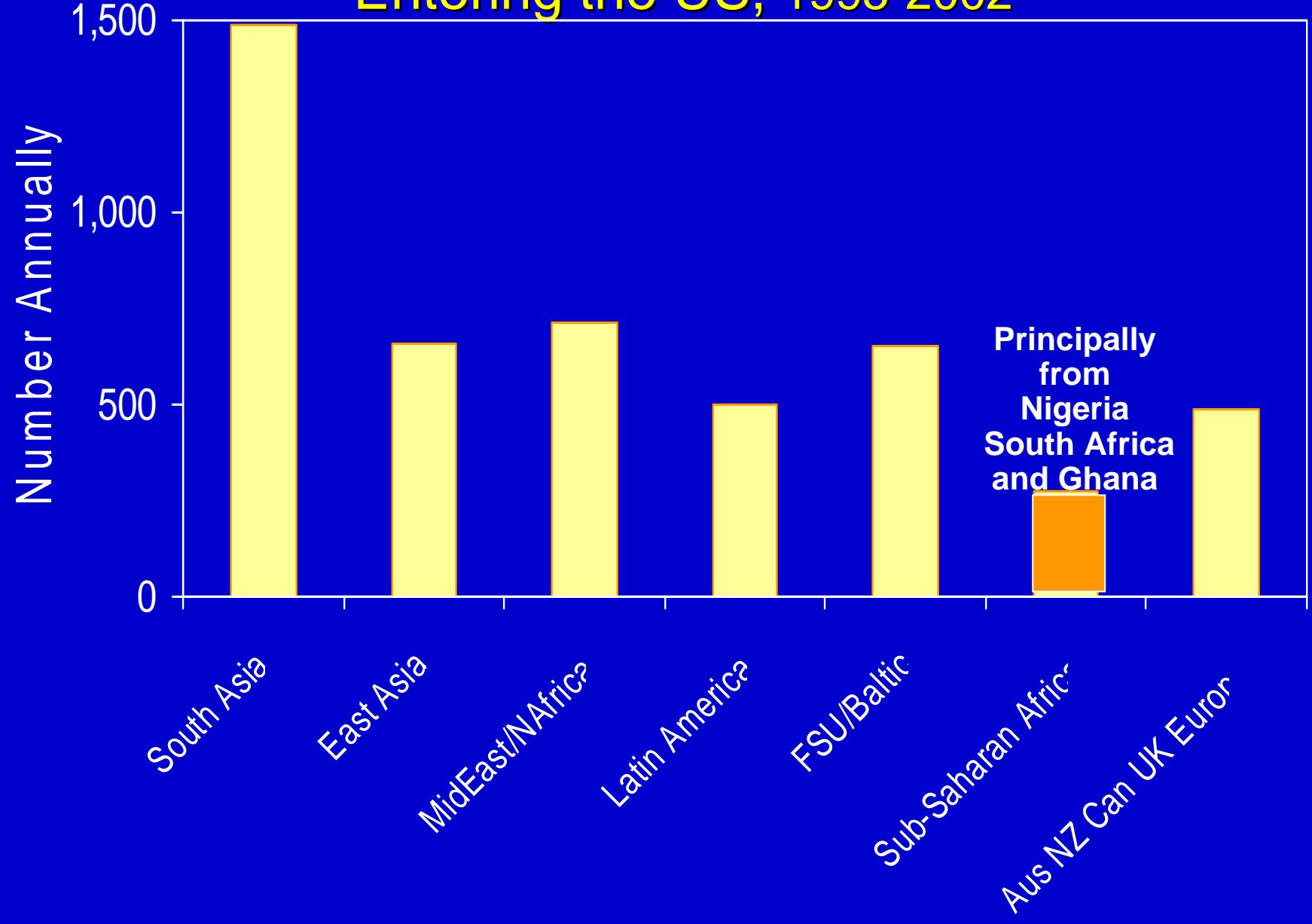
Doctors in English-speaking Developing and Developed Countries



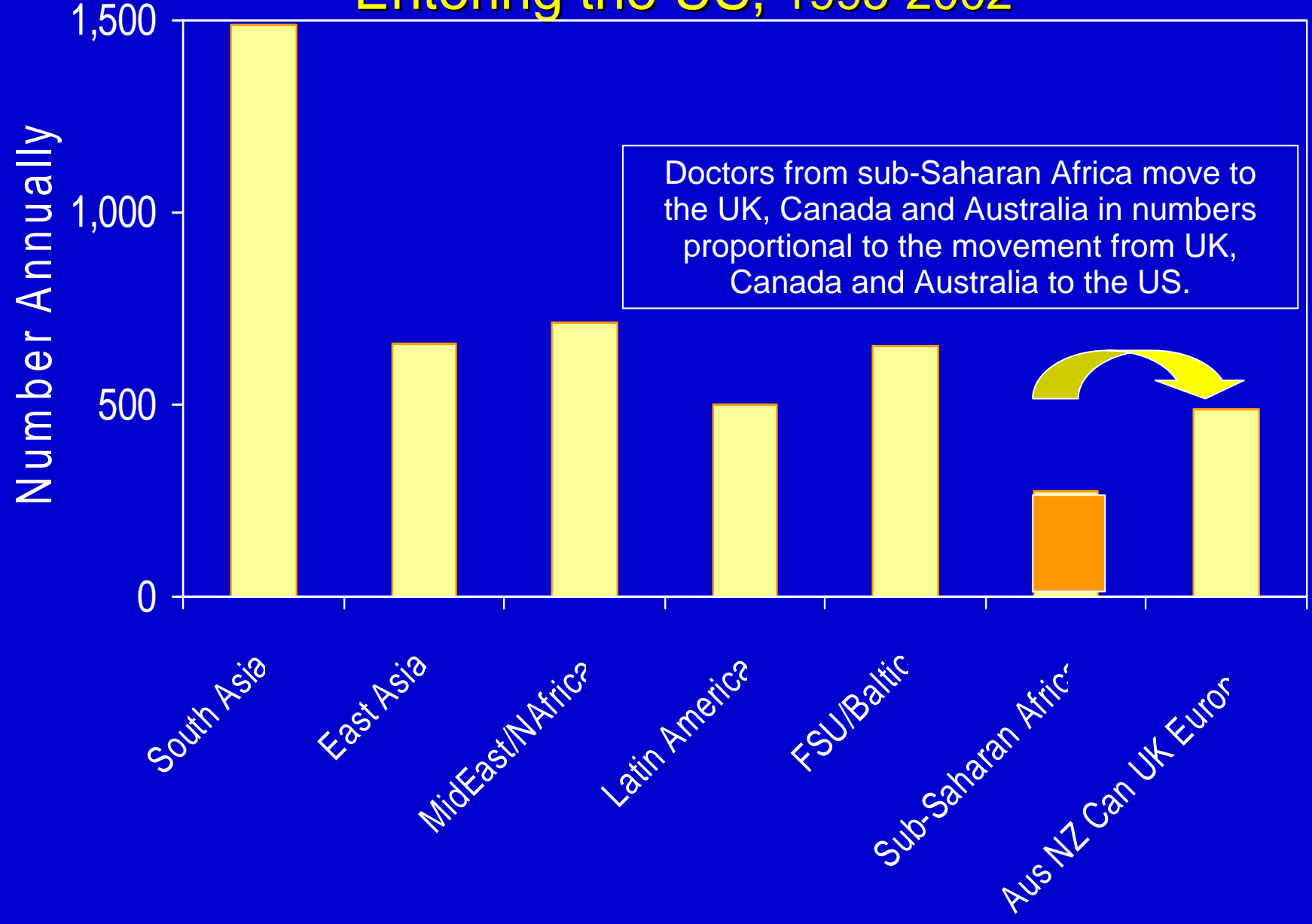
Contribution of Foreign Doctors to Developed Countries



Sources and Numbers of Doctors Entering the US, 1995-2002

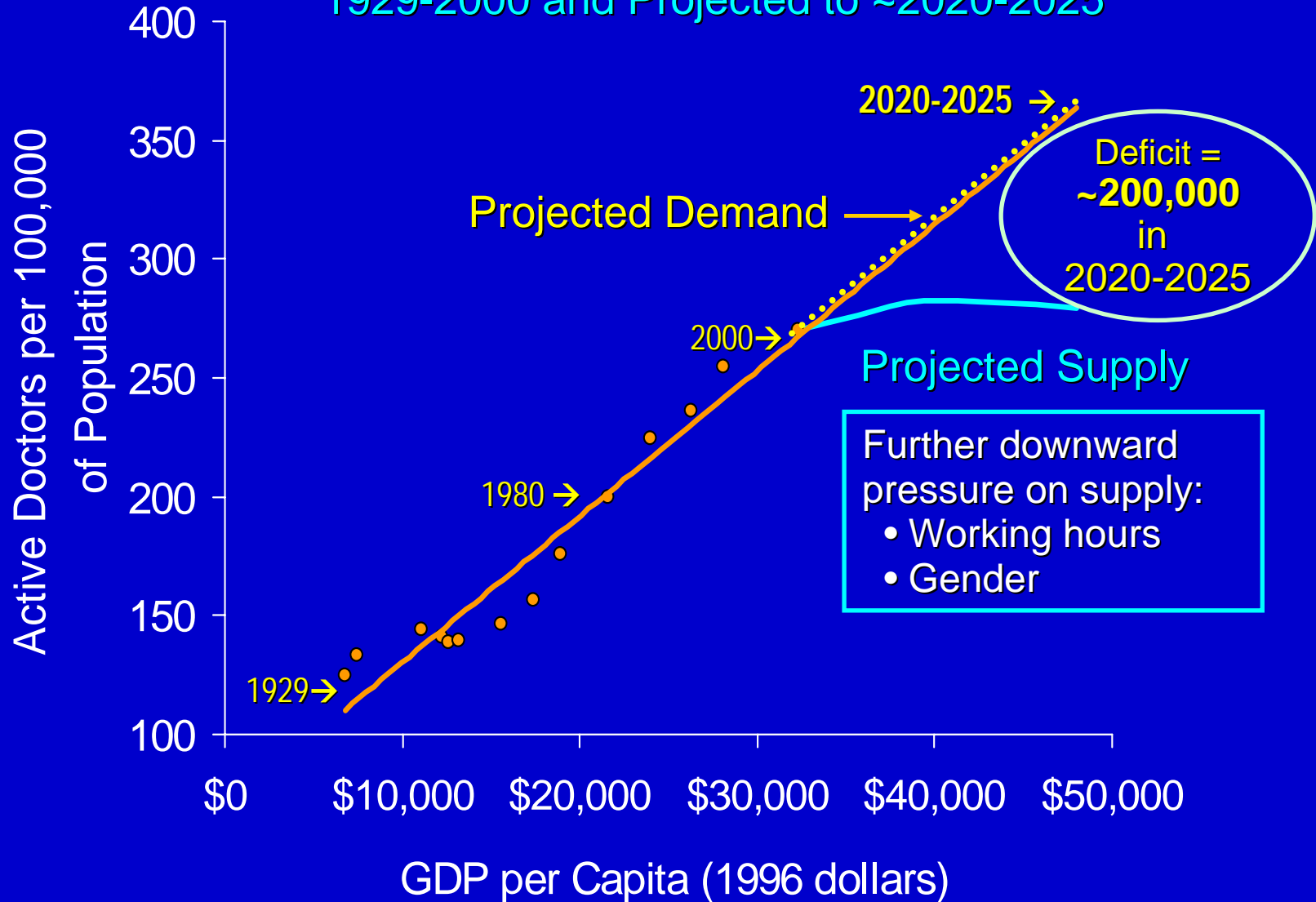


Sources and Numbers of Doctors Entering the US, 1995-2002

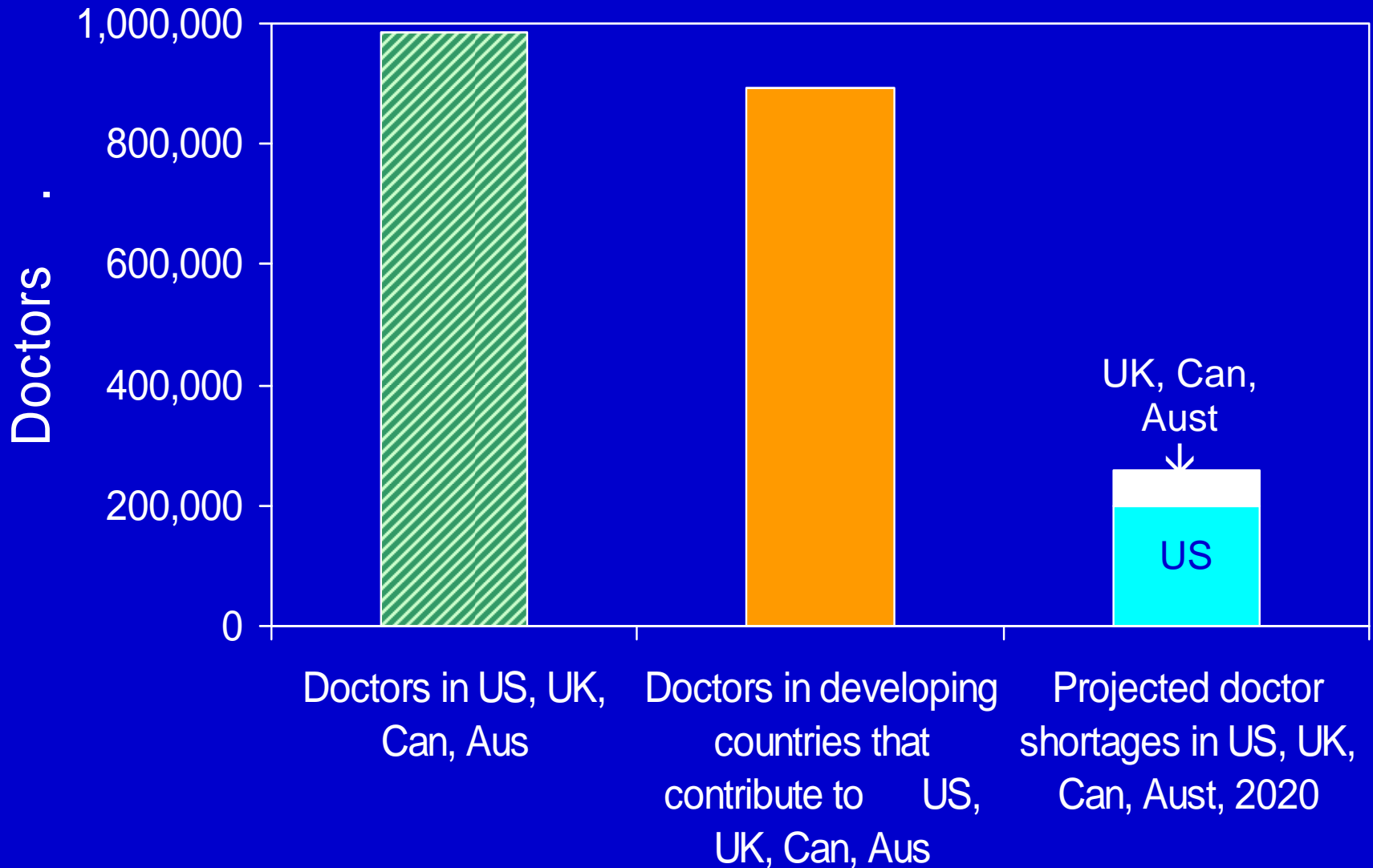


US DOCTORS

Supply and Demand vs. Gross Domestic Product 1929-2000 and Projected to ~2020-2025

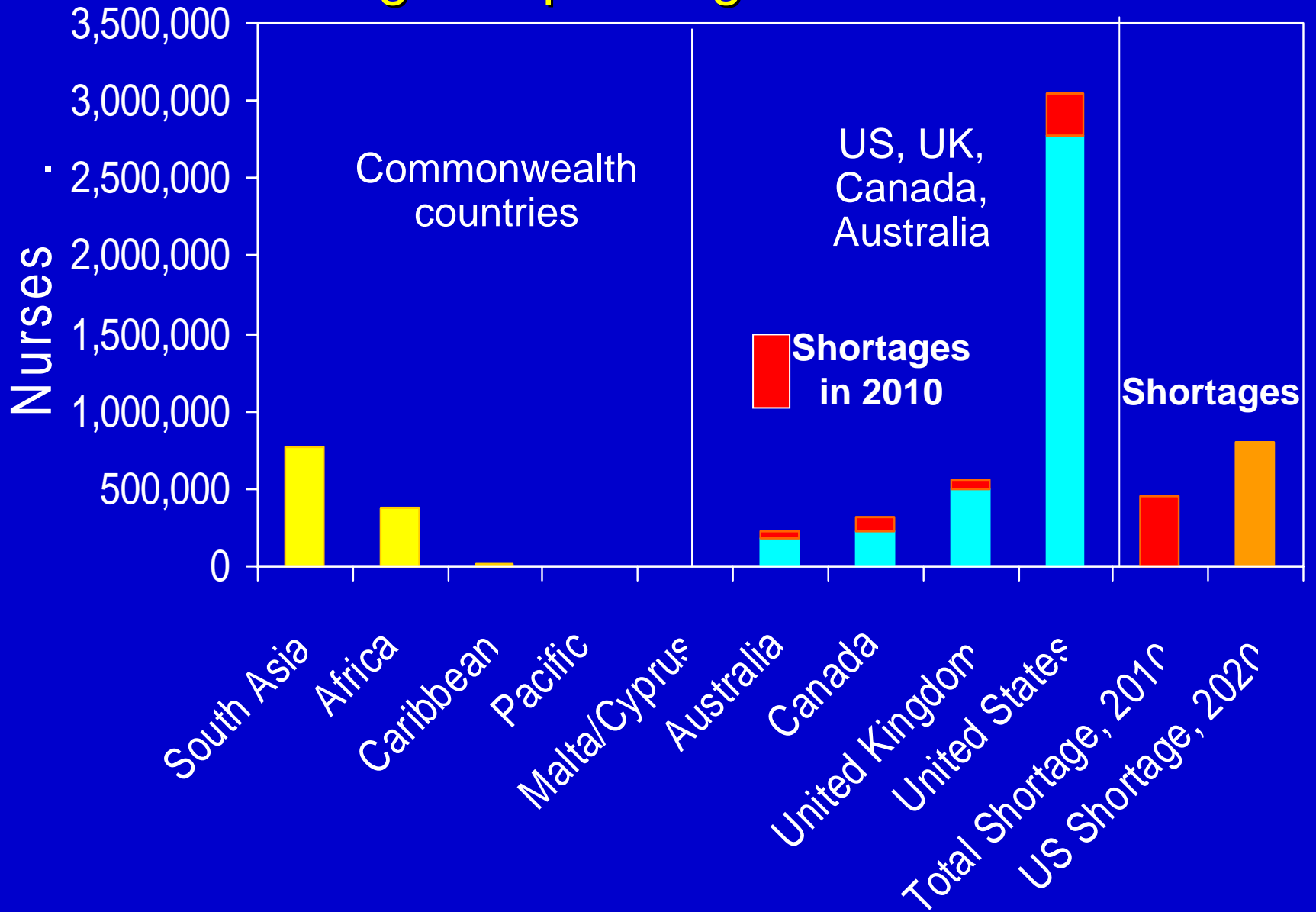


Total Doctors, 2005 and Projected Doctor Shortages, 2020 in the US, UK, Canada, Australia

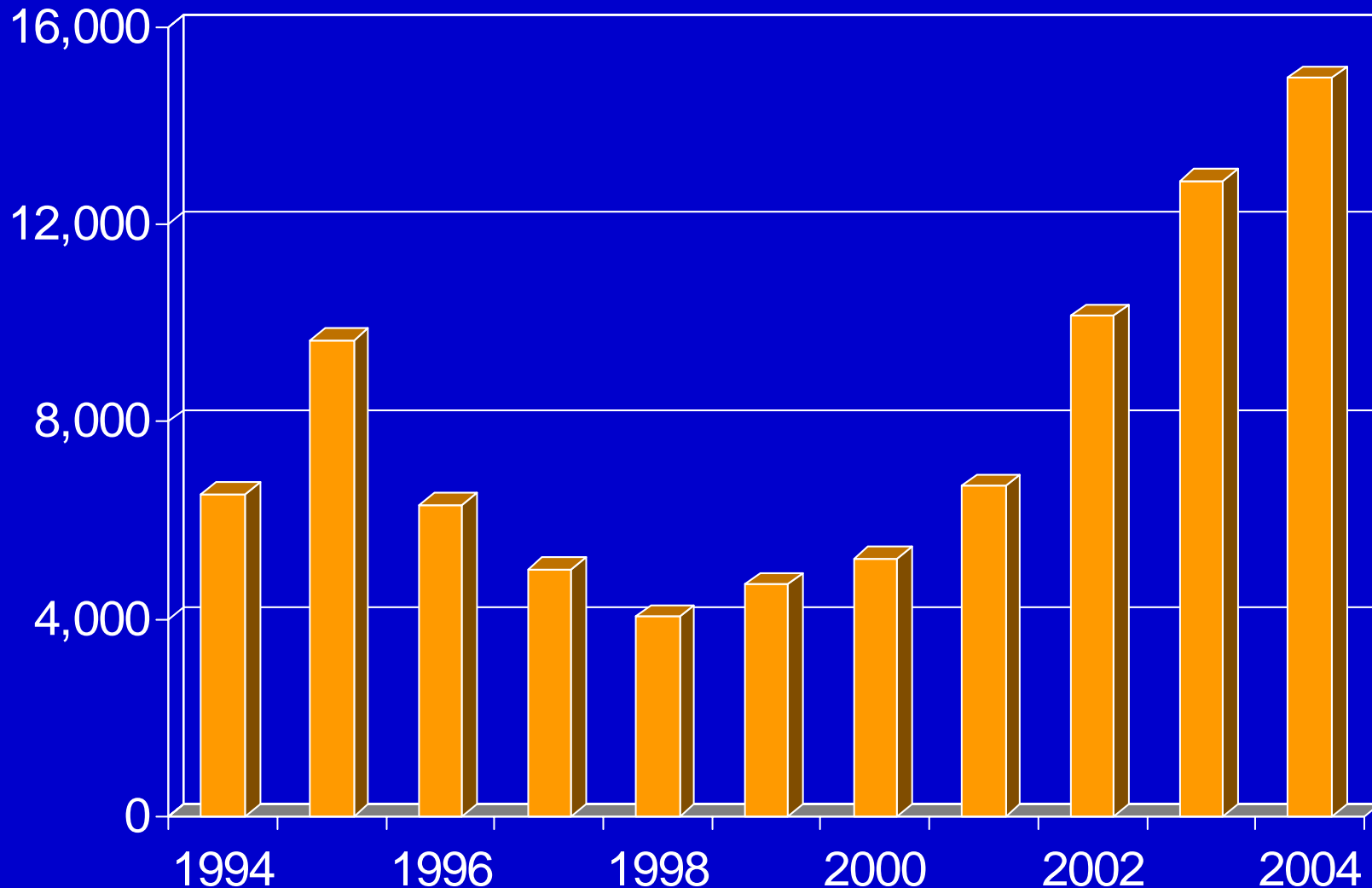


NURSES

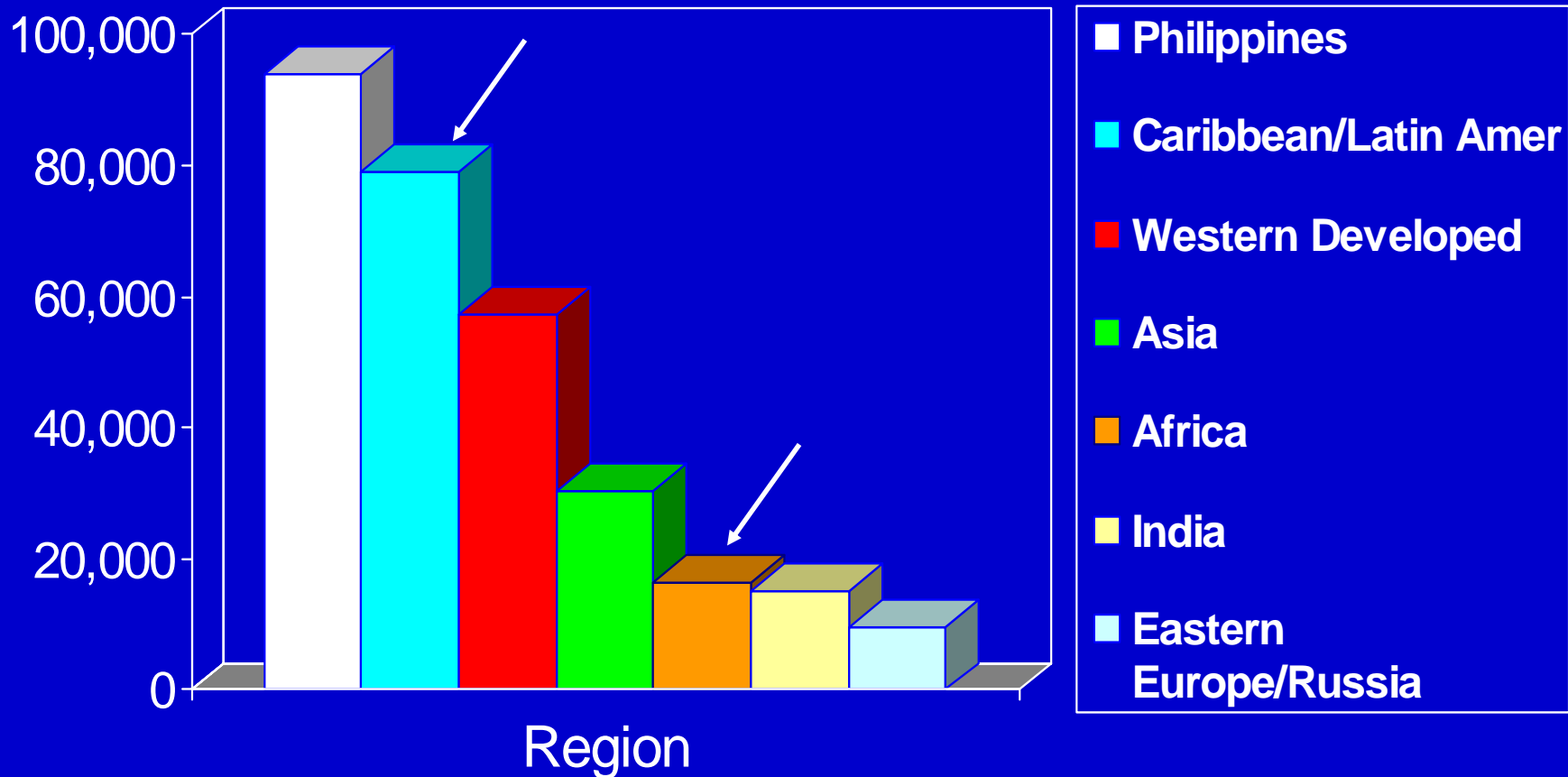
Nurses in English-speaking Countries



Newly Licensed Foreign Trained Nurses in U.S. 1994-2004

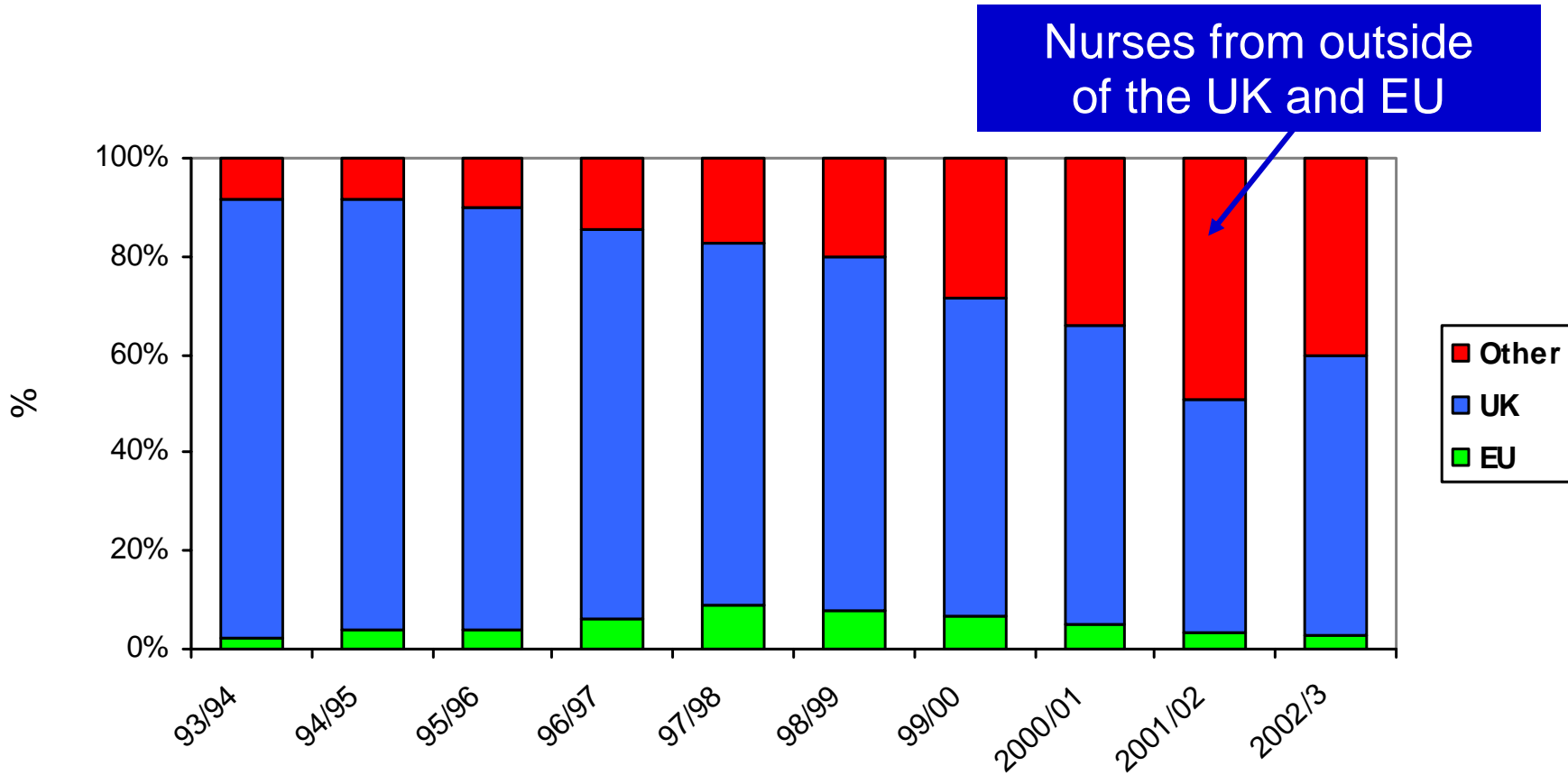


Foreign Born Registered Nurses Employed in the US by Source Region, 2000



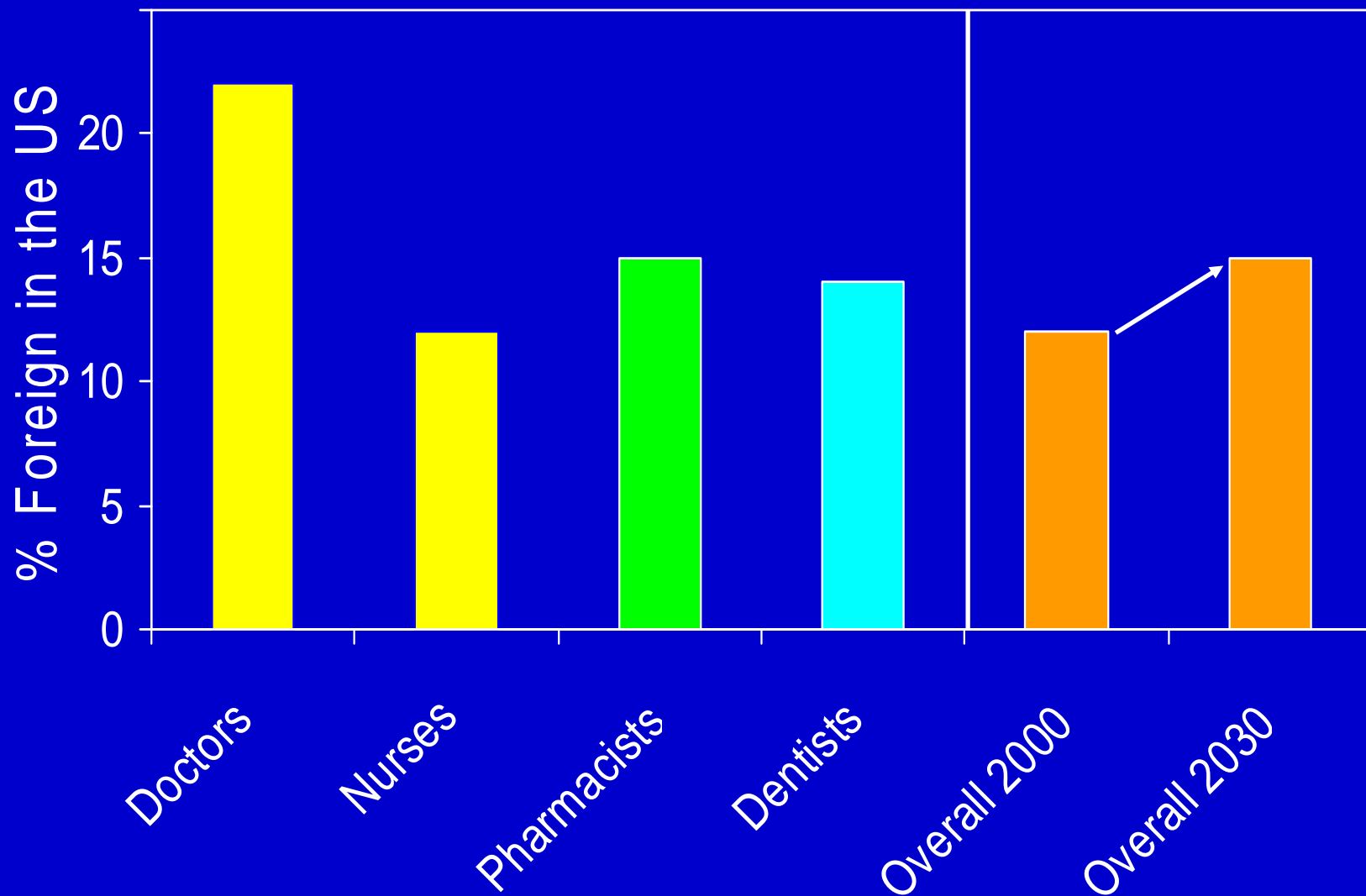
Total = 303,000 or 12% US Nurse Workforce

Percent of New Nurse Registrants in the UK from EEA, UK and "Other" Countries 1993-2003



From
Buchan,
2004

Not only Doctors and Nurses but also Dentists and Pharmacists Migrate to the US



Examples of the Migration of Pharmacists from Africa

Zimbabwe 80% of pharmacists have migrated
(active recruitment by UK and others)

Uganda 65% of pharmacists have migrated

Ghana (~100 pharmacists graduate annually)

1997	4 left for UK, Aust, NZ, US
------	-----------------------------

1998	8
------	---

1999	10
------	----

2000	24
------	----

2001	58
------	----

2002	84
------	----

Statement of the Problem (1)

1. There is a severe and growing, world-wide shortage of English-speaking doctors, nurses, dentists, pharmacists and other health care workers.
2. Approximately 50% of English-speaking doctors and nurses in the world reside in the United States and another 15% reside in the UK, Canada, Australia and New Zealand, leaving only 35% for developing countries, principally those of the Commonwealth.

Statement of the Problem (2)

3. The greatest deficits of doctors and nurses are in Commonwealth countries in Africa, south Asia, the Caribbean and the Pacific, most of which have enormous burdens of disease. Yet, these and other developing countries are major exporters of doctors and nurses to the developed world.
4. The shortages of doctors and nurses that have been projected in developed countries over the next 10 years are equivalent to approximately half the numbers of doctors and nurses who currently reside in the developing countries of the Commonwealth. Any significant draw on them will worsen the local situations.

--- General Observations ---

- None of the developed countries has a comprehensive national policy with respect to the supply of doctors or nurses, nor with respect to dentists or pharmacists.
- It seems unlikely that the problems associated with the migration of doctors, nurses and other health care workers from developing countries to developed countries can be solved without creating greater self-sufficiency within developed countries.

Policy Principles

Developed countries should

- (1) strive to attain greater self-sufficiency in the education and training of doctors, nurses and other health professionals;
- (2) assist developing countries to expand their capacity to train and retain doctors, nurses and other health care workers;
- (3) work with developing countries to strengthen their health care systems, particularly those countries with the lowest density of health professionals and the greatest burden of disease.

Thank you

