

RECRUITMENT STRATEGIES FOR **HEALTHCARE PROFESSIONALS**



Recruitment Of Health Professionals From Abroad

Rachel Bezner Kerr, Isaac Luginaah



Recruitment Of Health Professionals From Abroad:

Recruitment of Health Professionals from Abroad Bikal Dhungel, 2014-11-18 Seminar paper from the year 2014 in the subject Sociology Medicine and Health grade 1.0 University of Aberdeen College of Life Sciences and Medicine language English abstract Scarcity of Healthcare professionals especially Doctors and Nurses is a worldwide phenomenon On one hand demographic factors like population growth is bringing problems with it for example the demand of more healthcare on the other hand the ageing population also comes up with age related diseases like Alzheimer's and Dementia If Health Technology fails to develop further it is obvious that we will have to face difficult challenges in the future To meet the demand of more healthcare professionals countries like the UK are very dependent on foreign countries that supply such people like nurses from some East Asian countries The scarcity of Healthcare Professionals is also a big problem for developing countries Population growth and ageing not only generates the scarcity of health professionals but also brings the need to expand health infrastructures For example the healthcare institutions and health workforce that exist today were designed when the size of population was lower So today with higher growth of population the expansion of health infrastructures as well as health personnel is vital to meet the demand and to maintain the quality of healthcare

Recruitment and Retention of Health Care Professionals in the Nordic Countries Nordic Council of Ministers, 2014-09-17 The demographic trends and financial constraints in the Nordic countries and all over Europe are posing challenges especially in the health care sectors The rising number of elderly with new diseases as well as new technology and inventions create a growing demand for health care services and health care personnel The aim of this report is to establish a clearer picture of the challenges in the future health care sectors in the Nordic countries especially in terms of lack of health care personnel and the strategies and initiatives implemented for recruitment and retention of personnel

The International Migration of Health Workers R. Shah, 2010-09-30 Experts from ethicists and political philosophers to clinicians and trade unionists seek answers to a number of key ethical questions to further a deeper understanding of the ethics of health worker migration *Global Migration, Gender, and Health Professional Credentials* Margaret Walton-Roberts, 2022-03-01 Bringing together diverse approaches and case studies of international health worker migration *Global Migration Gender and Health Professional Credentials* critically reimagines how we conceptualize the transfer of value embodied in internationally educated health professionals IEHPs This volume provides key insights into the economic and feminist concepts of global value transmission the complexity of health worker migration and the gendered and intersectional intricacies involved in the workplace integration of immigrant health care workers The contributions to this edited collection uncover the multitude of actors who play a role in creating transmitting transforming and utilizing the value embedded in international health migrants *Mobility of Health Professionals* Frits Tjadens, Caren Weilandt, Josef Eckert, 2012-11-28 This book on mobility of health professionals reviews analyses and summarises published information and

data as well as collected interview data from stake holders including politicians policy makers health service managers and migrant health workers It is based on the research carried out under the umbrella of the EU funded project Mobility of Health Professionals MoHProf The partners involved in the MoHProf project gathered evidence from 25 countries around basic questions and knowledge gaps relating to the international migration of health professionals which involved an analysis of migration flows and evaluation of policies addressing migration This book provides a comprehensive description and analysis of the mobility streams the motives and driving forces behind them and the impact on and challenges for health systems and draws conclusions and provides recommendations for future strategic planning monitoring and the management of mobility of health professionals as well as further research and policy development needs Migrant Health Professionals and the Global Labour Market Radha Adhikari, 2019-10-29 This book offers a fresh perspective on gender debates in Nepal and analyses how the international migration of the first generation of professional female Nepali nurses has been a catalyst for social change With unprecedented access to study participants in Nepal the source country following them and their networks in the UK the destination country this ethnographic study explores Nepali nurses migration journeys relocation experiences and their international migration dreams and aspirations It illustrates how migrant nurses strive to manage social and professional difficulties as they work towards achieving their ultimate migration aims The book shows that nursing shortages and international nurse migration are issues of gender on a global scale and that the current trend of privatisation in health systems makes the labour market vulnerable and stimulates international migration of health professionals Arguing that international nurse migration is an integral part of the globalisation of health the author highlights key policy strategies that are useful for global nursing and health workforce management A well informed and much needed study of nurse migration in the global healthcare market this book will be of interest to professionals and academics working in nursing studies health and social care studies gender and international migration studies and global health studies as well as South Asian studies *Geographies of Health and Development* Rachel Bezner Kerr, Isaac Luginaah, 2016-03-03 The geographies of health and development is an emerging sub discipline tying in with many of the conceptual theoretical and practical components of other disciplines working in health health care economics and international development Spatially and theoretically grounded in geography this collection offers a fresh perspective on the dialectic relationships between health and development Health problems in a developing context take on much higher rates of prevalence as a result of the varied cultural structural and economic vulnerabilities of the people they impact This book begins by exploring some of the circumstances surrounding the distinctive health inequities currently facing many developing countries including malaria maternal mortality and HIV AIDS This is followed by a discussion of how matters of physical access and human resource issues and perhaps most importantly the challenges of financing together shape the access and utilization of health care Examining how the environment interacts to influence the health of the people that live there the next section includes

discussion around challenges of food in security and the importance of clean and uncontaminated water for health Finally the book explores the influence of globalization on health specifically within the urban environment against the backdrop of global health policy

The International Migration of Health Workers John Connell,2008-02-11 Drawing together work on the migration of health workers in a range of global contexts this title provides a detailed overview of the growing phenomenon of the international migration of skilled health workers nurses doctors and a range of more specialized workers

Nurse Migration in Asia Radha Adhikari,Evgeniya Plotnikova,2023-05-22 Nurse Migration in Asia explores the ever increasing need for a larger nursing and healthcare workforce in Asia where countries are undergoing rapid transformation given economic globalisation and commercial expansion The book examines some of the major forces that play key roles in the changing dynamics of 21st century nurse and care worker migration in the Asian context changes which inevitably have global implications The country case studies range from India China Singapore to Japan and the Philippines Common themes emerge the rapid and unpredictable nature of nurse migration patterns including the direction purpose and frequency of migration and the changes in professional training regulation and workforce policy Forces causing these shifts include the changing population demography global and regional economic fluctuations and finally changing professional roles and gender dynamics The book analyses the response to these transformations and how countries adjust their immigration regulations to attract foreign healthcare professionals It concludes by highlighting the importance for all countries to remain vigilant as regards the exacerbating workforce crisis and engage in developing coherent policy governance frameworks to manage healthcare workforce at the national or international levels A valuable addition to the literature this book will be of interest to academics in the field of nursing health and social care workforce studies population demography labour markets gender and international migration studies globalisation in health and Asian studies

International Healthcare Professionals' Handbook: A Success Guide to Working in the UK for Nurses, Midwives and Allied Health Professionals - E-Book Annesha Archyangelio,2024-07-30 The International Healthcare Professionals Handbook is a compendium of advice information and support for new international recruits embarking on careers in the UK from those who have succeeded before Written by Annesha Archyangelio a Jamaican born nurse who has worked for many years in the NHS the book will help you navigate UK healthcare systems and processes with ease It s packed full of handy guidance covering everything from terminology to cultural competency and how to adapt to new ways of working This invaluable book will not only help you settle into your role in the UK but provides strategies for thriving in your career into the future Offers support all the way from the international recruitment process through to successful completion of exams and beyond Focuses on staff development and progression in the workplace Presents a guide to the structure of the NHS and other health and social care services Gives overviews of the NMC RCN and other key bodies Covers communication challenges and cultural competency Includes measurements abbreviations and a dictionary of key terms and colloquialisms indispensable for international

recruits *HC 246 - Strengthening Health Systems in Developing Countries* Great Britain: Parliament: House of Commons: International Development Committee, 2014-09-12 Better health is a basic human right and an end in itself A healthy population is also essential to development Recent years have seen some rapid improvements in health partly driven by the Millennium Development Goals and the large international funds set up to accelerate progress towards them However these improvements have at times been achieved despite the poor state of health systems in many developing countries Stronger health systems will be required to ensure efficiency tackle growing challenges such as non communicable diseases and progress towards self sufficiency DFID has long had a good reputation for health system strengthening and this is reflected in its own work But DFID now relies on international partners which do not all share this reputation in an increasing number of countries and to manage an ever greater proportion of its expenditure We recommend that DFID reviews in each country whether its funding arrangements enable its health systems strengthening objectives to be met Assessing the effectiveness and value for money of health system strengthening work by DFID and its international partners is more difficult than it ought to be Expenditure and performance figures are not published and the research base is inadequate This must change The UK has one of the best health systems in the world but DFID makes only limited use of it We call on DFID to work with the NHS in expanding volunteering schemes for doctors and nurses and making more use of NHS finance and management skills **A Fair Deal on Talent - Fostering Just Migration Governance** Bertelsmann Stiftung, 2015-05-12 If well

managed migration generates benefits for migrants their countries of origin and the countries they settle in For migrants it can help them expand their skill sets and improve their standard of living For destination countries it can alleviate demographic pressures and foster cultural diversity For origin countries it can bring benefits associated with remittances and knowledge transfers However in reality these benefits are rarely achieved as migration policy failures frequently lead to suboptimal or even negative outcomes Realizing the full potential of migration therefore demands we foster a paradigm shift toward the fair management of migration Fair migration is driven by the desire to achieve a triple win for migrants destination countries and origin countries In addition to outlining the key challenges and opportunities associated with fair migration this volume examines the good practices of a variety of countries and institutions which highlight aspects of fair migration The volume concludes with policy recommendations for effective and fair migration policymaking at the national and international levels As a conceptual and empirical contribution to both national and international debates on managing migration this volume aims to enrich discussions among policymakers business leaders civil society actors and scholars alike

Labor and Health Economics in the Mediterranean Region: Migration and Mobility of Medical Doctors Driouchi, Ahmed, 2013-11-30 The increasing demand for health care and advances in healthcare technologies has exacerbated the present shortage of health personnel In response to these changes physicians may choose to offer their services elsewhere Labor and Health Economics in the Mediterranean Region Migration and Mobility of Medical Doctors addresses the mobility

of physicians in the Mediterranean region within a global context focusing on the role mobility has played in the global health system in both developed and developing economies Besides universities and researchers public and private medical practitioners and agencies can make use of this book to further their knowledge of the changing healthcare industry

Migration and Development Wonderful Hope Khonje, 2015-02-11 Over the past two decades studies on the migration development nexus often portray small states as one homogeneous group developing countries without considering their critical and peculiar challenges or inherent vulnerabilities due mainly to their size This book explores key dynamics of migration and development in a small states setting It includes case studies from small states in Africa Caribbean and the Pacific that will help policy makers to embrace migration as an inevitable phenomenon and devise policies that will maximise the benefits from migration at a minimal cost Performance of Healthcare Professionals, Crossing Borders and New Professions, Volume 3

Marc Seale, 2026-01-07 A comprehensive and authoritative reference on the principles and processes for regulating healthcare professionals In *Performance of Healthcare Professionals Crossing Borders and New Professions* renowned international regulator Dr Marc Seale delivers an authoritative discussion on the performance of healthcare professionals including international practice and the regulation of new and evolving disciplines This comprehensive reference work examines all components of the performance of healthcare professionals providing clear definitions and analysis lacking in the existing literature on the subject and offers a practical guide for understanding a complex regulatory landscape Readers will also find A thorough introduction to performance underperformance and the failure of healthcare professionals Comprehensive explorations of expressed concerns about individual practitioners fitness to practice and tribunals Practical discussions of compliance with conditions of practice rehabilitation and restoration Complete treatments of emigration crossing borders and the emergence of new healthcare professions Perfect for professors teachers and educators of healthcare students *Performance of Healthcare Professionals Crossing Borders and New Professions* will also benefit healthcare students consumer advocacy organisations healthcare employers professional associations lawmakers and regulators **Policy and Politics for Nurses and Other Health Professionals** Donna M. Nickitas, Donna J.

Middaugh, Nancy Aries, 2016 Each new print copy includes Navigate 2 Advantage Access that unlocks a comprehensive and interactive eBook student practice activities and assessments a full suite of instructor resources and learning analytics reporting tools *Policy and Politics for Nurses and Other Health Professionals Second Edition* focuses on the idea that all health care providers require a fundamental understanding of the health care system including but not limited to knowledge required to practice their discipline The text discusses how health care professionals must also prepare themselves to engage in the economic political and policy dimensions of health care The Second Edition offers a nursing focus with an interdisciplinary approach intertwined to create an understanding of health care practice and policy The text is enriched through the contributions from nurses and other health professionals including activists politicians and economists who

comprehend the forces of healthcare in America how their impact on the everyday provider The new edition features key updates on the current health care environment including the Affordable Care Act Instructor Resources include Test Bank Web Link Resources PowerPoint TM Slides

Healers Abroad Institute of Medicine, Board on Global Health, Committee on the Options for Overseas Placement of U.S. Health Professionals, 2005-07-27 Healers Abroad Americans Responding to the Human Resource Crisis in HIV AIDS calls for the federal government to create and fund the United States Global Health Service GHS to mobilize the nation's best health care professionals and other highly skilled experts to help combat HIV AIDS in hard hit African Caribbean and Southeast Asian countries The dearth of qualified health care workers in many low-income nations is often the biggest roadblock to mounting effective responses to public health needs The proposal's goal is to build the capacity of targeted countries to fight the HIV AIDS pandemic over the long run The GHS would be comprised of six multifaceted components Full-time salaried professionals would make up the organization's pivotal service corps working side by side with other colleagues already on the ground to provide medical care and drug therapy to affected populations while offering local counterparts training and assistance in clinical technical and managerial areas

Contemporary Africa T. Falola, E. Mbah, 2014-08-20 60 years after independence African nations still find it difficult to face a number of challenges from establishing meaningful democratic institutions to establish social structures centered on the advancement of gender equality This volume approaches these contemporary African challenges while combating a reflexive and facile Afro Pessimism

Routledge International Handbook of Medical Education Khalid Abdulrahman, Stewart Mennin, Ronald Harden, Catherine Kennedy, 2015-07-16 Twenty-first century medical schools postgraduate bodies and other medical education organisations are responding to rapid advances in medicine healthcare delivery educational approaches and technology and globalisation Differences in geography culture history and resources demand diversity amongst educational systems This important volume is designed to help medical educators working in today's challenging circumstances by providing an overview of best practices and research in medical education Routledge International Handbook of Medical Education provides a practical guide to and theoretical support for the major education challenges facing teachers managers and policy makers around the world Highlighting how resources can be used to provide effective and sustainable responses to the key issues facing medical educators the handbook offers a truly international perspective of best practices with contributing editors and authors from around the globe Routledge International Handbook of Medical Education recognises the need to maintain established best practices when appropriate and to respond adaptively to cultural differences and local conditions facing medical education This topical book deals with the key challenges facing medical education by the different stakeholders including selection and admission of students to study medicine competences necessary for graduates to enable them to recognize and address emerging health issues and policies teaching and learning processes that are necessary to meet tomorrow's challenges approaches to assessment including the integration of

assessment and learning design and management of complex curricula that provide educational strategies to meet regional and global problems A unique diverse and illustrative resource of best practices in medical education the handbook is stimulating reading for all educators of present and future health care professionals *International Migration Outlook 2015* OECD,2015-09-22 This publication analyses recent development in migration movements and policies in OECD countries and some non member countries as well as the evolution of recent labour market outcomes of immigrants in OECD countries It includes a special chapter on Changing Patterns in the international

Recruitment Of Health Professionals From Abroad Book Review: Unveiling the Power of Words

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