

Covid-19 and international supply of nurses

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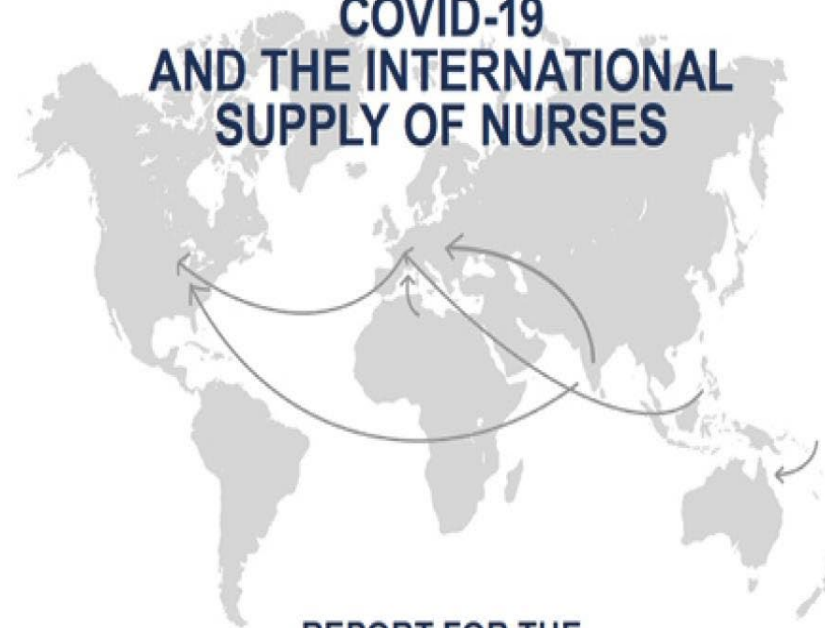
- Impact of Covid-19
- Pre/during Covid trends
- What next?

https://www.icn.ch/system/files/documents/2020-07/COVID19_internationalsupplyofnurses_Report_FINAL.pdf



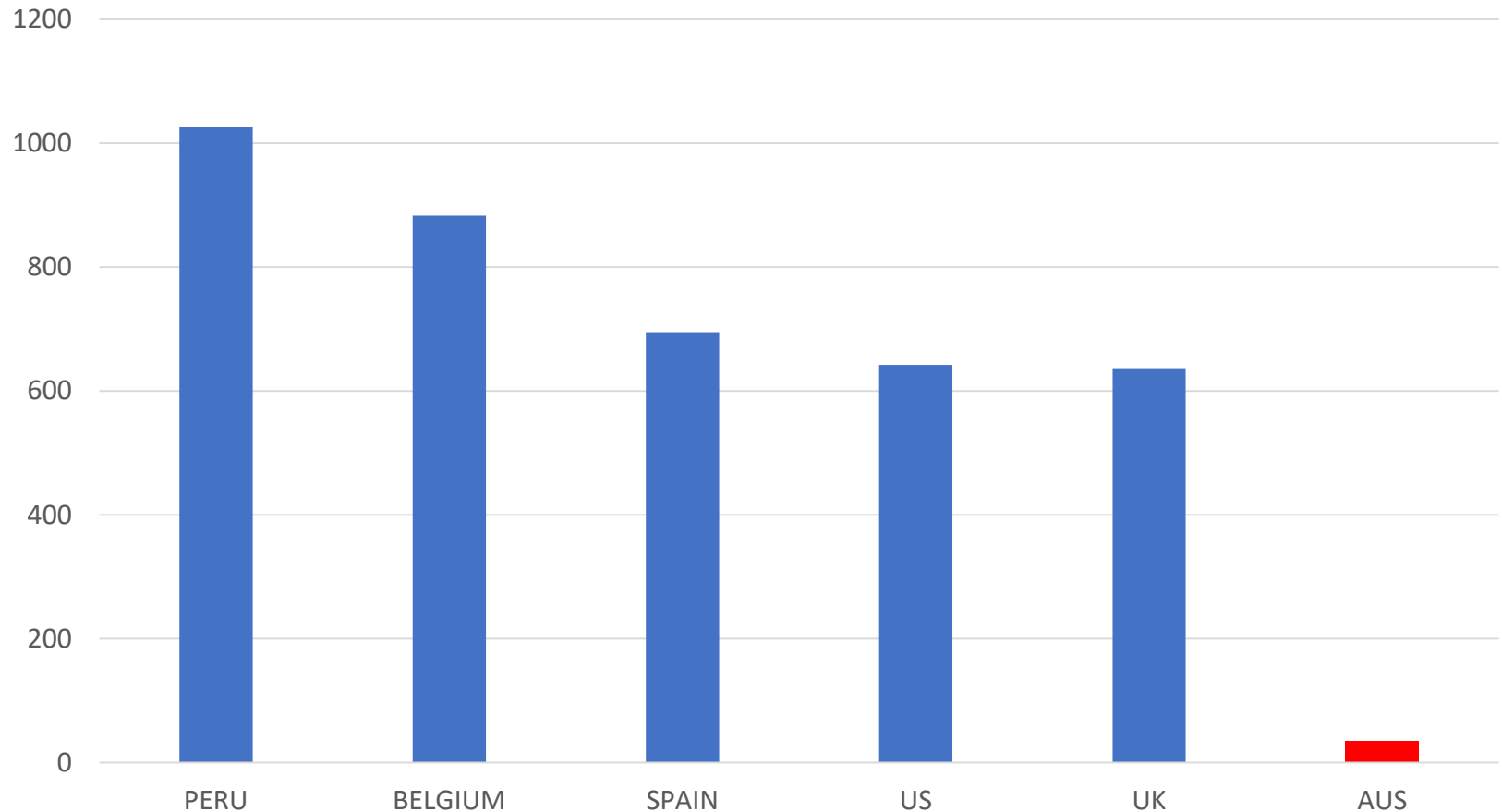
INTERNATIONAL COUNCIL OF NURSES

COVID-19 AND THE INTERNATIONAL SUPPLY OF NURSES



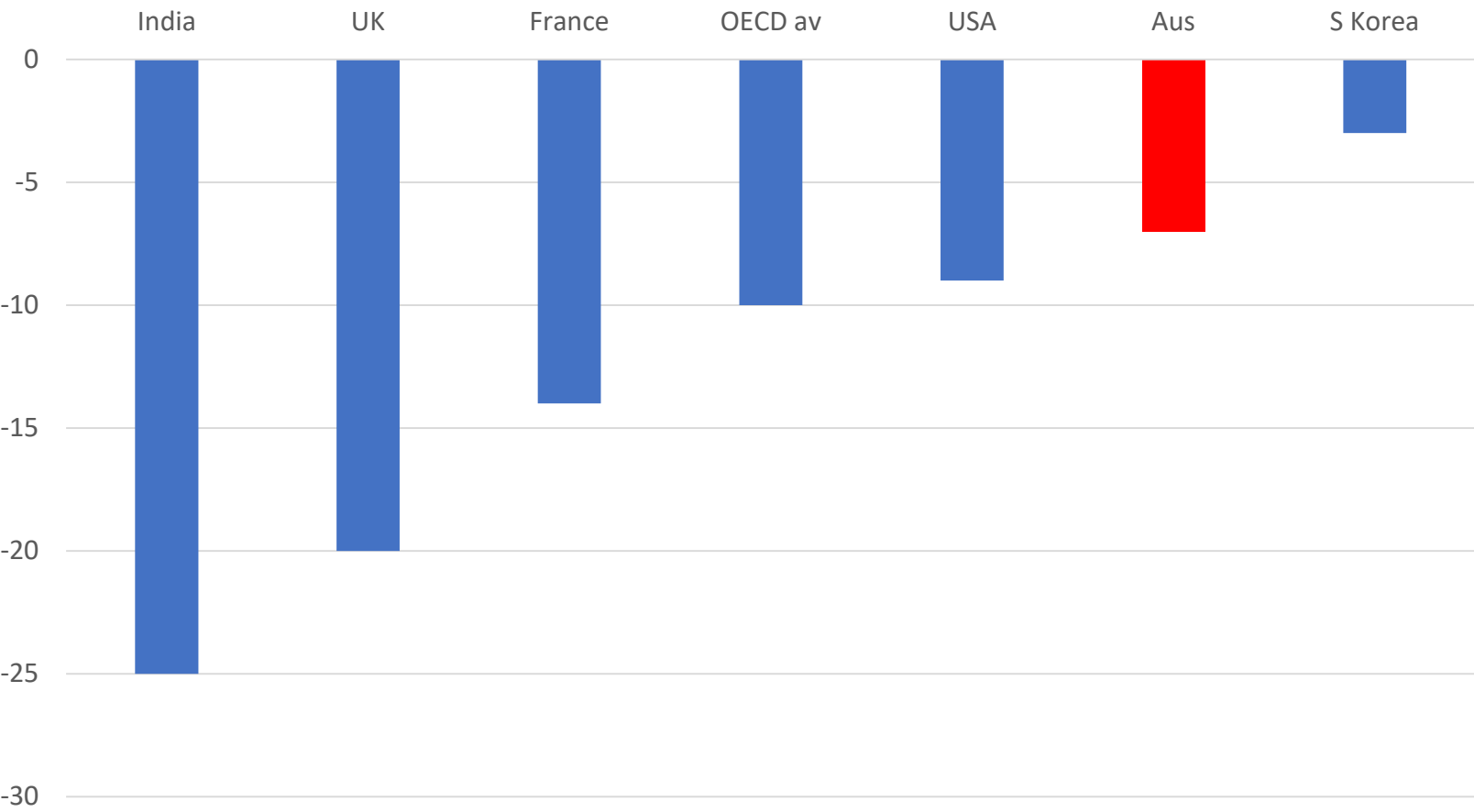
REPORT FOR THE
INTERNATIONAL COUNCIL OF NURSES

COVID-19 deaths per million population, by country, 7 Oct, (source Statista)



Health is wealth. GDP total, % change, previous period, Q2 2020,

source: OECD



Policy response, European countries: nurse/ workforce “surge”:

<https://www.covid19healthsystem.org/mainpage.aspx>

- increasing the contribution of the current workforce [additional hours, new shift patterns, redeployment etc]
- co-opting medical and nursing students into the workforce
- bringing retired health professionals back into the workforce
- bring inactive health professionals back into the workforce
- “fast tracking” foreign trained health professionals into the workforce
- volunteers into the workforce

UK temporary nursing register-July

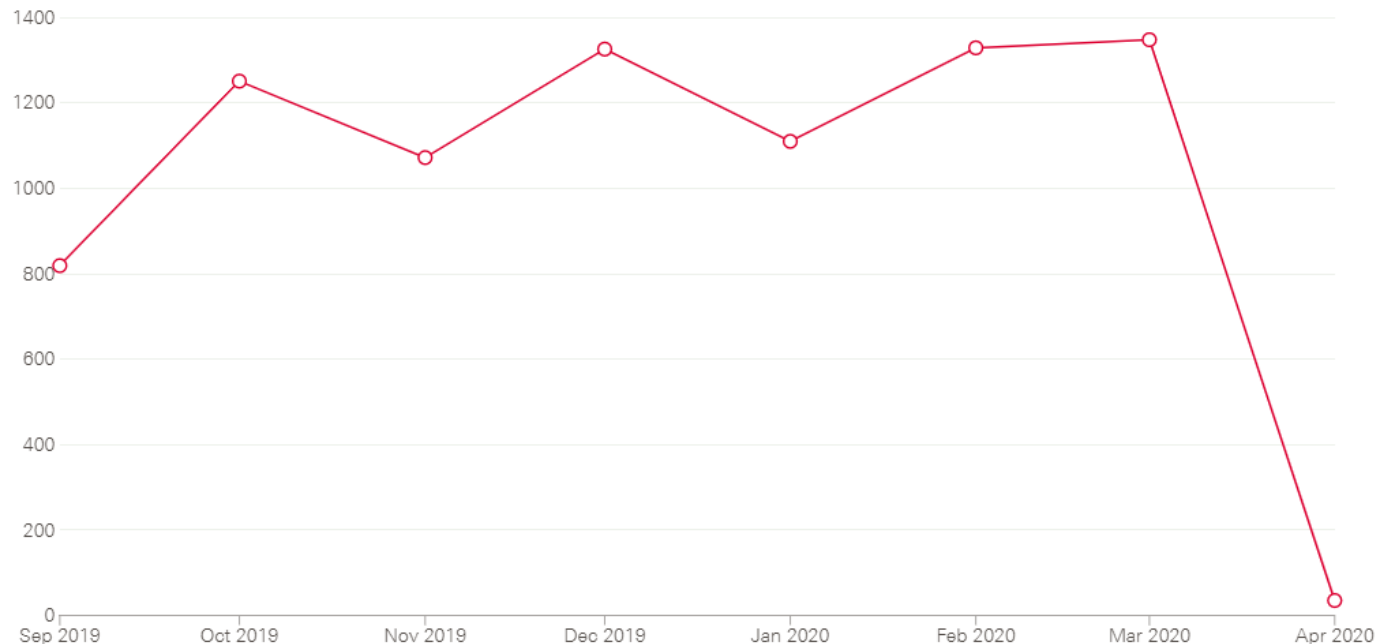
<https://www.nmc.org.uk/globalassets/sitedocuments/covid-19-temporary-register/covid-19-temporary-register-analysis-2-july-2020-full-report.pdf>

- Approx 14,000 registered:
 - 66% had left the permanent register in the last three years
 - 16% had left between three to five years
 - 18% were overseas applicants
- Two thirds (66 percent) of those who had left in the last three years, and 80 percent who had left between three and five years ago, **had not yet started practising or received an offer of employment** [BUT Fewer than 3 percent of overseas applicants had not yet started practising]

The impact of Covid 19: UK: An immediate crash in international nurse supply

As COVID-19 impacted on international mobility, the number of non-EEA trained nurses newly registering fell sharply

Number of non-EEA trained nurses newly registering on the NMC's permanent register



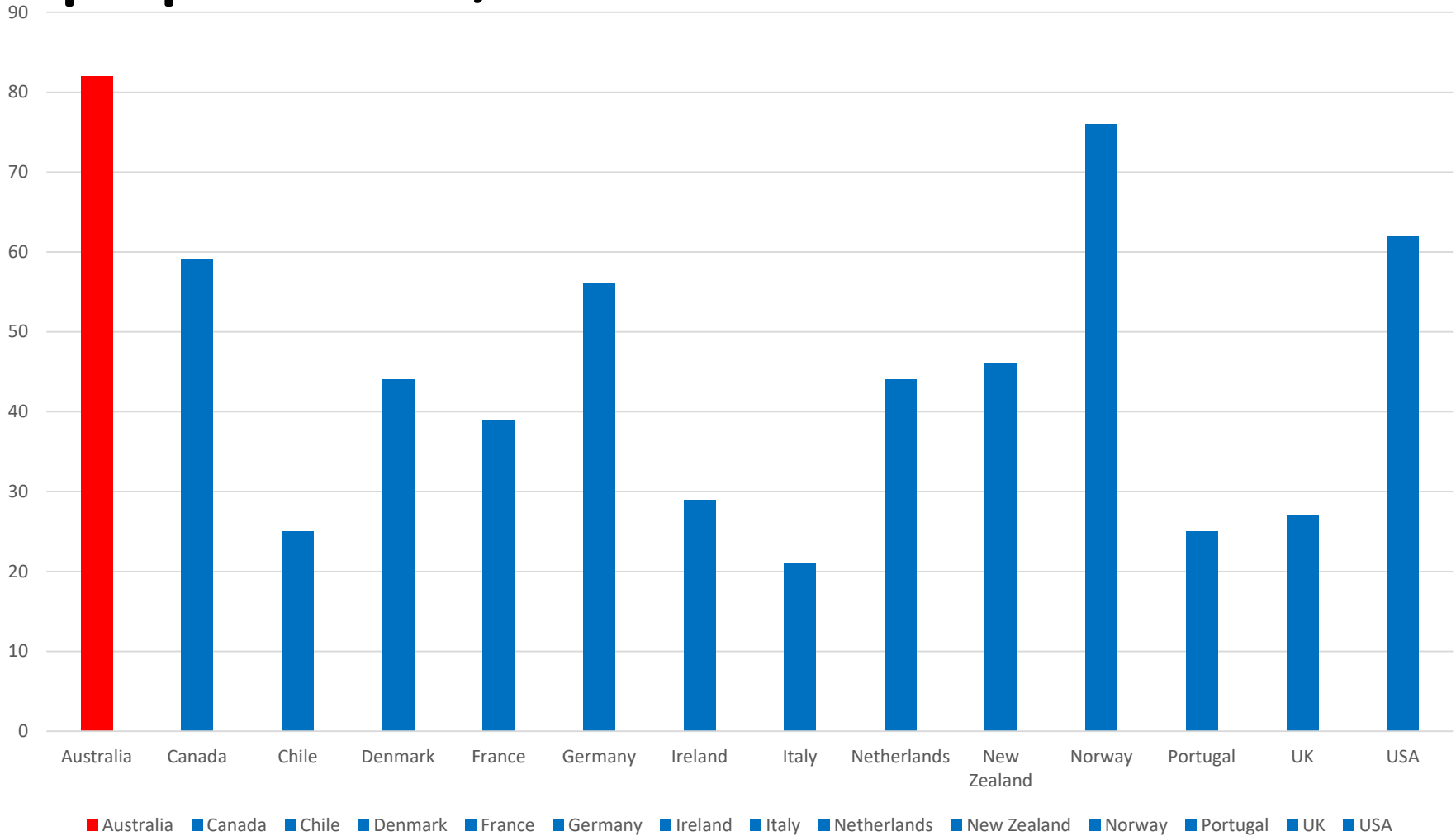
The impact of Covid 19 on domestic nurse numbers

- Short/ mid term negative impact on nurse numbers and retention- absence, burnout, early retirement, deferred leave, volunteers step back.....
- Short term growth in returners
- Short/mid term “benefits”?- increase in student nurse applications- UK is **+20 %** this year (more mature entrants....Covid/ recession dividend)

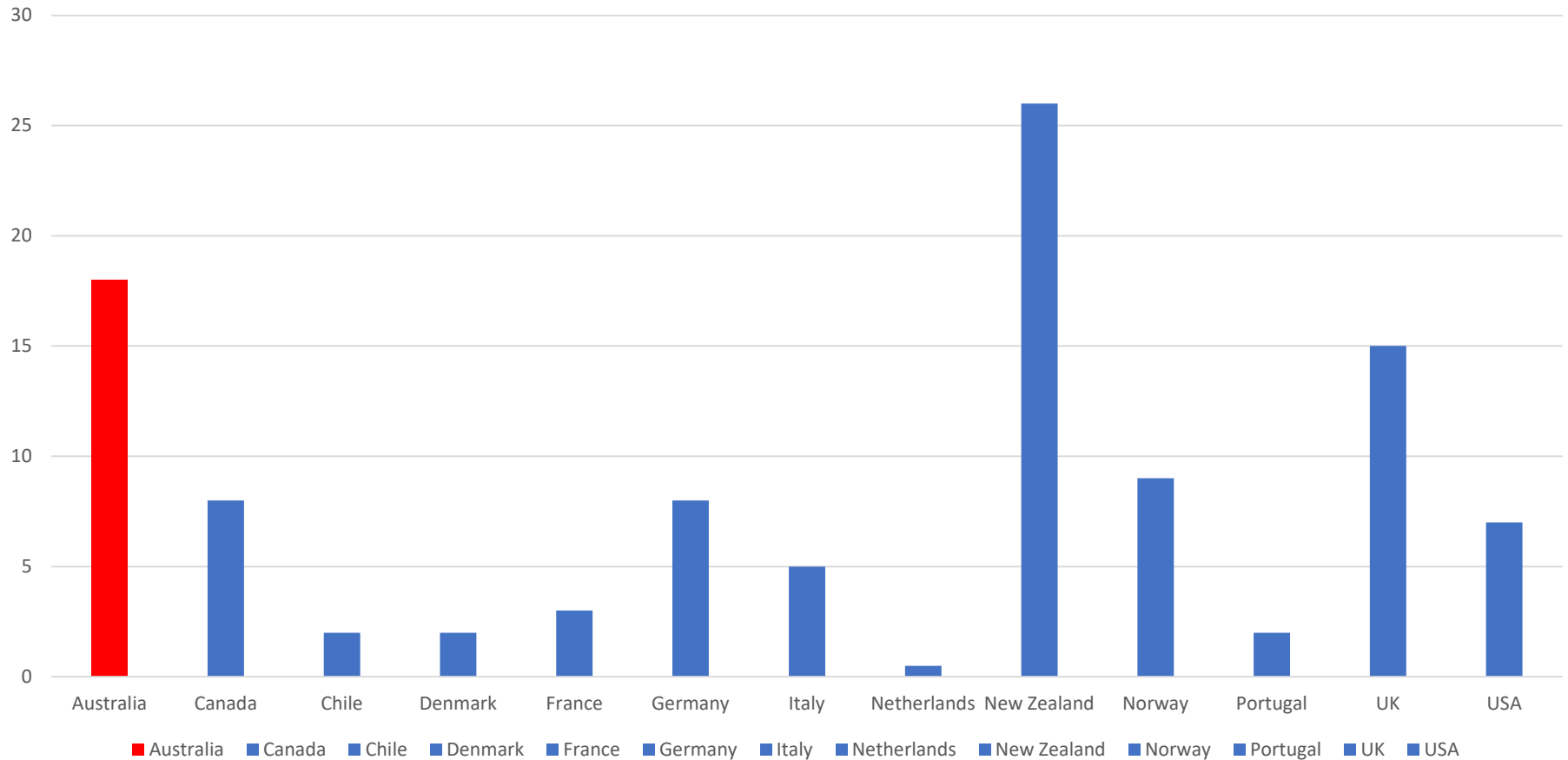
International nurse supply (Pre – Covid-19) Trends

- **550,000** foreign trained nurses are working across the 36 high income OECD member countries (up from 460,000 in 2011). This includes **197,000** nurses in USA, **100,000** in the UK, **71,000** in Germany, and **53,000** in Australia
- The level of reliance on foreign trained nurses in comparison to domestic trained nurses varies across OECD countries, being highest in New Zealand (**26%**); in countries of the Gulf it is as high as **97%**

Nurse graduates per 100,000 population, Source: OECD



Selected OECD countries: % of nurses who are foreign trained (OECD data statsoecd.org)



This weeks news.....

- ***“Spain seeks to tempt back lost nurses as it wrestles with virus. Government aims to reverse exodus of healthcare professionals abroad to plug staffing gap”*** [Financial Times, 6th October]
- ***“Trusts told: Bid for cash to boost overseas recruitment by 41pc”*** [Health Service Journal 5th October]
- In a letter to directors of nursing, NHS England asked trusts to apply for a share of **£28m**, with part of the funding dependent “on the scale of your international recruitment ambition”.

This weeks news.....

- “We don’t have a lack of nurses because of Covid,” said María José García, a senior official in Spain’s nurses union. “We have a chronic lack of nurses, and with the pandemic you can see the difference it makes.” The country’s General Nursing Council, estimates staffing gap as **125,000**
- NHS England- approx. **40,000** nurse vacancies, current government made election commitment increase NHS nurse workforce by **50,000.....**

International supply: Policy context

- Covid driven increased demand for nurses in some OECD countries
- International recruitment- the quick fix
- Covid disruption / constraints on travel
- = “Pent up supply”
- Risk of increasing maldistribution; undermining some countries Covid responses

International action (framed by WHO Global Code of Practice on the International Recruitment of Health Personnel)

- Support systematic national nurse labour market analysis and workforce projections, particularly in resource constrained country
- Effective monitoring of international flows of nurses
- Documenting and evaluating effective and ethical approaches to managed international supply of nurses
- Investing in nurse workforce sustainability in small states, lower income states, and fragile states, most vulnerable to nurse outflow
- On agenda at 2020 WHA, November
https://apps.who.int/gb/ebwha/pdf_files/WHA73/A73_9-en.pdf

References

- Buchan J , Shembavnekar N (July 2020) Thinking local and global: exploring the UK's reliance on international nurses and the impact of COVID-19. Health Foundation, London <https://www.health.org.uk/news-and-comment/charts-and-infographics/thinking-local-and-global-exploring-the-uks-reliance-on-international-nurses>
- Buchan J, Catton H (July 2020) COVID-19 and the international supply of nurses: Report for the International Council of Nurses. ICN Geneva

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