International Mobility:
Reducing Barriers and Improving Ethics

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SALT LAKE CITY
CLEAR'S ANNUAL EDUCATIONAL CONFERENCE
SEPTEMBER 27-30, 2023

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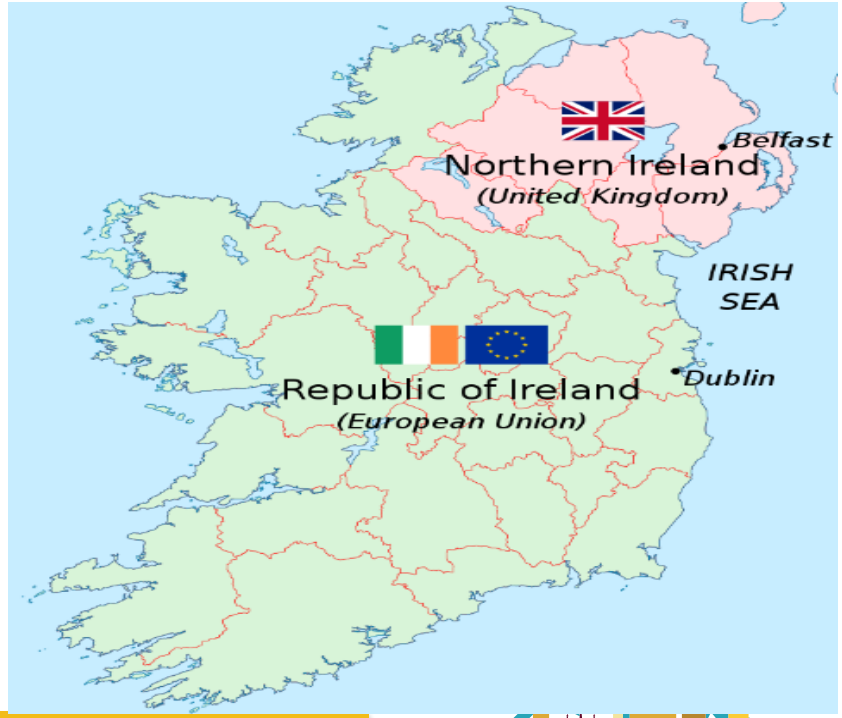
Ag Rialáil Gairmithe Sláinte agus Cúraim Shóisialaigh
Regulating Health + Social Care Professionals

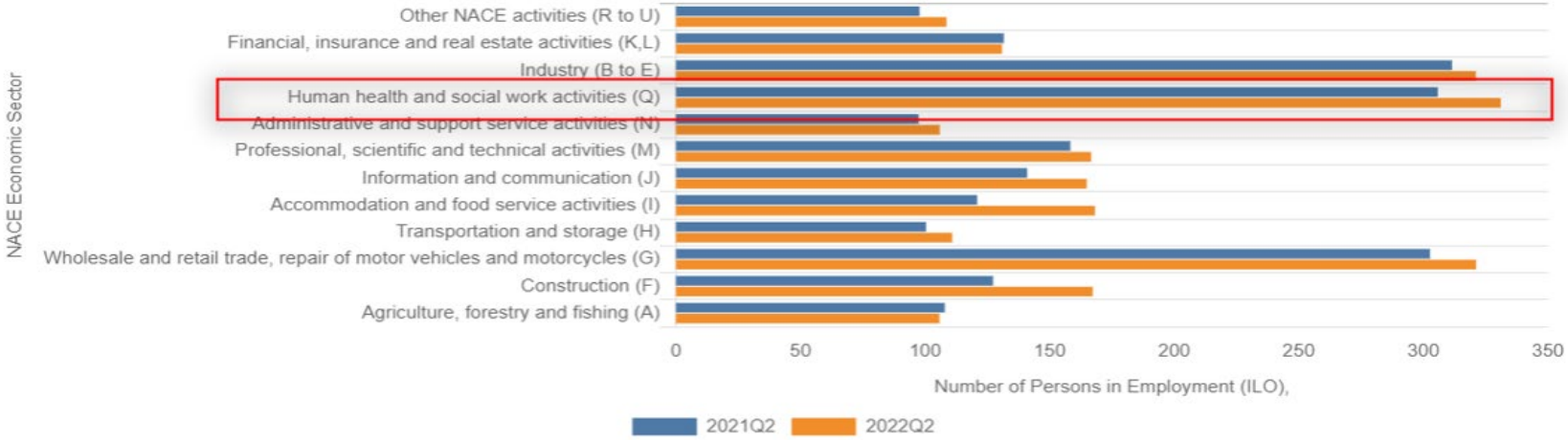
- Multi-profession Health and Social Care Regulator
- Republic of Ireland/ Member State European Union
- Young(ish) organisation
- Expanding list of professional registers (12 now & still growing)
- High proportion of internationally qualified professionals

Ireland – Small open economy



Total employment in Healthcare

Figure 3.4 Persons aged 15 - 89 years in employment classified by NACE Rev. 2 Economic Sector, Quarter 2 2021 and Quarter 2 2022



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https://data.cso.ie/table/QLF03

Projected requirements 2035

- Population growth to **5.4** million
- Aged **85+** will more than double
- Health and Social Care Professions need to increase by **2.3% – 3.3%** per annum to meet needs

Ireland & international mobility

- Not enough health & social care professionals trained domestically
- Growing demand for professionals in health and social care causing a reliance on internationally trained professionals

Barriers to international mobility

- Differences in scope of practice
- Complexity
- Time delays
- Access to information

Sustainable Regulation – The Big Picture

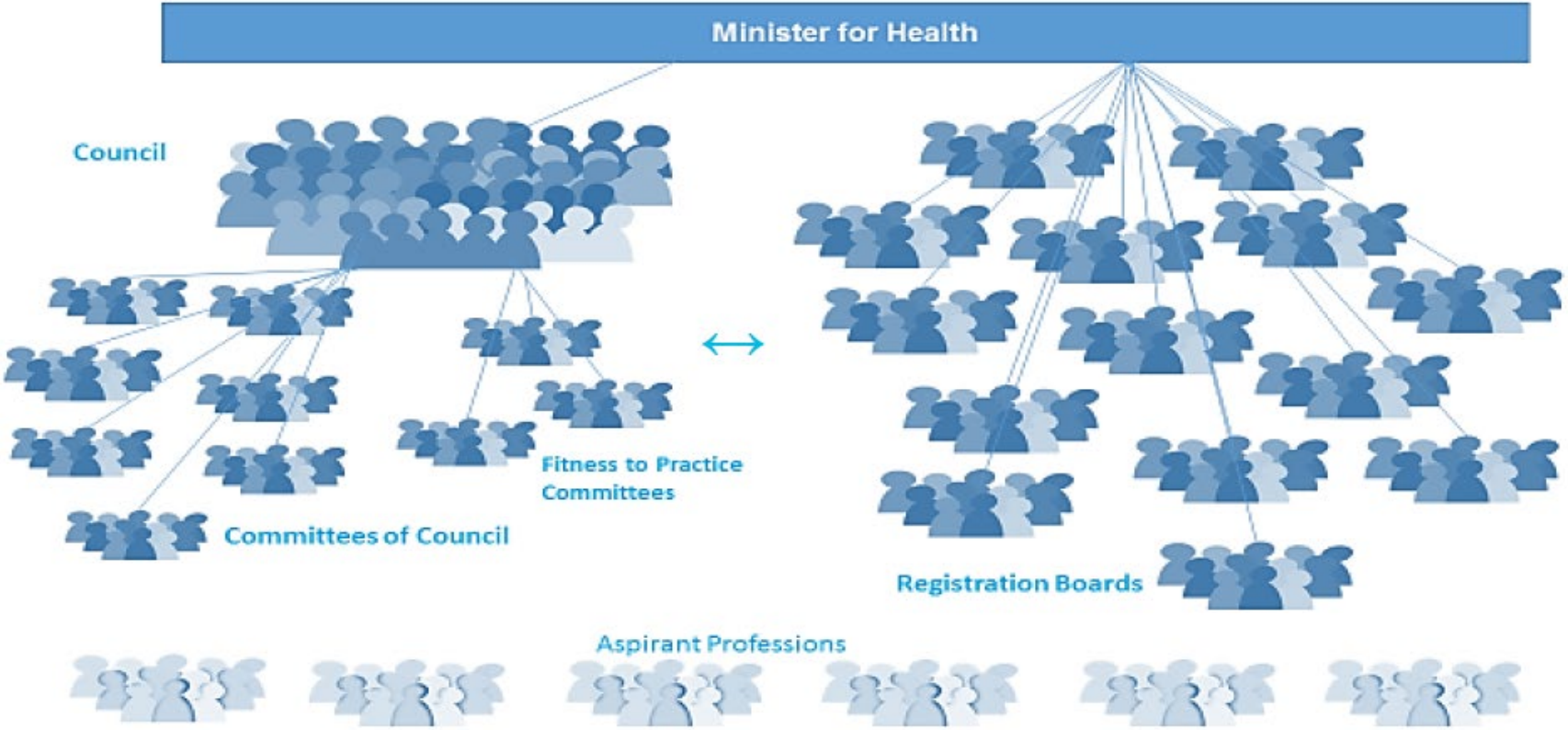
- The project is currently ongoing
- Re-design the governance structure of CORU
- Current model will become unsustainable & is creating an administrative burden
- Opportunity to improve access

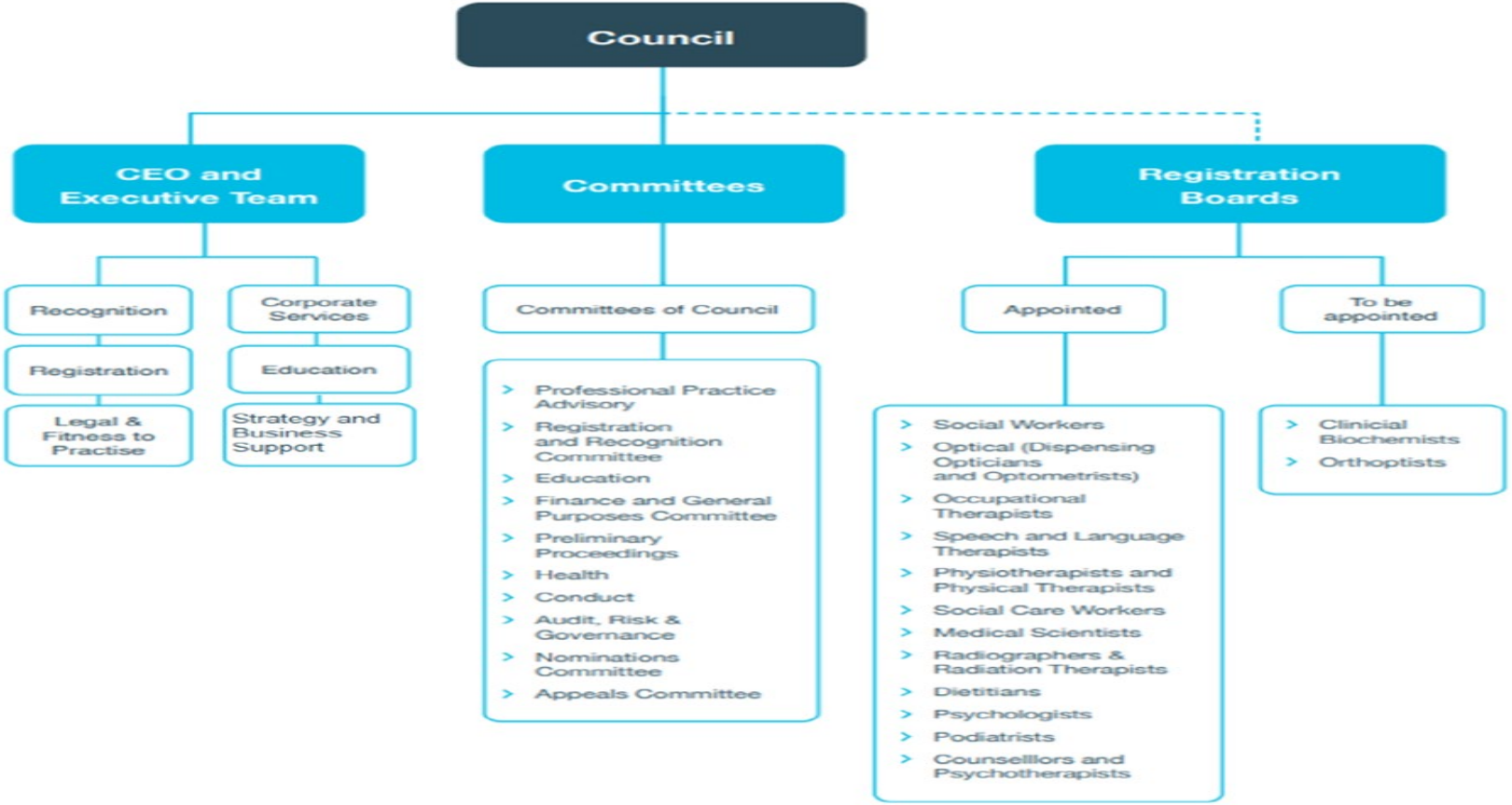
Why Sustainable Regulation?

- Currently 12 Board established (9 open registers)
- Regulating 15 professions
- Each Board has 13 members who volunteer their time to CORU
- Board meeting scheduled at least every six weeks

CORU Meetings 2023 Calendar

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Wed		1 ORB (IP)	1 CPRB IP									
Thurs		2	2 DRB			1 OTRB / Ed Com						
Fri		3	3			2			1			1
Sat		4	4	1		3	1		2			2
Sun	1	5	5	2		4	2		3	1		3
Mon	2 Bank Holiday	6 Bank Holiday	6	3	1 Bank Hol	5 Bank Hol	3		4	2		4
Tue	3	7 PSRB	7 OTRB (IP)	4 ORB	2	6 PSRB (IP)/PPC	4 RRB	1 ORB	5 CPRB	3 ORB (IP)		5 PRB
Wed	4	8	8 ARG	5 MSRB	3 CLEAR	7	5	2	6	4 DRB	1	6 Council (IP)
Thurs	5 FTP Only Council	9 FTP Only Council	9 FTP Only Council	6 SWRB (IP)	4 CLEAR	8 ORB / PPAC	6 DRB	3 PRB	7 Council (IP)	5 OTRB	2 MSRB	7 Council (IP)
Fri	6	10	10	7 Good Friday	5 CLEAR	9	7	4	8 PSRB	6 FTP Only Council	3	8
Sat	7	11	11	8	6	10	8	5	9	7	4	9
Sun	8	12	12	9	7	11	9	6	10	8	5	10
Mon	9	13	13 (Rescheduled virtual meeting)	10 Bank Hol	8	12	10	7	11	9	6	11 MSRB
Tue	10 SWRB	14	14 PPC	11	9 PRB/PPC	13 CPRB	11 SLTRB (Cancelle	8 SWRB	12 SLTRB (IP)	10	7	12 PPC
Wed	11 PRB	15	15	12 DRB (IP)	10 SLTRB	14	12 OTRB	9	13 PRB	11	8 RRB	13 SWRB
Thurs	12 MSRB	16 PRB (IP)	16	13 RRB	11 Council (IP)	15 FTP only Council	13 FTP only Council	10 MSRB	14 Nom Com	12	9 Ed Com/ ARG / PPAC	14 RRB
Fri	13	17	17 Bank Hol	14 FTP Only Council	12	16	14	11	15	13	10	15 FTP only Council
Sat	14	18	18	15	13	17	15	12	16	14	11	16
Sun	15	19	19	16	14	18	16	13	17	15	12	17
Mon	16	20	20	17	15	19	17	14	18 PODRB	16	13 PPC	18
Tue	17 RRB	21 SWRB	21 PODRB	18 OTRB/PPC	16 SWRB	20 PRB	18 PODRB	15 PPC	19 SWRB (IP)	17 PSRB	CPRB (IP)	19
Wed	18 DRB	22 MSRB (IP)	22	19	17 PODRB (IP)	21	19	16 DRB	20	18	15 OTRB (IP)	20
Thurs	19 Council (IP)	23 Council/OMT	23 Council (IP)	20 PSRB	18 MSRB	22 SCWRB	20	17 RRB	21 MSRB/ (IP)/OM	19 Council	16 SLTRB	21
Fri	20 CPRB IP	24 SCWRB (IP)	24 SCWRB (IP)	21	19	23	21	18	22 FTP Only Council	20	17 FTP only Council	22
Sat	21	25	25	22	20	24	22	19	23	21	18	23
Sun	22	26	26	23	21	25	23	20	24	22	19	24
Mon	23	27	27	24	22	26	24	21	25 RRB (IP)	23	20	25
Tue	24 OTRB	28 RRB/PPC	28 SLTRB (IP)/P	25 CPRB IP	23 FTP Only Council	27 MSRB/PPC	25 SCWRB	22 OTRB	26 CLEAR/PPC	24 SCWRB	21 PODRB (IP)	26
Wed	25 PODRB		29	26 Ed Com	24 RRB (IP)	28 SWRB	26	23 ARG	27 CLEAR	25 PODRB/PPC	22 DRB (IP)	27
Thurs	26 SLTRB/OMT		30 PRB/OMT	27 SCWRB/OMT/M	25 DRB/OMT	29 Council/OMT	27 OMT/SLTRB (rescheduled)	24 Ed Com	28 SCWRB / CLEAR / PPAC	26 PRB (IP)/OMT	23	28
Fri	27		31	28	26	30	28	25	29	27	24	29
Sat	28			29	27		29	26	30	28	25	30
Sun	29			30	28		30	27		29	26	31
Mon	30				29		31	28		30 Bank Hol	27	
Tue	31 SCWRB (IP)/PPC				30 SCWRB			29 SCWRB		31 SWRB	28 PSRB/PPC	
Wed					31 ARG			30			29 ORB	
Thurs								31			30 SCWRB IP/OMT	


Minister for Health
Council
Fitness to Practice Committees
Committees of Council
Registration Boards
Aspirant Professions


Council
CEO and Executive Team
Committees
Registration Boards
Recognition
Registration
Legal & Fitness to Practise
Corporate Services
Education
Strategy and Business Support
Committees of Council
Professional Practice Advisory
Registration and Recognition Committee
Education
Finance and General Purposes Committee
Preliminary Proceedings
Health
Conduct
Audit, Risk & Governance
Nominations Committee
Appeals Committee
Appointed
To be appointed
Social Workers
Optical (Dispensing Opticians and Optometrists)
Occupational Therapists
Speech and Language Therapists
Physiotherapists and Physical Therapists
Social Care Workers
Medical Scientists
Radiographers & Radiation Therapists
Dietitians
Psychologists
Podiatrists
Counselllors and Psychotherapists
Clinicial Biochemists
Orthoptists

Sustainable Regulation Projections

Projections for 2024:

- Largest register opened Nov 2023, Social Care Workers
- 140 governance meetings
- 70+ statutory committee meetings
- 400+ individuals, voted in and working on a voluntary basis

Why Sustainable Regulation?

- Year on year increase in applications for Registration, Recognition, Education Programme Approval, FTP & Appeals
- The variety of work required of the executive is increasing
- Public expectations of CORU have increased

Recognition of international qualifications

- Professional qualifications awarded outside the State are assessed through a process of ‘recognition’.
- Directive 2005/36/EC
  - SI 8 2017
  - CORU Recognition Policy

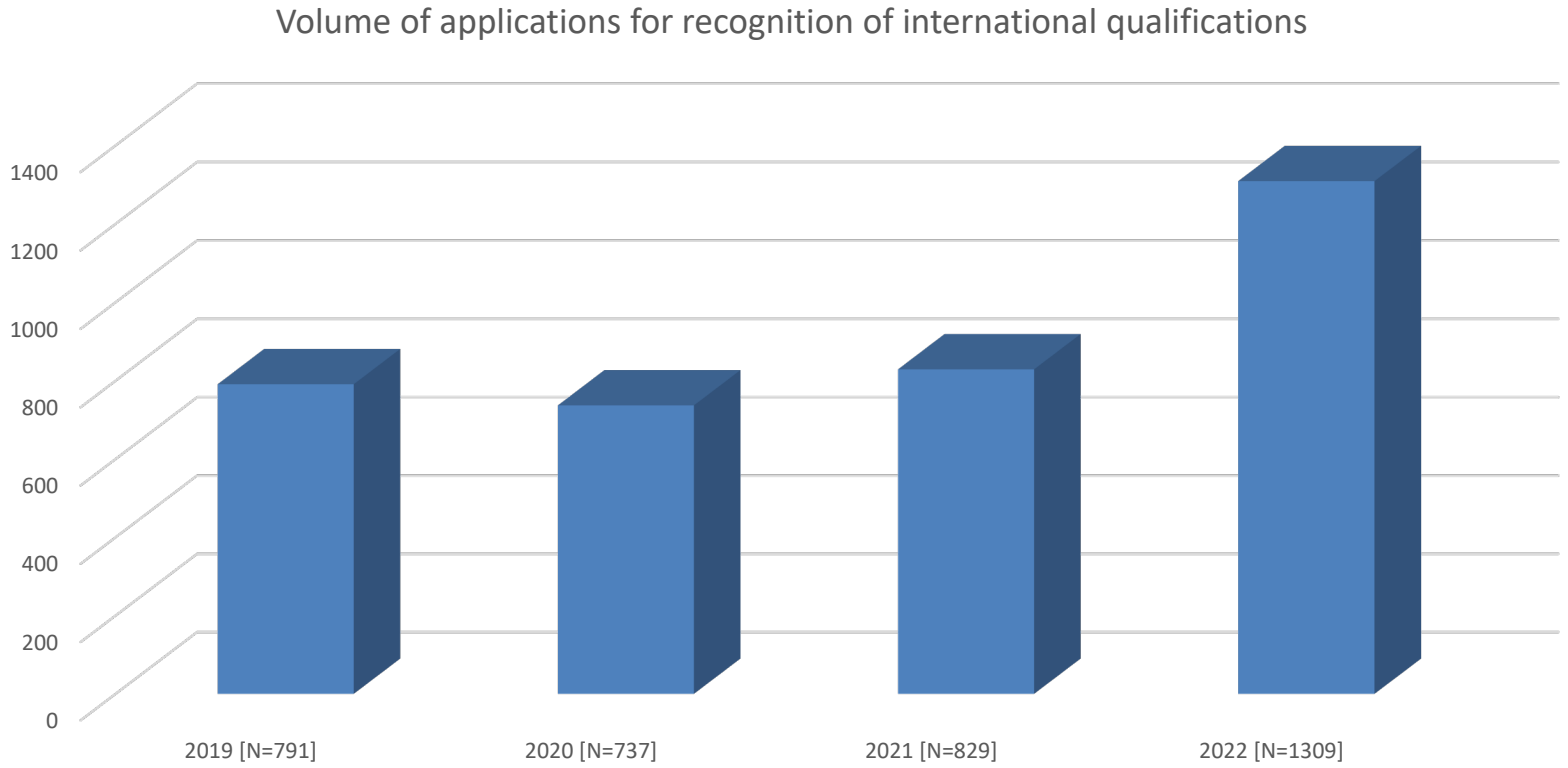
- Currently, the EU process is employed by CORU for recognising all qualifications awarded outside the State
- Done in the interests of fairness and equality
  - May not be the right approach

Recognition Process

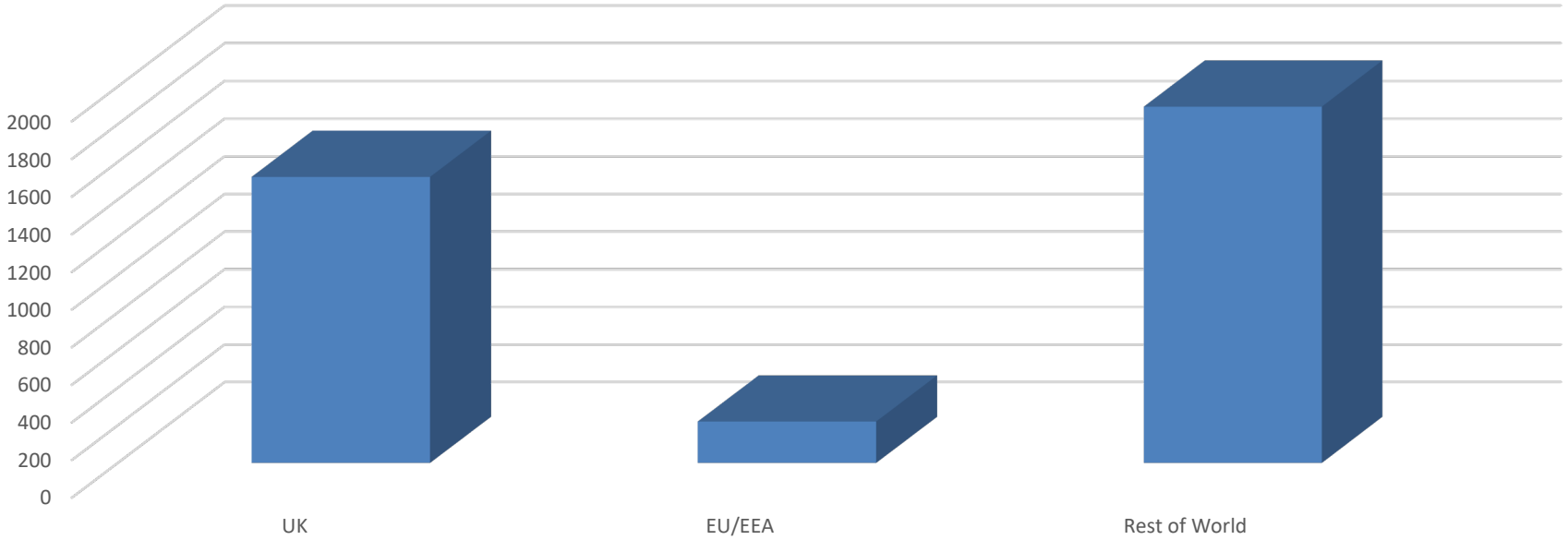
- ‘General System’
- Individual portfolio review/case-by-case basis
- Comparison of the qualification (and relevant lifelong learning) with the standard of proficiency required of approved Irish qualifications
- Substantial differences/deficits = compensation measures

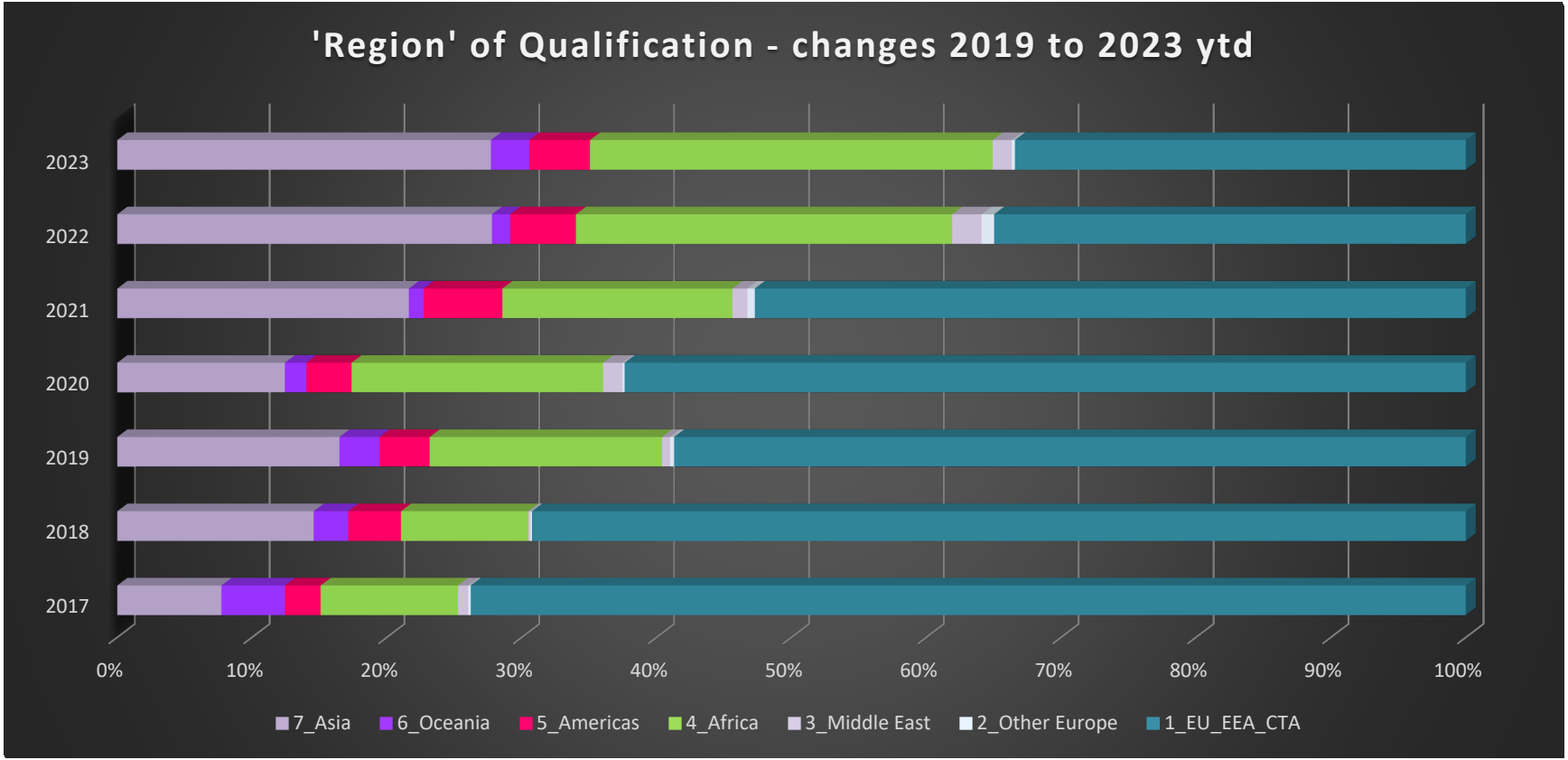
Process issues

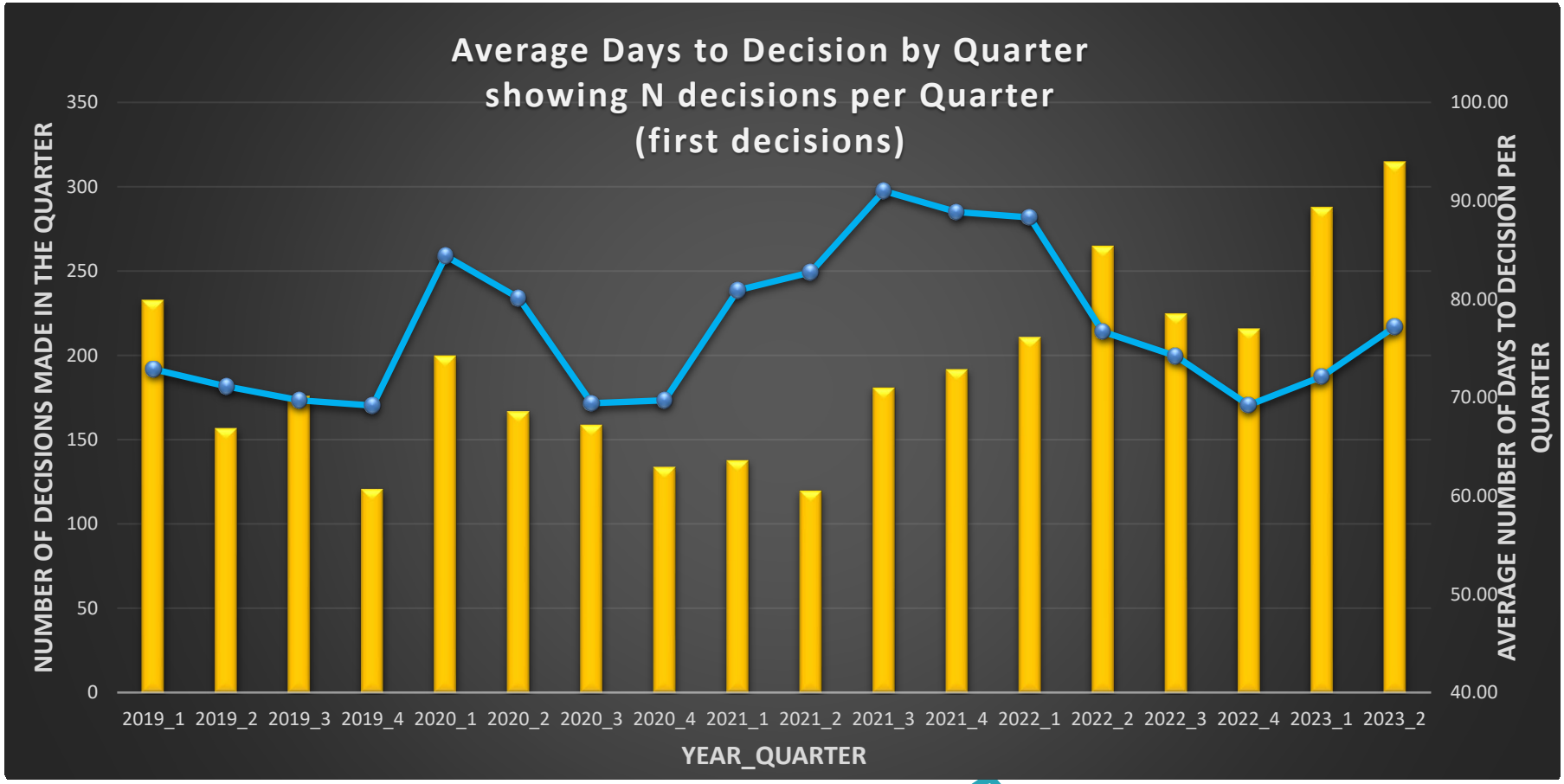
- Resource intensive, time consuming & disproportionate
- Demand is rising rapidly (doubled last year, set to triple this year)
- Ireland is competing to attract internationally qualified Health and Social Care professionals.
- Need to achieve effective change and avoid becoming a barrier


Volume of applications for recognition of international qualifications
1400
1200
1000
800
600
400
200
0
2019 [N=791]
2020 [N=737]
2021 [N=829]
2022 [N=1309]

Global spread of CORU recognition applicants




'Region' of Qualification - changes 2019 to 2023 ytd
2023
2022
2021
2020
2019
2018
2017
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
7_Asia
6_Oceania
5_Americas
4_Africa
3_Middle East
2_Other Europe
1_EU_EEA_CTA

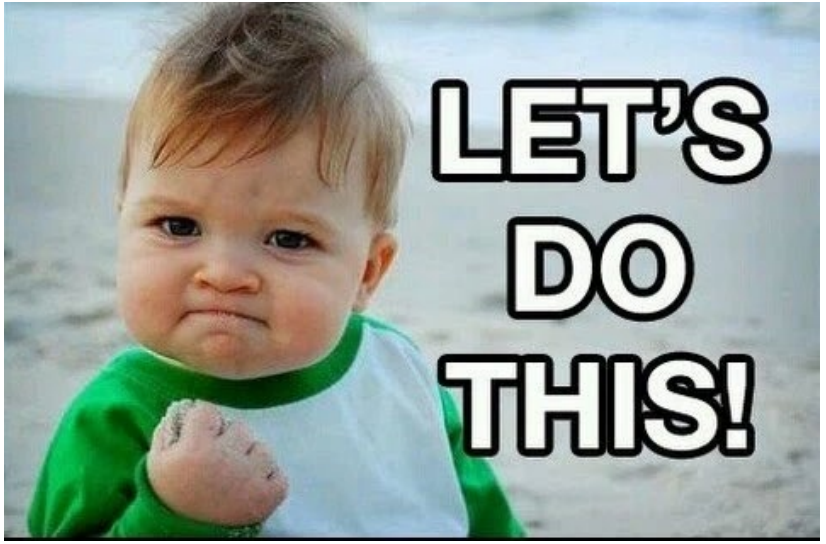

Average Days to Decision by Quarter
showing N decisions per Quarter
(first decisions)
NUMBER OF DECISIONS MADE IN THE QUARTER
AVERAGE NUMBER OF DAYS TO DECISION PER QUARTER
350
300
250
200
150
100
50
0
100.00
90.00
80.00
70.00
60.00
50.00
40.00
2019_1 2019_2 2019_3 2019_4 2020_1 2020_2 2020_3 2020_4 2021_1 2021_2 2021_3 2021_4 2022_1 2022_2 2022_3 2022_4 2023_1 2023_2
YEAR_QUARTER

Recognition Projects

Frequently Seen Qualifications Pilot

- Could we take applicants with qualifications that:
- 1) align well with the Irish standards of proficiency out of the standard application pathway,
- 2) reduce documentation requirements and;
- 3) remove requirement for assessment of each individual application?

- Over a period of 18 months, the Recognition Department implemented a pilot project to test the feasibility and potential impact of this initiative.



- Pilot ran from January 2022 – August 2023

- Aim – remove high volumes of applications that are seen frequently and have consistent, positive outcomes from the standard process.

Key Objectives

- Ensure public protection objective through identification and management of risk
- Reduce time taken to recognise qualifications
- Reduce resource requirements in terms of processing applications
- Improve efficiencies (process & cost)
- Improve applicant/professional experience
- Continue to develop expertise and leadership within CORU

Methodology

- Legal advice
- Research
- Empirical data
- Risk mitigation
- Review

Results

- Outcomes of the trial cases were as anticipated
- Reduced timeframe for decision for applications in pilot vs. standard process
- Reduced documentation requirements for applicants/professionals and higher education institutes
- Improved efficiencies (process & cost)

Challenges

- Communication/cooperation from some stakeholders

Conclusion

- The Frequently Seen Qualifications Pilot exhibited promising results, indicating the potential for reducing regulatory barriers on the Health and Social Care professionals who wish to have their international qualification recognised.

Compensation Measures Survey

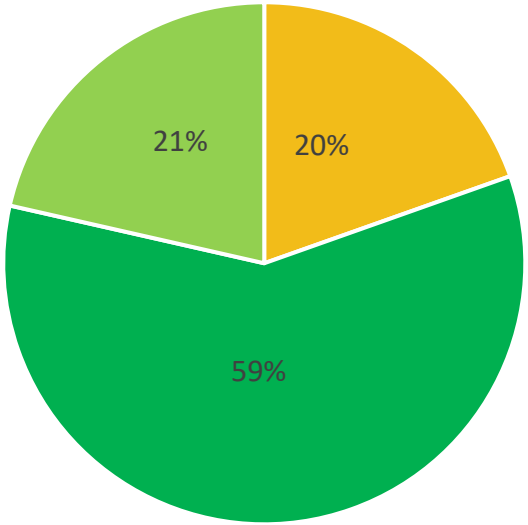
- Compensation Measures are intended to address situations where the level of training or qualification in the destination country is substantially different than that of the professional seeking recognition.

- Two compensation measure options

    1) the Period of Adaptation (POA) or;

    2) the Aptitude Test.

Recognition of International Qualifications Outcomes 2018 - 2022



Compensation Measure Recognised Recognised QUAL+

- Approximately **73% of applicants** who are required to complete a compensation measure before their qualification can be recognised for the purposes of registration **do not proceed with compensation measures**.

- With international mobility on the rise, recruitment of health and social care professionals increasing, and new professions to be regulated coming on stream; it is imperative that an accessible and robust compensation measure process is in place for those that require it.

- The Compensation Measures Stakeholder Survey was issued to stakeholders in December 2022 and closed in January 2023.
- Aim - to gather feedback on the current Compensation Measure process employed by CORU to better understand their perceptions and expectations of the process as well as any areas for improvement.

Key Objectives

- To improve the Compensation Measure process for stakeholders,
- To make Compensation Measure more accessible for applicants,
- To make the provision of Period of Adaptation placements an attractive and workable choice for potential supervisors and sites
- To make Compensation Measures an attractive and effective way of completing the learning required for practice in Ireland,

- To progress applicants to successful recognition and registration
- To ensure that applicants can recognise Compensation Measures for the opportunity they are intended to be
- To contribute to the working environments applicants operate in when undertaking Compensation Measures
- To streamline the process for the recognition team.

Methodology

- Stakeholder survey
  - online survey
  - separate survey be created for each stakeholder group
  - clear and concise survey questions – a mix of closed and open-ended questions as well as multiple choice, ranking etc.
  - Pilot of survey before launching

Findings

- Many barriers
  - Availability of POA sites & supervisors
  - Visa issues
  - Frequency of Aptitude Test availability
  - Documentation

What are we doing?

- New Compensation Measure manager
- Reviewing guidance documentation
- New application system in development
- More qualification assessment carried out in advance – identify deficits in advance to make applicants aware and allow them to prepare
- More aptitude tests procured
- Research into alternative routes for third country applicants underway

Conclusion

- The Compensation Measures Stakeholder Survey has provided valuable insights into CORU's stakeholders' perspectives of the Compensation Measures process. It has highlighted areas of strength and improvement that can help the process avoid becoming a regulatory barrier.

Ethical Recruitment – The backdrop

- Small open economy – highly dependent on international trade and labour
- Other initiatives = no compromise of ethical recruitment principles

Why must we consider ethical recruitment?

- Ethical recruitment – “A problem that not only affects the people but also the countries and *companies that want to do ethical work*”
- Laura Thompson, Deputy Director General of the International Organisation for Migration

Labour migration statistics

- 272 million global migrants in 2019
- 169 million of those were labour migration
- Migrant workers make an average 4.9% of a countries work force

Global Shortages

- The World Health Organisation (WHO) estimate the global healthcare shortage of 2.6 million in 2013
- The WHO also project a global shortage of 10 million healthcare workers by 2030

WHO Global Code of Practice on the International Recruitment of Health Personnel

Global in scope and includes a variety of direct, indirect, public and private stakeholders

Encourages incorporating ethical principles designed to strengthen developing countries

- 5.5 Sustain and retain
- 6.1 Data gathering to evidence base
- 6.2 Encourage development of information systems for better policies

How do we contribute to ethical recruitment principles?

- Being aware of the increased demand & global shortages
- Collecting & sharing data, forming evidence base and developing strategies to address needs
- Sharing both nationally and internationally
- Increasing awareness of the WHO code in our interaction with recruiters

Removing barriers whilst ensuring we do not compromise on ethics

- Need for effective workforce planning & engagement with other stakeholders
  - By collecting improved data to assist in workforce planning & sharing it
- By critically assessing our processes
  - Reviewing policies to ensure they reflect this
  - Process improvements
  - Projects

- continued need to balance the ethical and efficiency considerations that international mobility issues give rise to
- need to go beyond a simple linear “brain drain” argument to grasp the full implications of health professional mobility
  - rights of individuals to move
  - career development for individual health professionals,
  - possible financial benefit to source countries of remittances sent home by migrant health professionals
  - benefits when mobile health professionals return home with skills acquired abroad

International Mobility Survey

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