International Platform on Health Worker Mobility
Geneva 13 14th September 2018
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Health is a devolved power and comes under Scottish Government

Policy on migrant refugee and asylum seeker integration is well developed and seen as an economic, equality and humanitarian duty in Scotland

Training and registration however are UK national and managed by UK wide bodies

Brexit impact

General Practitioners ageing and shortages
Common practice

Validation of qualifications

Language level requirement

Clinical exams and proof of clinical practice

Registration

Labour market entry
Why is there the need for interventions

- Medical Professionals too far from process to navigate successfully
- Critical time frames, validity of stages
- Risk of losing professionals
- Develops strong link to the profession
- Build links to NHS in Scotland
- It’s the right thing to do and fits with wider skills support and Refugee and migrant strategies
Doctors

- Qualifications checked
- Language level assessed

- IELTS support
- Clinical exam support
- Placements and clinical observations

- Assistance with registration
- Assistance with applications
Dentists

Assessment
- Qualifications checked including clinical practice
- Language level assessed

Training
- IELTS support
- Clinical support
- Placements/clinical observations to support clinical training

Work
- Support for registrations
- Support for application for post qualification year for NHS dentists
Nurses

**Assessment**
- Qualification checks, RPL for advancement into HE
- Language level assessed
- Possible ring-fenced degree places

**Training**
- Clinical training for exams
- Placements clinical observations
- IELTS support

**Work**
- Support for registration
- Support for job applications
Lessons

- It’s replicable for other medical professions
- Move to bursary system with “golden handcuffs” so choices lie with professionals and location less important
- Wide public and political support
- There is a time limit beyond which clinical skills are unreliable
- Need a process that operates country wide
- Need IELTS support mainstreamed
Year 2 includes dentists (year 3 we hope will include nurses)

61 registered

21 have passed Language requirement

11 of those have passed PALBS 1

10 have passed PLABS 2

6 have registered (4 are in process)

Of the 6 registered 5 are working

Dentist all still at Language support level
2 years of the programme costing Sc Gov £340,000 (61 registrations)

Additional doctors support for PLABS training (1 and 2) provided directly by NHS Education for Scotland has cost so far £4,900 per doctor (50,000)

Average cost per medical practitioner £11,000

Cost of training doctor from school to F2 £160,000, each