

Ethical Issues Involved in Approaches to Solving Health Human Resources Capacity and Distribution Problems



Mark Staz, HBA, MA
PhD Candidate
Department of Philosophy
York University
Toronto, Canada

A close-up photograph of a white flower with yellow stamens, likely a lily, set against a dark background.

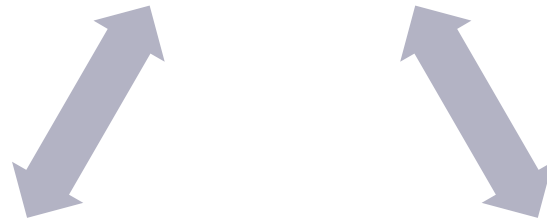
ONTARIO TRAINING CENTRE
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Health Human Resource Migration



Players

Health
Professional



Source
Country

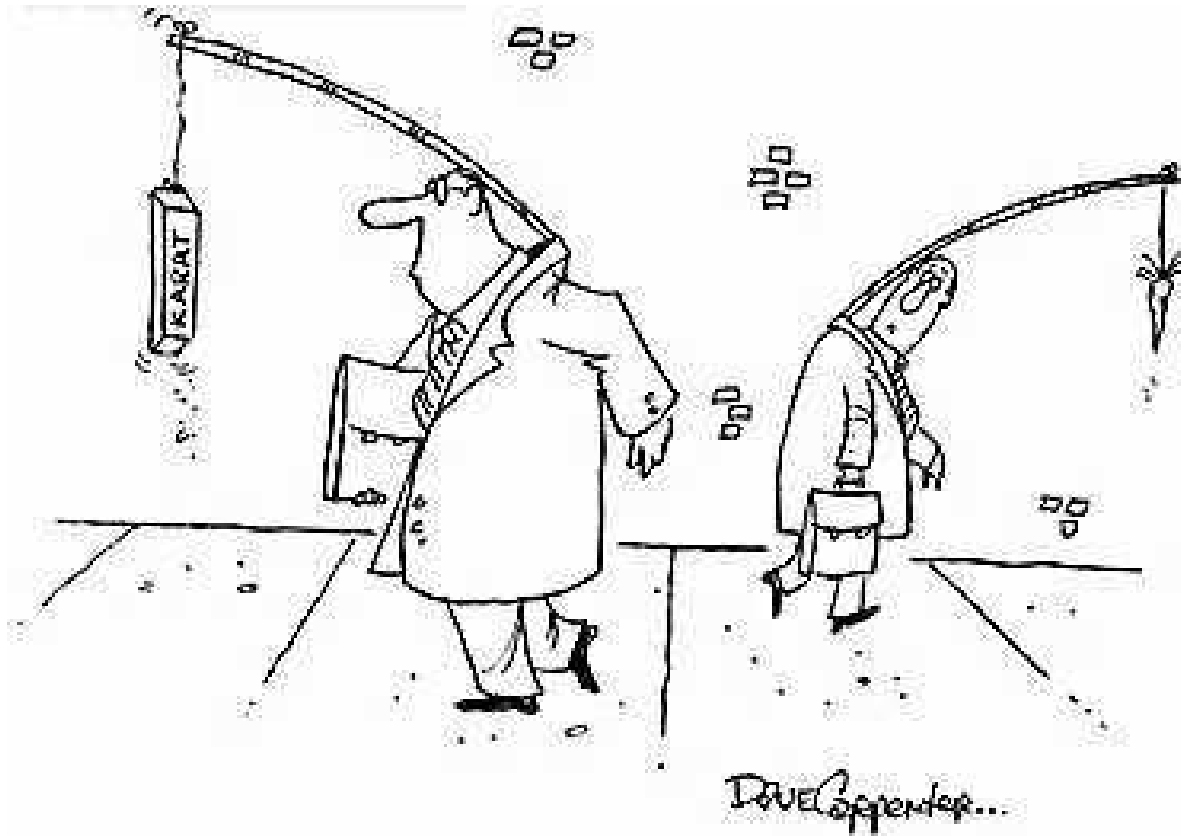


Destination
Country

Health Human Resource Migration



Incentives



Push and Pull Factors

- Push Factors:
 - Poor working conditions (hours, remuneration, service obligations)
 - Lack of resources and facilities for professional development
 - Safety issues (political instability, harassment, professional jealousy)
- Pull Factors
 - Higher wages
 - High quality facilities
 - High quality training

Problematic Results

- Ethical problems in HHR migration
 - Examples:
 - Philippines
 - Haiti
 - Canada, UK, and Australia -> US

Objectives

- Analysis of key ethical issues in HHR Capacity and Distribution
- Review of approaches to solving Canadian and International HHR capacity and distribution problems
- Development of practical and ethical solutions

Methods

- Literature review
- Thematic Analysis
 - A literature review of National and international literature was conducted using MeSH terms:
 - “Personnel Selection/ethics”[MeSH]
 - “Health Manpower/ethics”[MeSH]
 - “Physician Incentive Plans/ethics”[MeSH]
 - “Emigration and Immigration”[Majr:NoExp]

Literature Review Summary

- 120 papers
- Inclusion criteria:
 - Discussion of recruitment of health professionals
 - Discussion of 'brain-drain'
 - Discussion of migration in relation to HHR capacity or distribution
- Exclusion criteria:
 - Focus on migration generally
 - Focus on migration of persons other than health professionals
 - Focus on migration of health workers outside of brain-drain and recruitment context

Thematic analysis

- A thematic analysis was conducted and four broad categories of approach were identified:
 - Development of ethical recruitment strategies
 - Promotion of self-sustaining health systems
 - Investment schemes/partnerships
 - Compensation approaches

Ethical Principles

- Justice (distributive)
- Responsibility
 - Moral
 - Causal
 - Remedial
- Autonomy
- Rights
 - Right to healthcare
 - Mobility rights

Ethical Recruitment

- Only possible in circumstances where the source country or region has a surplus of professionals or some other way of fulfilling the healthcare needs of its population
- Inconsistent with the realities of migration
- Cannot serve as a stand-alone solution

Self-Sustaining Health Systems

- Unrealistic in an increasingly globalized world
- Ignores the fact that recruitment will continue without the implementation of additional strategies
- A worthwhile pursuit nonetheless

Investment Schemes/Partnerships

- State-to-state; educational institution-to-educational institution
- Must ensure that measures taken are mutually beneficial
- Development of partnerships has inherent complexities



Compensation Approaches

- Relatively morally unproblematic, so long as compensation is adequate/appropriate
- High degree of complexity
 - Who pays?
 - Who is paid?
 - How much?

Who is Responsible?

- Connection Theory:
 - Moral responsibility
 - Causal responsibility
 - Capacity-related responsibility
 - Communitarian responsibility

Thank you!



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Contact:
Mark Staz
stazm@yorku.ca