

Better managing the mobility of health professionals in Republic of Moldova

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Bilateral Agreements: Why Does Moldova need them?

- No official data or any information
- A big out-flow of HP over the last 20 years – mainly to Romania, also to Italy (according to the data of Embassy of RM in Italy – about 300,000 Moldovan citizens - brain waste (most clearly: Italy's *badantes*);
- NCHM realized 2 studies about the intention of physicians to leave the country, in 2010 and 2012: the preferences changed – Italy moved from the 1st place on the 2nd, and Romania – from the 3rd on the 1st, after in the list are Germany, France, Spain;
- Lost educational and training costs from the budget of a transition source country;
- Difficulty to recognize diplomas, qualifications;
- Integration, social rights and equal pay.



Conducted studies

1. The costs of training HP in the Republic of Moldova – report s lost of educational/training costs and budget investments
 2. Health workers originating from RM who live and work in Romania
 3. Health workers who migrate from the RM to work in Italy and other EU countries
- <http://www.euro.who.int/en/countries/republic-of-moldova/publications2>
 - www.medicin.md



Health workers originating from RM who live and work in Romania

- Qualitative and quantitative surveys
- No data in the Romanian system about “foreign born” and “foreign trained” HPs
- **99%** of respondents have Romanian citizenship (39% - before migration and 60% - after) and this is the main explanation that authorities and Professional Unions do not register them as originating from the RM
- The study reports in the questioned medical institutions cca 10-15% of Moldovan physicians and 10% as members of Professional Associations in some specialties

Health workers originating from RM who live and work in Romania (2)

- No possibility to get recognition for midwives and nurses, especially after 2007 when Romania joined EU – differences in training
- The main conclusion – RM is a permanent source country for Romania:
 - no culture and language barriers
 - easy integration
 - existing of many job vacancies as a result of high mobility of Romanian physicians

Future plans regarding the mobility of questioned HP:

- 12% have intention to move to other country
- 5 % plan to return and work home

Recognition of qualifications:



Italy

- **70%** have not a recognized diploma accepted in Italy
- **30%** succeed the validation procedure
- **28%** of physicians repeated the whole cycle of studies = 6 years + 3-5 years of specialization
- **14%** finalized a full residency program
- **8%** of nurses and midwives successfully passed the recognition

Other UE countries:

- Germany, the Netherlands, Portugal, Romania, and the United Kingdom, Spain and Belgium
- **42%** succeed the validation procedure
- **23%** abandoned the profession
- **35%** did not succeed
- **46%** of physicians successfully passed the exams
- **13%** repeated the residency programs
- **20%** - took the license to practice
- **17%** of nurses and **30%** of midwives succeed in the recognition procedure



What HPs are doing in destination countries?



Italy

- **46%** HPs working in Italian health system
- Only **25%** (40% of physicians and 14% nurses) are working according to their qualification level, **23%** - below their qualification level
- In care sector at home - **28%**
- In other economical areas (including construction) – **24%**
- For studies or without jobs - **12%**
- **26%** traveled illegally
- **48%** worked illegally

Other UE countries:

- **35%** HPs - in the health system (52% - physicians, 17% - nurses/midwives)
- **11%** of physicians - working below their qualification level
- In other areas – **51%**
- For studies and without jobs – **7%**
- **30%** traveled illegally

Data collection, evidence and monitoring

- With the initially financial support of IOM, after - WHO/EU has been developed a web based IS on HRH for MoH - SIERUSS
- 4-days national training course how to use the IS – over 350 HR specialists trained
- User Guide edited – 1000 copies
- Introduction of data by medical and education institutions, including archive data of graduated HP, a.2002-2012
- Green line



Experience of the Republic of Moldova in mobility BAs

- Set-up of Inter-Sectorial Working Group on BA of HPs Model – whole of government approach: May 2013;
- Regular meetings, development of BA, technical discussions, negotiations workshops;
- Passing for approvals through all Ministries;
- Prime Minister's Cabinet Decision: November 2013;
- Start of official negotiations: 19 countries in total, 5 initiated;
- Negotiation stages – modification of BA into Memorandum of Understanding (Germany);
- Signing MoU with Germany: August 2014;
- Project proposals and implementation: visit of Moldovan delegation, November 2014.
- Start of implementation: September, 2015





Cu fiecare lucrător medical acasă,
Moldova e mai sănătoasă



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