



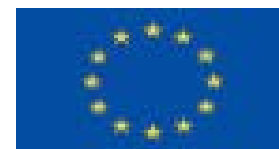
Alto Comissariado  
da Saúde



IOM International Organization for Migration  
OIM Organisation internationale pour les migrations  
OIM Organización Internacional para las Migraciones



World Health  
Organization



# DEVELOPING A PUBLIC HEALTH WORKFORCE FOR ADDRESSING MIGRANT HEALTH NEEDS

MT Gijón-Sánchez, S Pinzón-Pulido, R-L Kolehmainen-Aitken; EASP  
J Weekers, D. López Acuña; WHO  
R Petrova Benedict; IOM



Escuela Andaluza de Salud Pública  
CONSEJERÍA DE SALUD

# Changing work of health staff

- Increasing diversity of patients
  - Beliefs and culture
  - Language
- Bigger epidemiological variety
- Greater differences in
  - Disease manifestation
  - Therapeutic response

# Prevalent health care model

- Scientific basis of practice, not health determinants
- Doctor-centred, not patient-centred
- Cure, not prevention

↑ **Unable to guarantee equitable, appropriate and quality care for all**

# New health care model needed

- Emphasis on
  - Recognising health determinants
  - Patient participation in decision-making
  - Prevention and promotion

↑ **New model requires a health workforce  
with appropriate competences**

# Migrant-sensitive workforce

- Has intercultural competence, language and communication skills
- Able to manage change and diversity
- Knows enough about other cultures to adapt professional practice
- Understands health determinants and responds appropriately

## Migrant-sensitive workforce (cont.)

- Recognises disease profile of migrants and its epidemiology
- Manages clinical manifestation appropriately
- Knows migrants' rights to health care
- Able to advise migrants on services

## Current situation

- Bologna/EHEA: Competencies
  - Insufficient attention to population health and its determinants
- European Parliament and Council Directive 2005/36/EC (Basic training requirements)
  - Mentions relationship between people's health and their environment
  - NO reference to specific competencies for population diversity

## Current situation (cont.)

- Green Paper on European Health Workforce
  - Health care to migrants NOT in list of health workers' challenges
- EC Common Immigration Policy
  - Focus on ensuring suitable qualifications for European labour markets
  - Focus NOT on acquiring competences for managing diversity

# Virtual interview results

- Current training efforts
  - Few
  - Scattered
- No or poor evaluation of
  - Training content
  - Training impact
- Few avenues of exchange of
  - Training material
  - Training experience

## Recommendations to EU & other Eur. institutions

1. Promote and harmonise inclusion of appropriate content in all training.
2. Support avenues for exchanging experience, approaches and content.
3. Promote and fund research into training effectiveness.

# Recommendations to Member States

1. Promote training in migration-related competences for all health workers.
2. Examine training strategies and organisation to best incorporate new competencies.
3. Ensure common curricular content supports social inclusion.
4. Utilise country-level activities toward the EU common curricula, post Bologna, to ensure required competencies are incorporated in the developing curricula.

## Recommendations for universities, education centres, professional associations and health care providers

1. Include in all training curricula content on
  - Intercultural competency
  - Communication skills
  - Health determinants of migrants
  - Public health issues associated with migration
2. Make training interdisciplinary and participative.

## Recommendations for universities, education centres, professional associations and health care providers...

3. Establish an on-line repository of tools and multi-media courses.
4. Involve migrants and migrant health professionals and professional associations in training design, implementation and evaluation.
5. Involve professional associations and other relevant actors in training design, implementation and evaluation.

## Recommendations for universities, education centres, professional associations and health care providers...

6. Expand intersectoral coordination in developing training programmes.
7. Encourage research and evaluation of effectiveness and impact of training.
8. Support and encourage individual professionals in implementing new strategies.



**Thank you**