



# Commonwealth Dental Association

*Working for Oral Health in the Commonwealth*

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## RESOLUTION

The World Dental Development Forum at Montreal urge the FDI Council to adopt an Ethical Recruitment and Workforce Migration policy.

To this end the forum agreed the following draft declaration:

### DECLARATION ON ETHICAL INTERNATIONAL RECRUITMENT OF DENTAL PROFESSIONALS

- **Each country should assess its dental workforce needs and ensure it trains sufficient numbers to meet those needs, and the right of individuals to obtain dental care, however,**
- We recognise the basic human right to migrate for economic or personal development reasons
- Welcoming staff from abroad enables the transfer of experience and sharing of ideas, which can be extremely valuable.
- However, it is essential that international recruitment fills its proper place and is not done to the detriment of countries experiencing their own staffing difficulties. To this end, the 57<sup>th</sup> World Health Assembly recognised the place of government to government agreements in helping to manage migration, and to consider independent monitoring of these agreements
- Targeted international recruitment of dentists and other healthcare professionals can only be a short-term solution to domestic shortages. It is no replacement for robust workforce planning and high standards of human resource management practices.
- The actions of recruiters and employers are paramount in ensuring the success of human resource strategies and should include:
  - Fair pay
  - Good terms and conditions of employment
  - Career development opportunities
  - Healthy and safe working environments
  - Induction programme and long term support
- Staff legally recruited from abroad should be protected by the employment law of the recruiting country in exactly the same way as all other employee nationals.
- Staff legally recruited from abroad should have the same support and access to further education & training and continuing professional development as all nationals.

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