

BOARD OF DIRECTORS

PATRICIA PITTMAN, CHAIR
GEORGE WASHINGTON UNIVERSITY

Unions

NORMA AMSTERDAM
NURSE ALLIANCE OF SEIU HEALTH

BARBARA CRANE
NATIONAL FEDERATION OF NURSES

KATHERINE KANY
AFT HEALTHCARE

Professional Associations

KATHY HARRIS
AMERICAN ORGANIZATION OF
NURSE EXECUTIVES
AMERICAN HOSPITAL ASSOCIATION

LYDIA OSTERMEIER
NATIONAL ASSOCIATION OF
HEALTH CARE RECRUITMENT

CHERYL PETERSON
AMERICAN NURSES ASSOCIATION

*U.S.-based Foreign-Educated
Professional Associations*

SARA GABRIEL
NATIONAL ASSOCIATION OF INDIAN
NURSES OF AMERICA

REYNALDO RIVERA
PHILIPPINE NURSES ASSOCIATION
OF AMERICA

Employers

TERRY BENNETT
JOHNS HOPKINS HEALTH SYSTEM

CHARLES KAHN, III
FEDERATION OF AMERICAN
HOSPITALS

Staffing and Placement Agencies

CORAZON BAUTISTA
GLOBALCARE

MARCIA FALLER
O'GRADY PEYTON INTERNATIONAL

SHARI SANDIFER
AMERICAN ASSOCIATION OF
INTERNATIONAL HEALTHCARE
RECRUITMENT

Licensure and Accreditation Bodies

KATHY APPLE
NATIONAL COUNCIL OF STATE
BOARDS OF NURSING

BARBARA NICHOLS
COMMISSION ON GRADUATES OF
FOREIGN NURSING SCHOOLS

Position on: the WHO Code of Practice

On the International Recruitment of Health Personnel

The Alliance for Ethical International Recruitment Practices (Alliance) acknowledges, celebrates, and supports the Draft Code of Practice on international recruitment of health personnel, as promulgated by the World Health Organization. We applaud the elevated global focus and welcome the opportunity to further initiatives in support of healthcare and healthcare workers worldwide.

The Alliance believes that its goals and those of the WHO are very well aligned and synergistic. We note particularly the emphasis on transparency, fairness, balance, and the obligations of all nations to work toward high-quality healthcare around the world. We also note our shared recognition of the right of individuals to migrate while seeking mechanisms to improve conditions in source countries.

We would like to particularly mark the WHO Code's reliance upon research and information sharing. We believe the more we know about conditions and factors influencing and resulting from migration patterns the better able we will be to identify solutions to the challenges we face across the globe.

The Alliance welcomes opportunities to work in cooperation with the World Health Organization as we address healthcare migration.

About the Alliance for Ethical International Recruitment Practices

In 2009 the Alliance for Ethical International Recruitment Practices was formed, comprised of a broad coalition of stakeholders from across the United States. These stakeholders represent recruitment firms which operate globally, professional associations, regulatory agencies, nurse unions, and provider entities.

The mission of the Alliance is to facilitate the adoption and compliance with voluntary standards that aim to ensure recruitment practices of foreign-educated nurses to the United States are ethical, responsible, and transparent. This work is guided by the ***Voluntary Code of Ethical Conduct for the Recruitment of Foreign Educated Nurses to the United States*** (Code) which was published in 2008. The Code represents the product of efforts of a collaboration which is now reflected on the Board of Directors of the Alliance. For more information about the Alliance and to view The Code, visit www.fairinternationalrecruitment.org