

Managing Health Workforce Mobility

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CEO (2009-2024)

Australian Health Practitioner Regulation Agency



IAMRA is an international community with 122 members/partners from 44 countries across 6 world regions.



Vision: Everyone around the world is treated and cared for by safe and competent doctors.



Purpose: To promote effective medical regulation worldwide by supporting best practice, innovation, collaboration, and knowledge sharing to ensure public safety and enable the global medical workforce to deliver quality health care.

National, multi-profession regulatory scheme



- Aboriginal and Torres Strait Islander Health Practitioners
- Chinese Medicine Practitioners
- Chiropractors
- Dental practitioners
- Medical Doctors
- Medical Radiation Practitioners
- Nurses
- Midwives
- Occupational Therapists
- Optometrists
- Osteopaths
- Paramedics
- Pharmacists
- Physiotherapists
- Podiatrists
- Psychologists

Wider global workforce trends (1)

- International health workforce mobility is on the rise
 - Estimate that 2.7 million working outside their country of birth or qualification (63% nurses; 30% medical doctors)
 - Covid-19 has triggered an acceleration and increased international demand for health workers
- Key drivers of migration relatively stable:
 - Remuneration
 - Career prospects
 - Working environment
 - Job satisfaction

Wider global workforce trends (2)

- Increased in demand has stimulated growth in training capacity in some countries aimed at international markets
 - Nursing and pharmacy as examples
 - Wider internationalisation of student education
- Move of health professionals into other roles in destination countries
 - Social care and aged care
- New and expanding modes of international recruitment
 - Active vs passive recruitment – role of social media
- Health workforce migration may be a policy concern for multiple government departments in a country
 - Health, immigration, trade, employment




A call to action



- Australia is facing a shortage of key healthcare practitioners, putting the health system and existing workforce under pressure.
- The ongoing impact of COVID-19 peaks, a growing and ageing population, rising levels of chronic conditions, differences in local needs, and workers wanting more flexibility are increasing pressure on service delivery.
- Workforce shortages contribute to reduced access to care, increased workloads for health practitioners, overuse of higher cost services (such as locums and emergency care) and poorer patient outcomes.
- Removing unnecessary regulatory barriers faced by Internationally Qualified Health Practitioners will improve care for Australians.

<https://www.regulatoryreform.gov.au/priorities/health-practitioner-regulatory-settings-review>

Australia is not alone



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FSMB, Intealth, ACGME Establish Advisory Commission to Guide Alternate Pathways for State Licensure of International Medical Graduates

The Federation of State Medical Boards (FSMB), Intealth™, and the Accreditation Council for Graduate Medical Education (ACGME) announced today they have established a new "Advisory Commission on Alternate Licensing Models" to provide guidance on alternative pathways for state licensure of physicians who have completed training and/or practiced outside of the United States. The majority of these physicians are international medical graduates (IMGs), encompassing both foreign nationals and U.S. citizens who completed their medical education and training outside the United States and Canada.

Approximately one-quarter of the U.S. physician workforce is comprised of IMGs. IMGs are a critical component of the U.S. health care system and help ensure access to care in underserved communities and physician specialties experiencing shortages, especially primary care. Some IMGs entering the U.S. health care system for residency and/or fellowship training have already completed postgraduate training and/or practiced medicine in another country.

Despite substantial increases in U.S. medical school [enrollment](#), steady increases in U.S. graduate medical [education](#), and reports that more than 99% of [U.S. MD](#) and [DO](#) graduates enter training or full-time practice in the United States, [current](#) and [projected](#) physician shortages persist.

There is increasing interest among state policy makers to improve patient access and reduce workforce shortages by changing licensure requirements for physicians who have completed training and/or practiced abroad. Some of these proposals bypass certain requirements, including requirements related to U.S. postgraduate training, that are designed to ensure physicians have acquired the necessary knowledge, skills, abilities, and attitudes to provide safe and competent patient care. While there are some shared characteristics among the proposals, there are also distinctions that may lead to varying outcomes across states and create confusion among physicians, regulators, and patients. In some cases, it is also unclear how medical boards and regulators will operationalize the proposed pathways.

In response, FSMB, Intealth, and ACGME, together with national organizations representing specialty certification and medical education, are working to develop meaningful recommendations for licensing requirements and pathways for internationally trained and practicing physicians.

This work has begun, and the commission is expected to issue recommendations and guidance, and identify resources for states, in the coming months. We look forward to working with states as they implement these proposals so that we have a consistent approach that protects patients and assures the readiness for these physicians to practice in the American health care system.

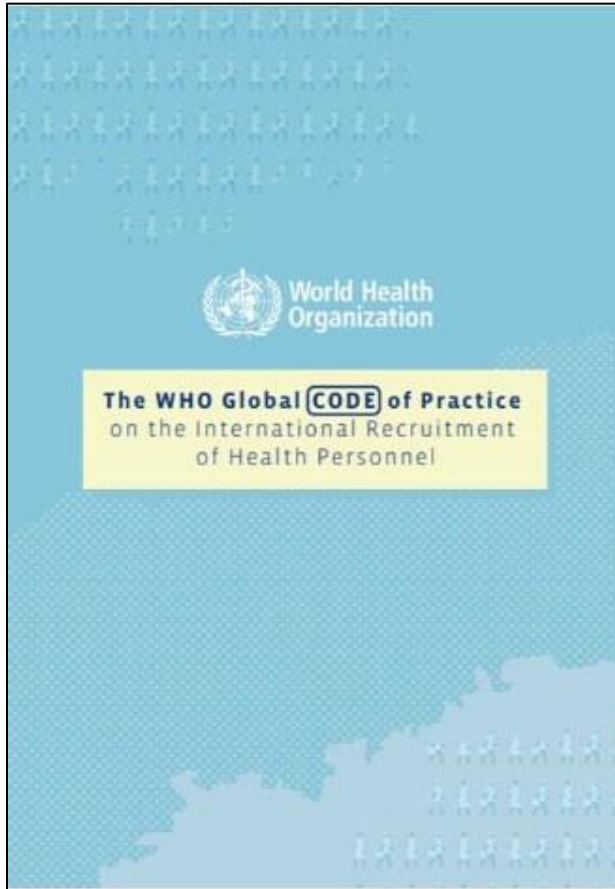
About FSMB
The Federation of State Medical Boards (FSMB) is a national non-profit organization representing the medical boards within the United States and its territories that license and discipline allopathic and osteopathic physicians and, in some jurisdictions, other health care professionals. The FSMB serves as the voice for state medical boards, supporting them through education, assessment, research and

(more)

- Many high-income countries looking to streamline regulatory pathways
 - Reduce timeframes
 - Reduce opacity
 - Reduce costs
 - Streamline requirements and reduce duplication
 - Recognise a broader range of qualifications
 - Enabling immigration policies

<https://www.fsmb.org/advisory-commission-on-additional-licensing-models/>

What can professional regulators do?



- Regulation as an enabler of ethical recruitment
- Encourage awareness of the Code of Practice
- Regulators as a source of comprehensive data on workforce flows
 - Contribute to reporting by countries on the Global Code
 - Contribute to workforce planning
- Facilitate role of diaspora groups in circular migration
- Possible roles of regulators in distribution and retention in underserved areas
- Understand developments in technology and tele-medicine

16th International Conference on Medical Regulation, September 2025



The poster features a green and white color scheme with decorative green swirls. At the top left is the IAMRA logo, a stylized green '3' shape. To its right, the text 'IAMRA 2025' is in bold green, with '3-6 SEPTEMBER DUBLIN' in smaller green text below it. The main text 'People-focused regulation for a safer global community' is in a green serif font. At the bottom left, there is a location pin icon followed by 'Dublin, Ireland' and a calendar icon followed by '3-6 September 2025'. On the right side, there is a circular inset image showing a group of people in a professional setting, with a large green 'C' shape partially overlapping it.

IAMRA 2025
3-6 SEPTEMBER DUBLIN

People-focused
regulation for a
safer global
community

 Dublin, Ireland

 3-6 September 2025

**Early Bird registration until
June 16:**

<https://iamradublin2025.org/registration/>