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Organisation de Coopération et de Développement Économiques  
Organisation for Economic Co-operation and Development

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**English text only**

**DIRECTORATE FOR EMPLOYMENT, LABOUR AND SOCIAL AFFAIRS  
HEALTH COMMITTEE**

**OECD/WHO PROPOSED FRAMEWORK FOR A REGULAR MONITORING  
OF TRENDS IN INTERNATIONAL MIGRATION OF HEALTH PERSONNEL - ANNEX**

**OECD Conference Centre, 2 rue André Pascal  
Paris, 16ème arrondissement (métro de la Muette), France  
Monday 31 May and Tuesday 1 June 2010**

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**SUMMARY TABLES REVIEWING THE AVAILABILITY OF DATA ON THE MIGRATION OF  
DOCTORS AND NURSES IN SELECTED OECD COUNTRIES**

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Table 1A. Australia (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification		
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation	
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>	Annual	yes	yes	100%	yes	yes	yes	yes	yes	no  (previous registrations asked)	yes	(yes)	yes	yes	yes	?	(CV obligatory)
<b>Surveys</b>  Medical Labour Force Survey	annual	yes	yes	All doctors renewing their registration	yes	yes	yes	yes	yes	yes	yes	yes, at least in some states	no	yes	yes	no	

Australian Institute of Health and Welfare: Medical Labour Force Surveys <http://www.aihw.gov.au/publications/index.cfm/series/53>, Survey Questionnaires: <http://www.aihw.gov.au/publications/index.cfm/title/10723>  
 Medical Board of Western Australia (example of registration forms): <http://www.medicalboard.com.au/registration.cfm>  
 Health Workforce Australia (oversees the establishment of a national health workforce statistical register): <http://www.hwa.gov.au/internet/hwa/publishing.nsf/Content/home-1> !from 2010 on national central registry  
 Note: Distinguished between temporary and permanent resident.

**Table 1B. Australia (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>	annual  ! from 2010 national registry	yes (separable)	100%	yes	no  (but contact address provided)	Yes	yes	yes	no  (not explicitly in data but asked at registration)	no	(yes?)	no	yes	yes	yes
<b>Surveys</b>  Nursing and Midwifery Labour Force Survey	annual	yes	All nurses renewing their registration	yes	yes	no  (first year of RN etc)	yes  (active, renewing)	yes	yes  (multiple registration asked)	yes	no	no	yes	yes	no

Australian Institute of Health and Welfare: Nursing and Midwifery Labour Force Surveys <http://www.aihw.gov.au/publications/index.cfm/series/53>, Survey Questionnaires: <http://www.aihw.gov.au/publications/index.cfm/title/10724>

Nurses and Midwives Board New South Wales (example of registration forms): [http://www.nmb.nsw.gov.au/ArticleDocuments/18/app\\_rn\\_oct09.pdf.aspx](http://www.nmb.nsw.gov.au/ArticleDocuments/18/app_rn_oct09.pdf.aspx)

Table 2A. Austria (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
	yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>																
Austrian Medical Chamber	continuous	no	yes	(all)	yes	yes Austrian address/ residence	(yes)	yes	yes	(yes) (multiple registration, recognitions asked)	yes, partly	yes	no	yes	yes	yes

Austrian Medical Chamber (Österreichische Ärztekammer): <http://www.aerztekammer.at/index.php?aid=welcome&type=article>

Medical Chamber of Vienna: <http://www.aekwien.at/index.php/aerztekammer/standesfuehrung>

Austrian Statistical Office (Statistik Austria): [http://www.statistik.at/web\\_de/statistiken/gesundheit/gesundheitsversorgung/personal\\_im\\_gesundheitswesen/index.html](http://www.statistik.at/web_de/statistiken/gesundheit/gesundheitsversorgung/personal_im_gesundheitswesen/index.html)

Note: Although not published as statistical data, there are variables, such as working hours, mentioned in the report on health policy issues of the Austrian Medical Chamber <http://www.aerztekammer.at/service/WNB20072008.pdf>. The data in the Annual Report on Health Statistics also hints at further data availability (there is a stock differentiated by employed/self-employed, contract type and total numbers of residents, general and special physician, see p. 73, but not on active/inactive).

**Table 2B. Austria (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
Registry Ministry of Health	Continuous	no	(all?)	yes	yes	(yes)	(no)	yes	yes	no	yes	no	yes	yes	possibly  (not 'last'; copy of certificates, CV)

Federal Ministry of Health (Bundesministerium für Gesundheit): <http://www.bmg.gv.at/cms/site/standard.html?channel=CH0941&doc=CMS1213084225094>;  
<http://www.bmg.gv.at/cms/site/thema.html?channel=CH0941>; <http://www.bmg.gv.at/cms/site/standard.html?channel=CH0941&doc=CMS1203514236943> ;  
<http://www.bmg.gv.at/cms/site/standard.html?channel=CH0941&doc=CMS1203514667340>

Note: The Annual Report on Health Statistics only has a small section on Health Personnel, the most relevant for Nurses being a table on "hospital staff" by region and sex, and also "hospital man power since 1965", whereas the latter data include other health care professionals and technical personnel, too, and does not distinguish sex nor citizenship etc.

Table 3A. Canada (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>																
Medical Council of Canada	continuously	yes	yes	all	yes	yes	yes	?	yes	(yes)	?	yes	?	yes	yes	yes
SMDB /CIHI	annual	yes	yes	(all?)	yes	yes	(no)	yes	yes	(no)	yes	(no)	(no)	(no)	yes	(no)
<b>Surveys</b>																
NPS National Physician Survey	every 3 yrs	yes	yes (2 <sup>nd</sup> yr residents, students)	? 32% response; 19 239 (2007)	yes	yes (Canada)	(yes) year of license	yes (only active)	yes	yes	yes	no (place "grown up")	no	no	yes	yes

Medical Council of Canada: [http://www.mcc.ca/en/exams/info\\_update.shtml](http://www.mcc.ca/en/exams/info_update.shtml) and <http://www.pccr.org/en/>  
 Scott's Medical Database (SMDB): [http://www.cihi.ca/cihiweb/dispPage.jsp?cw\\_page=hhrdata\\_smdb\\_e](http://www.cihi.ca/cihiweb/dispPage.jsp?cw_page=hhrdata_smdb_e)  
 Canadian Institute for Health Information (CIHI): [http://secure.cihi.ca/cihiweb/dispPage.jsp?cw\\_page=hhrdata\\_physicians\\_e](http://secure.cihi.ca/cihiweb/dispPage.jsp?cw_page=hhrdata_physicians_e)  
 National Physician Survey: <http://www.nationalphysicianssurvey.ca/nps/resources/datarequest-e.asp>  
 Canadian Medical Association: [http://www.cma.ca/index.cfm/ci\\_id/16959/la\\_id/1.htm](http://www.cma.ca/index.cfm/ci_id/16959/la_id/1.htm)

**Table 3B. Canada (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>															
Regional registry boards	Continuous	no	all	yes	yes	yes	no	yes	(yes) (multiple registration asked)	yes (partly)	possibly (birth certfict, passport)	no	yes	yes	yes
CIHI	Annual	no	(all?)	yes	yes (Canada)	(yes)	yes	yes	yes	yes	(no)	no	yes	yes	yes

Canadian Institute for Health Information (CIHI): [http://www.cihi.ca/cihiweb/dispPage.jsp?cw\\_page=hhrdata\\_nursing\\_e](http://www.cihi.ca/cihiweb/dispPage.jsp?cw_page=hhrdata_nursing_e) and [http://www.cihi.ca/cihiweb/dispPage.jsp?cw\\_page=hhrdata\\_nursing\\_table\\_e](http://www.cihi.ca/cihiweb/dispPage.jsp?cw_page=hhrdata_nursing_table_e)  
 College & Association of Registered Nurses of Alberta: <http://www.nurses.ab.ca/cama/index.aspx?WebStructureID=1277>

Note: Registration Boards are separated for different nurse types (RN, LPN, RPN, Midwife). Registration procedures and forms, and thus available also variables differ by region/province.



Table 4A. Denmark (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
Registry	Continuous	Yes	Yes	100%	Yes	Yes	Yes		Yes	Yes	No	No	Yes	Yes	Yes	Yes
National Board of Health																
Danish Health authorization registry																
Registry	yearly	Yes	Yes	100%	Yes	No	Yes		Yes	Yes	Yes	No	No	Yes	Yes	No
National Board of Health																
Labour Registry for Health Personnel																

National Board of Health: <http://www.sst.dk/Uddannelse%20og%20autorisation/Autorisationsregister.aspx>

See also webpage for foreign trained doctors: <https://www.sst.dk/Uddannelse%20og%20autorisation/Soeg%20autorisation%20udenlandsk%20uddannet/Laeg.aspx>

**Table 4B. Denmark (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
Registry  National Board of Health  Danish Health authorization registry	Continuous	Yes (separate to nurses)	100%	Yes	Yes	Yes		Yes	Yes	No	No	No	Yes	Yes	Yes
Registry  National Board of Health  Labour Registry for Health Personnel	Yearly	Yes (separate to nurses)	100%	Yes	No	Yes		Yes	Yes	Yes	No	No	Yes	Yes	No

National Board of Health: <http://www.sst.dk/Uddannelse%20og%20autorisation/Autorisationsregister.aspx>

See also webpage for foreign trained nurses: <http://www.sst.dk/Uddannelse%20og%20autorisation/Soeg%20autorisation%20udenlandsk%20uddannet/Sygeplejerske.aspx>

Table 5A. France (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>  National Council of the Medical Association (CNOM)	Continuous	Yes	No	all*	Possibly	Possibly	Possibly	Yes	Yes	Yes	No	possibly,  (birth certificate)	No	Yes	Yes	Possibly
<b>Administrative source</b>  Adeli DREES, Ministry of Health and Sport	Continuous	Yes	No	all**	Yes	No	No	Yes	Yes	Yes	Yes	No	No	No	No	No
RPPS from 2010	Continuous	Yes	Yes	all	Yes	No	Yes	Yes	Yes	Yes	Yes, partly	No	No	Yes	Yes	Yes

\* In 2009, 9631 medical foreign doctors had an activity in France but foreign-trained French nationals are not taken included. Moreover, foreigners who work in a public hospital under the responsibility of another doctor do not need to be registered at the National Medical Council and are not included either. Enrolment in the CNOM is not compulsory for doctors who are civil servants and do not practice medicine in their work or for doctors who work in the French army.

\*\* According to DREES (2009), a non negligible part of doctors are not enrolled in the registry, especially in the hospital sector. In 2009, 209 143 doctors were registered in CNOM compared with 206 306 doctors only in Adeli. Foreign doctors coming from outside the EU who practice in hospitals and who have not obtained their complete equivalence of degree are not taken into account by the registry.

Ordre National Des Medecins: <http://www.conseil-national.medecin.fr/article/les-conditions-d-exercice-de-la-medecine-en-france-392#5>

Les médecins Estimations au 1er janvier 2009: <http://www.sante.gouv.fr/drees/seriestat/seriestat138.htm>

**Table 5B. France (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Administrative source</b>															
Adeli DREES/ Ministry of Health and Sports	Continuous	No	(495834) 100%	Yes	No	No	Yes	Yes	Yes	Yes	No	No	No	No	No
RPPS from 2011	Continuous	No	all	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes

DREES Les professions de santé au 1er janvier 2009: <http://www.sante.gouv.fr/drees/seriestat/pdf/seriestat131.pdf>

RPPS (Répertoire Partagé des Professionnels de Santé): [http://www.gjp-cps.fr/index.php?option=com\\_content&task=view&id=280&Itemid=316](http://www.gjp-cps.fr/index.php?option=com_content&task=view&id=280&Itemid=316) (\* preliminary)

Other possible source: authorization of practice from local administration: Direction Départementale des Affaires Sanitaires et Sociales ( DDASS) delivers authorisation of practice for foreign nurses and foreign-trained nurses from outside EU but these figures are not usually published .

Table 6A. Germany (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registrations avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>																
German Medical Assoc.	annual	yes	yes no students	all	yes	yes (German address)	GMA: no	yes	yes	GMA :yes	GMA : no	no	no	yes	no	no
Assoc. of Statutory Health Insurance Physicians							ASHIP:yes			ASHIP: no	ASHIP:yes (earnings: no)					
<b>Administrative source</b>																
Federal Health Monitoring System/Federal Employment Office	annual	n/a	no	? (only those employee subject to social insurance contribution)	yes	no	no	subject to social insurance contribution = active, employed	no	(yes)	(yes)*	no	no	yes (Germ./foreign)	no	no

German Medical Association (Ärztammer): <http://www.bundesaeztekammer.de/page.asp?his=0.3.7128>

Associations of Statutory Health Insurance Physicians (Kassenärztliche Bundesvereinigung): <http://www.kbv.de/24854.html>

Federal Health Monitoring (Gesundheitsberichterstattung)/Federal Statistical Office (DeStatis): [http://www.gbe-bund.de/gbe10/trecherche.prc\\_them\\_rech?tk=14501&tk2=15352&p\\_uid=gast&p\\_aid=71927039&p\\_sprache=D&cnt\\_ut=16&ut=15352](http://www.gbe-bund.de/gbe10/trecherche.prc_them_rech?tk=14501&tk2=15352&p_uid=gast&p_aid=71927039&p_sprache=D&cnt_ut=16&ut=15352)

Note: Data of the Robert-Koch-Institute, which publishes reports for the Federal Health Monitoring (see below for further details) are based primarily on the data of the German Medical Association and the Associations of Statutory Health Insurance Physicians. Also, there are data available only on Länder level. Multiple Registrations can be assumed to be avoided, as normally de-registering is necessary when changing Länder level chambers, respectively as one employee only has one social security number.

**Table 6B. Germany (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Administrative source</b>															
Federal Employment Office	annual	yes, + elderly care	? (only those employee subject to social insurance contribution)	(yes)*	no	no	yes (subject to social insurance contribution = active, employed)	(no)	(yes)	(yes)*	no	no	yes* (German/foreign)	no	no

Federal-Health Monitoring System:[http://www.gbe-bund.de/gbe10/abrechnung.prc abr test logon?p\\_uid=gast&p\\_aid=4711&p\\_sprache=D&p\\_knoten=TR14501](http://www.gbe-bund.de/gbe10/abrechnung.prc abr test logon?p_uid=gast&p_aid=4711&p_sprache=D&p_knoten=TR14501)

Federal Statistical Office/Federal Employment Office <http://www.pub.arbeitsagentur.de/hst/services/statistik/detail/b.html?call=|>

Note: The Robert-Koch-Institute publishes reports on, inter alia, health personnel as part of the Federal Health Monitoring System, which is a central database maintained by the Federal Statistical Office and which collects different aspects of health issues. Data of the Federal Health Monitoring System encompasses data of different sources, such as that of the Nursing Statistics maintained by the Federal Statistical Office or the data on employees subject to social insurance contribution of the Federal Employment Office.

\* according to other statistics of the Federal Employment Office, these variables are covered in the statistics of employees subject to social insurance contribution. Explicit data on nursing personnel broken down on these variables are not published, but are likely to be available in principle.

**Table 7A. Ireland (Doctors)**

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g.practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>  Irish Medical Council	Continuous	Yes	Yes	100% (19,071 Year: 2010)	Yes	Yes	Yes	No	Yes	Yes	No	Yes	No	Yes	Yes	Yes

Irish Medical Council: <http://www.medicalcouncil.ie/Registration/>

**Table 7B. Ireland (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
Registry  Irish Nursing Board	Continuous	Yes	all (82,576 65415 active and 17161 inactive  Year: 2010)	Yes	Yes  (primary mailing address)	Yes	Yes	Yes	Yes	No	Possibly  (birth certificate)	No	Yes	Yes	Yes

Irish Nursing Board: [http://www.nursingboard.ie/en/registering\\_to\\_practise.aspx](http://www.nursingboard.ie/en/registering_to_practise.aspx)



Table 8A. Netherlands (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>																
BIG-Register/ Ministry of Health, Welfare, Sport	continuous	n/a	no	all*	yes	Yes (home address)	yes	no	No (separate registration)	Yes (central registry)	no	no?	no	possibly	yes (EEA/non-EEA)	no (separate registration)
KNMG/Royal Dutch Med. Assoc. (specialist registration)	continuous	n/a	no	all specialists**	yes	yes	yes	no	yes	yes(multiple specialisation possible)	no	yes	no	possibly	no	yes

\* voluntary registration, but only registered persons are permitted to call themselves medical doctors; \*\* re-registrations every 5 years

BIG-Register: <http://www.bigregister.nl/en/registration/default.aspx>

Dutch Medical Association (KNMG/Koninklijke Nederlandsche Maatschappij tot bevordering der Geneeskunst): <http://knmg.artsennet.nl/Over-KNMG/about-knmg.htm>,  
<http://knmg.artsennet.nl/Opleiding-en-Registratie/Buitenslands-gediplomeerden.htm>

**Table 8B. Netherlands (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>															
BIG-Register/ Ministry of Health, Welfare, Sports	continuously	no	all	yes	yes (home address)	yes	no	no (separate registration)	yes (central registry)	no	no	no	yes	yes (EEA/non-EEA)	no (separate registration)
College of Nursing Specialties/ Registration Commission	Continuously	no	all nurse specialists	yes	yes (home address)	yes	(yes) (employer has to be named)	yes	yes (central registry; multiple specialisation possible)	no	no	no	yes (passport/ or ID)	no	yes (certificate copy)

BIG-Register: <http://www.bigregister.nl/en/registration/default.aspx>

Registration Commission of the College of Nursing Specialties/ Registratiecommissie Specialismen Verpleegkunde (RSV): <http://www.verpleegkundigspecialismen.nl/Registratiecommissie/tabid/2206/language/nl-NL/Default.aspx>;

Table 9A. New Zealand (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
New Zealand	Registry															
	Medical Council	Continuous	Yes	Yes	100%	Yes	Yes	Yes	Yes	Yes	Yes	No	Possibly	No	Possibly	Yes
	Surveys															
	Medical Council Workforce Survey	Annual	Yes	Yes		Yes	No	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes

**Medical Council Registration:** <http://www.mcnz.org.nz/Registration/tabid/56/Default.aspx>

**Medical Council Workforce Survey:** [http://www.mcnz.org.nz/portals/0/publications/workforce\\_2008.pdf](http://www.mcnz.org.nz/portals/0/publications/workforce_2008.pdf)

**Table 9B. New Zealand (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>															
<b>Nursing Council</b>	Continuous	Yes	100% (42,662 Year: 2010)	Yes	No	Yes	Yes	Yes	Yes	Yes	Possibly	Possibly	Possibly	Yes	Yes
<b>Surveys</b>															
<b>Current State of the National Regulated Workforce 2009</b>	2009	Yes	100% (40,616 Year: 2009)	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No	No	Yes	Yes (New Zealand only)

**Nursing Council of New Zealand:** <http://www.nursingcouncil.org.nz/index.cfm/1.2.0.0.html/Online-Register>

**Current State of the National Regulated Workforce 2009:** [http://www.moh.govt.nz/moh.nsf/pagesmh/6795/\\$File/current-state-nursing.pdf](http://www.moh.govt.nz/moh.nsf/pagesmh/6795/$File/current-state-nursing.pdf)

Table 10A. Norway (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>	Continuous	yes	no separate registry for students/turnus	all	yes	yes (postal address)	yes (date of approval)	yes (through linked data/labour statistics*)	yes	yes (central registry)	yes (through linked data/labour statistics*)	no	no	yes	yes	yes
Norwegian Medical Assoc.																
w/SAFH Reg. of Health Care Personnel																

As the reports and statistical analyses base on the registry, the breakdown of data would be possible. Furthermore, the data mentioned for the row 'Registry' are those collected by application forms, thus, may not appear in the statistical analyses and may not (yet) be included in their data system, but should be available.

\* register-based employment statistics available through the Register of Employees by the National Insurance Administration

Statistics Norway: [http://www.ssb.no/hesospers\\_en/](http://www.ssb.no/hesospers_en/)

Norwegian Medical Association (Den Norske Legerforening) <http://www.legeforeningen.no/id/81039>

Norwegian Registration Authority for Health Personnel (SAFH): <http://www.safh.no/english/index.html>

Table 10B. Norway (Nurses)

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>															
SAFH (Reg. of Health Care Personnel)	continuous (weekly update)	no (separate)	all	yes	yes (postal address)	yes	yes (through linked data/labour statistics*)	yes	(yes) (central registry)	yes (through linked data/labour statistics*)	no	no	yes	yes	yes

Norwegian Registration Authority for Health Personnel (SAFH): <http://www.safh.no/english/index.html>

Statistics Norway: [http://www.ssb.no/hesospers\\_en/](http://www.ssb.no/hesospers_en/)

Migration and Health

[http://www.helsedirektoratet.no/portal/page?\\_pageid=134,67714&\\_dad=portal&\\_schema=PORTAL&\\_navigation1\\_parentItemid=2018&\\_navigation2\\_parentItemid=2018&\\_navigation2\\_selectedItemid=2018&language=english&\\_piref134\\_67721\\_134\\_67714\\_67714.sectionId=&\\_piref134\\_67727\\_134\\_67714\\_67714.artSectionId=1741&\\_piref134\\_67727\\_134\\_67714\\_67714.articleId=439874&language=english](http://www.helsedirektoratet.no/portal/page?_pageid=134,67714&_dad=portal&_schema=PORTAL&_navigation1_parentItemid=2018&_navigation2_parentItemid=2018&_navigation2_selectedItemid=2018&language=english&_piref134_67721_134_67714_67714.sectionId=&_piref134_67727_134_67714_67714.artSectionId=1741&_piref134_67727_134_67714_67714.articleId=439874&language=english)

Recruitment of Health Workers [http://www.helsedirektoratet.no/publikasjoner/rapporter/recruitment\\_of\\_health\\_workers\\_towards\\_global\\_solidarity\\_80600](http://www.helsedirektoratet.no/publikasjoner/rapporter/recruitment_of_health_workers_towards_global_solidarity_80600)

Table 11A. Sweden (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>																
National Board of Health and Welfare	Continuous	yes	no	Almost 100%	yes	(yes) Swedish address	(yes)	yes	yes	yes	no	yes Copy of passport/ birth certfic	Yes from the national registry	yes	yes	yes (not 'last')

National Board of Health and Welfare (Socialstyrelsen): <http://www.socialstyrelsen.se/english/applicationforswedishlicense>; <http://www.socialstyrelsen.se/blanketter/Documents/45125%202005-09.pdf>;  
<http://www.socialstyrelsen.se/english/applicationforswedishlicense/applicantsfromeu-norway-iceland-lichtensteinorswitzerland>

Statistics on Health Professionals <http://www.socialstyrelsen.se/statistik/statistikefteramne/halso-ochsjukvardspersonal>

**Table 11B. Sweden (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry National Board of Health and Welfare</b>	Continuous	no (separate)	100%	yes	(yes) Swedish address, resid. Permit	yes	yes	(yes) (if specialist qualification separately registered)	yes	no	yes Copy of passport/ birth certific.	Yes from the national registry	yes	yes	(yes) (if specialist qualification separately registered) CV

National Board of Health and Welfare (Socialstyrelsen): <http://www.socialstyrelsen.se/blanketter?search=engelska> ; <http://www.socialstyrelsen.se/blanketter/Documents/45510%202005-09.pdf>;



Table 12A. Switzerland (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b> Swiss Med. Assoc.	continuous	yes	no	about 90% of active physicians (approx. 34000 members)	yes	yes	yes	yes (only practicing)	yes	yes(central)	yes (partly)	no	no	yes	yes	yes
<b>Administrative Source</b> Recognition of foreign credentials/ Fed. Ministry of Health	annual	?	no	all	yes	yes	yes	no	no (separate procedure)	yes (central administration)	no	possibly (CV, passport)	no	yes	yes (certificates)	possibly CV, certificates)

Notes: Swiss Medical Association (FMH) provides statistical data on doctors <http://www.fmh.ch/bildung-siwf/internationales/statistik.html> . Recognition of foreign qualifications, however, are administered by the Federal Ministry of Health <http://www.bag.admin.ch/themen/berufe/00406/00550/index.html?lang=de> , where work permit data is provided by the Federal Ministry of Migration by citizenship [http://www.fmh.ch/files/pdf1/einwanderung\\_2008.pdf](http://www.fmh.ch/files/pdf1/einwanderung_2008.pdf) .

Further possible source: MEDUSE (Examens fédéraux pour les professions médicales: see for variables covered <http://www.obsandaten.ch/datenbanken/php/dbddb.php?modus=details&sprache=f&dbid=33>

Swiss Health Observatory: <http://www.obsan.admin.ch/bfs/obsan/en/index/01.html> see: <http://www.obsan.admin.ch/bfs/obsan/fr/index/04/01/ind36.html>

Analyses on Health Personnel <http://www.bfs.admin.ch/bfs/portal/fr/index/themen/14/03/04/dos/01.html>

**Table 12B. Switzerland (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Administrative Source</b>															
Recognition of foreign credentials/ Swiss Red Cross	annual	no (separate)	all	yes	no	no (only year of recogn.)	no	yes	?	no	no	no	no	yes (not 'first')	yes (not 'last')

Note: Recognition of Foreign Qualification for Nurses is administered by the Swiss Red Cross <http://redcross.ch/activities/health/hocc/d02a02b-fr.php>;  
[http://redcross.ch/activities/health/hocc/pdf/redcross\\_D02A03\\_pflg\\_f\\_2008.pdf](http://redcross.ch/activities/health/hocc/pdf/redcross_D02A03_pflg_f_2008.pdf)

Further possible source: NURSING data, Nursing Minimum Data Sets see for details on variables covered:  
<http://www.obsandaten.ch/datenbanken/php/dbddb.php?modus=details&sprache=f&dbid=278>, final report: [http://www.isesuisse.ch/nursingdata/fr/travaux/test02\\_rapport\\_final\\_0602-f.pdf](http://www.isesuisse.ch/nursingdata/fr/travaux/test02_rapport_final_0602-f.pdf) and  
[http://www.isesuisse.ch/nursingdata/fr/travaux/test02\\_rapport\\_description\\_classifications\\_0510-f.pdf](http://www.isesuisse.ch/nursingdata/fr/travaux/test02_rapport_description_classifications_0510-f.pdf)

Special Report: Ageing workforce in an ageing society <http://www.obsan.admin.ch/bfs/obsan/fr/index/05/publikationsdatenbank.Document.123783.pdf>

Table 13A. United Kingdom (Doctors)

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>																
General Medical Council	Continuous	Yes	Yes	All	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No
<b>Administrative Source</b>																
NHS Information Centre	Annual	Yes	Yes	All NHS staff	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	No

General Medical Council: [http://www.gmc-uk.org/doctors/medical\\_register.asp](http://www.gmc-uk.org/doctors/medical_register.asp)

NHS Information Centre: <http://www.ic.nhs.uk/statistics-and-data-collections/workforce/nhs-staff-numbers>

**Table 13B. United Kingdom (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included, if others which	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>															
Nursing and Midwifery Council	Continuous	Yes	All	Yes	Yes (application documents)	Yes	Yes	Yes	No	No	possibly (birth certificate)	No	Yes (Passport)	Yes	No
<b>Administrative</b>															
NHS Information Centre	Annual	Yes	All NHS staff	Yes	No	No	Yes	Yes	Yes	No	No	No	No	No	No

Nursing and Midwifery Council: <http://www.nmc-uk.org/>

NHS Information Centre: <http://www.ic.nhs.uk/statistics-and-data-collections/workforce/nhs-staff-numbers>

**Table 14A. United States (Doctors)**

Data source	Coverage of the data source				Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	All types of registration included	Interns / Residents included	Size of the sample and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" and "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g.practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first medical degree	Country of last specialisation
		yes/no	yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b>																
AMA physician master file	Continuous	Yes	Yes	941,000 (Year:2009)	Yes	Possibly	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes
<b>Administrative Source</b>																
Recognition of foreign Credentials/ ECFMG	Annual	Possibly	Possibly	100% of doctors educated outside US	Yes	No	No	Yes	Yes	Not applicable?	No	No	No	Yes	Yes	Yes

ECFMG Educational Commission for Foreign Medical Graduates: <http://www.ecfm.org/annuals/ECFMG2008.pdf>

AMA Physicain Master File: <http://www.ama-assn.org/ama/pub/about-ama/physician-data-resources/physician-masterfile.shtml>; [https://catalog.ama-assn.org/Catalog/product/product\\_detail.jsp?productId=prod1210018#](https://catalog.ama-assn.org/Catalog/product/product_detail.jsp?productId=prod1210018#)

**Table 14B. United States (Nurses)**

Data source	Coverage of the data source			Information available on registration and employment							Information available on migration			Information available on qualification	
	Frequency of the update	Midwives included	Sample Size and % coverage	Demographic variables (age, sex)	Country of residence	Year of entry in the registry	Distinction between "in/active" or "non/practicing"	Information on specialisation	Multiple Registration avoided	Employment variables (e.g. practice type, hours worked, earnings)	Country of birth	Year of entry in the country	Citizenship	Country of first qualification	Country of last qualification (specialization)
		yes/no		yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no	yes/no
<b>Registry</b> National Council of State Boards of Nursing	Annual	No	4,750,334	No	No	No	Yes	Yes	Yes	No	No	No	No	Yes	Yes
<b>Surveys</b> National Sample Survey of Registered Nurse	4 years	Yes	50691 Response Rate = 70.47%	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	Yes
<b>Administrative Source:</b> Recognition of foreign Credentials/ CFGNS	Continuous	Yes	100% of nurses educated outside US	No	No	No	Yes	No	?	No	No	No	No	Yes	Yes

National Sample Survey of Registered Nurses: <http://bhpr.hrsa.gov/healthworkforce/msurvey/initialfindings2008.pdf>

NCSBN: [https://www.ncsbn.org/10\\_2008NCLEXExamStats\\_Vol42\\_web\\_links.pdf](https://www.ncsbn.org/10_2008NCLEXExamStats_Vol42_web_links.pdf)

CGFNS Commission on Graduates of Foreign Nursing Schools: <http://www.cgfns.org/sections/tools/stats/>

