



## CORPORATE POSITION STATEMENT ON ETHICAL RECRUITMENT AND SUSTAINABILITY OF GLOBAL NURSES

Nurses comprise half the global health workforce and a current and growing shortage is of great concern. While statistics on the size of the shortage vary, there is consensus among stakeholders that the global shortfall of nurses numbers in the millions with some world regions and nations being disproportionately impacted. It is with this in mind that Health Carousel puts forth the following principled approach to the ethical recruitment and sustainability of global nurses.

In summary, Health Carousel supports the following principles:

**(1) RIGHTS OF THE INDIVIDUAL:** Individual healthcare workers have a basic human right to migrate globally to improve their well-being regardless of their world locale.

**(2) RESPONSIBILITIES OF HEALTHCARE WORKERS:** Healthcare workers have a responsibility to act professionally and ethically and should honor commitments and obligations to employers, agencies, and governments to the extent that

such obligations are entered into at will and do not violate applicable laws, including global standards on human trafficking or bondage.

**(3) RECRUITMENT RESTRAINT:** Health Carousel does not initiate agreements, partnerships, or promotions aimed at the recruitment of healthcare workers in countries commonly cited as having crisis-level nursing shortages.

**(4) REVIEW:** Health Carousel annually reviews its pipeline of nurses receiving assistance in migrating to the USA against common data sources on the global nursing shortage.

**(5) REINVESTMENT:** We use findings from our annual reviews to plan investments in nursing development in those countries most impacted by our organization.

The remainder of this Position Statement details our principled approach to the ethical recruitment and sustainability of global nurses.

**A**chieving the right balance between protecting health system integrity, managing migration, and respecting individual rights, takes investment and effort from healthcare organizations and corporate stakeholders worldwide.

Strong U.S. worker protection regulations and the efforts of associations such as the Alliance for Ethical International Recruitment Practices and the American Association of International Healthcare Recruitment (AAIHR) assure balance is maintained in the United States. Both the Alliance and AAIHR are diligent in producing recruitment codes, certifying

compliant recruitment agencies, and policing their members and the larger recruitment industry on the whole.

Health Carousel supports the efforts of both the Alliance and AAIHR to foster ethical and sustainable global healthcare worker recruitment. To provide further alignment with the missions of these organizations, we have drafted this corporate position statement outlining Health Carousel's principled approach.

**We support the rights of the individual healthcare professional to migrate across the globe in search of personal and professional opportunities.** The

WHO Global Code of Practice on the International Recruitment of Health Personnel (The Code) supports the right  
*OVER...*

*“Every penny invested in nursing raises the well being of people and families in tangible ways that are clear for everyone to see.”*

— ICN President, Annette Kennedy

of all people to the highest attainable standard of health and the right for any individual, including health personnel, to leave any country and to migrate to any other country that wishes to admit and employ them. Health Carousel agrees with this key principle of the WHO Code.

**Nurses wishing to migrate globally should honor their responsibilities and obligations to the extent that such obligations have been entered into at will and do not violate global standards of human trafficking or bondage.** Health Carousel, in agreement with the AAIHR Code of Ethics for International Healthcare Professionals, believes healthcare professionals have the responsibility to act ethically as do their recruitment agency and U.S. employer.

We require nurses to honor contractual obligations to their home country in exchange for public education or scholarships, and complete existing contractual service obligations to foreign countries before migrating to the USA. Additionally, we require a statement of release or proof of obligation fulfillment from the foreign government or entity before finalizing any global healthcare professional's U.S. immigration.

**We practice recruitment restraint.** Health Carousel has determined a level of alignment with the World Health Organization Global Code of Practice on the International Recruitment of Health Personnel.

We use the WHO Safeguard List in conjunction with common global nursing shortage metrics together to determine our Watchlist Countries.

Health Carousel does not initiate agreements, partnerships, or promotions aimed at the recruitment of healthcare workers in our Watchlist Countries.

**We review and measure our impact.**

Health Carousel measures our recruitment performance and impact on the global migration of healthcare workers versus WHO, AAIHR, Alliance, and other principle-based ethical recruitment guidelines annually.

**We invest in global healthcare worker sustainability efforts.** Our annual review shapes our future recruitment levels and investment initiatives to build the global nursing supply.

Since its inception, Health Carousel has been committed to ethical and socially responsible recruitment practices and the sustainability of the nursing profession around the world. Health Carousel's signature Light The Way program is built around ethical recruitment practices and sustainability initiatives. Our company has provided more than \$10 million in academic scholarships in the US and abroad, sponsored international nursing conferences, launched the International Advocate program with the DAISY Foundation and conducted nurse educational seminars in the Philippines.

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**For more information on this Position Statement, please contact the corporate contacts shown below.**



3805 Edwards Road, Suite 700  
Cincinnati, OH 45209  
+1 (855) 665-4544  
workforcesolutions@healthcarousel.com



Health Carousel

**LEADING IN ETHICAL  
RECRUITMENT & SUSTAINABILITY**

Health Carousel has a steadfast dedication to the highest standards of ethical recruitment that is without equal in the industry.

We are a founding member of the American Association of International Healthcare Recruitment (aaihr.org). As such, we not only adhere to the AAIHR Code but helped create a standard for ethical practices to which others in our industry follow.

Health Carousel and Health Carousel Philippines have received the status of a Certified Ethical Recruiter by the Alliance for Ethical Recruitment Practices, a nonprofit organization that promotes the fair, transparent recruitment of global healthcare workers for employment in the USA.

Our affiliate recruitment partner in the Philippines is Philippines Overseas Employment Administration (POEA) licensed.

Since our inception in 2004, Health Carousel has maintained its Light the Way program, through which all of our programs and activities promoting ethical recruitment practices and global nursing sustainability have been funneled.

In 2020 our Light the Way program added a partnership with the DAISY Foundation™ to create an International Advocacy program that provides corporate underwriting for DAISY Awards for countries lacking the funds necessary to provide recognition awards honoring the super-human work nurses do for patients and families. This partnership is currently supporting DAISY Awards to nurses selected by the Ministries of Health in Uganda and Ghana, two countries experiencing crisis-level nursing shortages.

In 2021, Light the Way is being expanded with greater ties to the DAISY Foundation and investments in home country nurse sustainability efforts. These efforts are more critical than ever as the COVID pandemic has both slowed the introduction of new nurses into the global supply and accelerated nurse burnout and retirements from the profession.

**CORPORATE CONTACTS**

Amber Burke Sprengard  
Vice President of  
Government Affairs

amber.sprengard@healthcarousel.com  
t: 513.794.3828  
m: 513.479.7273

Erik Schumann  
President, International and  
Chief Sales Officer

erik.schumann@healthcarousel.com  
t: 513.794.3834  
m: 513.290.9659