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NEWS RELEASE



FOR IMMEDIATE RELEASE
September 4, 2008

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**THE AMERICAN NURSES ASSOCIATION ADVANCES THE PREVENTION OF THE
UNETHICAL RECRUITMENT OF FOREIGN-EDUCATED NURSES**
*Business, Labor, Educators and Advocates Unite, Release Code of Conduct for the Ethical
Recruitment of Foreign Educated Nurses to the United States*

SILVER SPRING, MD – The American Nurses Association (ANA) along with representatives of unions, health care organizations, educational and licensure bodies, and recruiters joined forces today by publicly releasing the *Code of Ethical Conduct for the Recruitment of Foreign Educated Nurses*. The Code provides voluntary guidelines that aim to ensure the growing practice of recruiting foreign-educated nurses to the United States is done in a responsible and transparent manner.

“Recruitment of foreign-educated nurses (FENSs) to the United States is growing in response to the U.S. nurse shortage. While there is disagreement over the causes of the nursing shortage and whether international nurse recruitment is part of the solution, there is widespread agreement that if it is occurring it should be conducted in an ethical manner that balances diverse stakeholder interests. Adoption of this Code will safeguard the rights of FENs and enhance high-quality patient care, both domestically and abroad,” remarked ANA President Rebecca M. Patton, MSN, RN, CNOR.

ANA has long advocated for the ethical recruitment of foreign-educated nurses. In April 2008, the association filed an amicus brief in New York supporting a motion to drop criminal charges against the group of Filipino registered nurses charged with patient endangerment after resigning their positions. These nurses have come to be known as the “Sentosa nurses.”

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The nurses had been recruited by the Sentosa Recruitment Agency to work at specific nursing home facilities on Long Island. When they arrived in the U.S., they discovered they actually were working for a staffing agency, Prompt Nurses Employment Agency. Over a period of months, the nurses said, the agency refused to pay them according to the terms of their contracts. They also said they were not properly trained for their new jobs and were required to care for more patients than they believed were safe.

The Code is designed to increase transparency and accountability throughout the process of recruitment and provides guidance to health care organizations and recruiters on ways to ensure recruitment is not harmful to source countries.

In addition to the ANA, the Code has also been endorsed by numerous groups, the American Association of International Healthcare Recruitment, the National Council of State Boards of Nursing, the National Association for Home Care and Hospice, several large recruiters, and multiple associations of foreign educated nurses.

A copy of the Code of Conduct is available on ANA's web site at www.nursingworld.org in the Announcements section.

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The ANA is the only full-service professional organization representing the interests of the nation's 2.9 million registered nurses through its 54 constituent member nurses associations. The ANA advances the nursing profession by fostering high standards of nursing practice, promoting the rights of nurses in the workplace, projecting a positive and realistic view of nursing, and by lobbying the Congress and regulatory agencies on health care issues affecting nurses and the public.