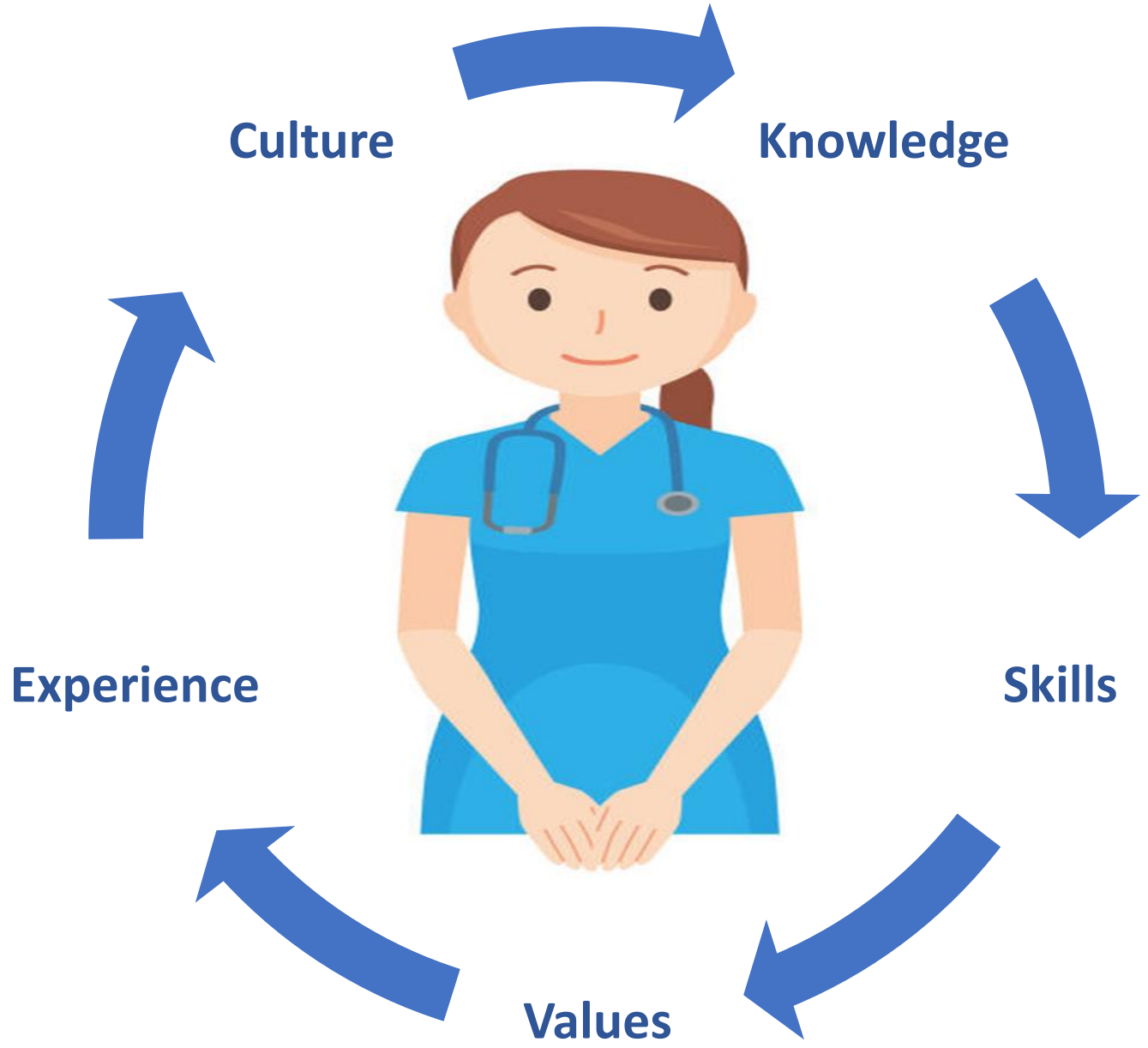
Internationally Qualified Nurses' Challenges

By: Monina Hernandez, MNurs(Hons), PGDipHSc, PGCertTT, BSN, RN, RM

Internationally qualified nurses bring a variety of knowledge, skills, values and experience to their new practice areas apart from bringing with them culture that match the cultural diversity of patients.



Why do nurses migrate?

- social, cultural (Alonso-Garbayo & Maben, 2009; Kingma, 2008)
- historical, educational (Choy, 2003)
- political, economic, lifestyle (Benson & O'Reilly, 2016)
- legal influences (Freeman, Baumann, Blythe, Fisher, & Akhtar-Danesh, 2012; Massey et al., 1993).

- Hernandez, 2019, unpublished work

- Other European - 33%,
- Filipinos - 28%
- Indians - 20%

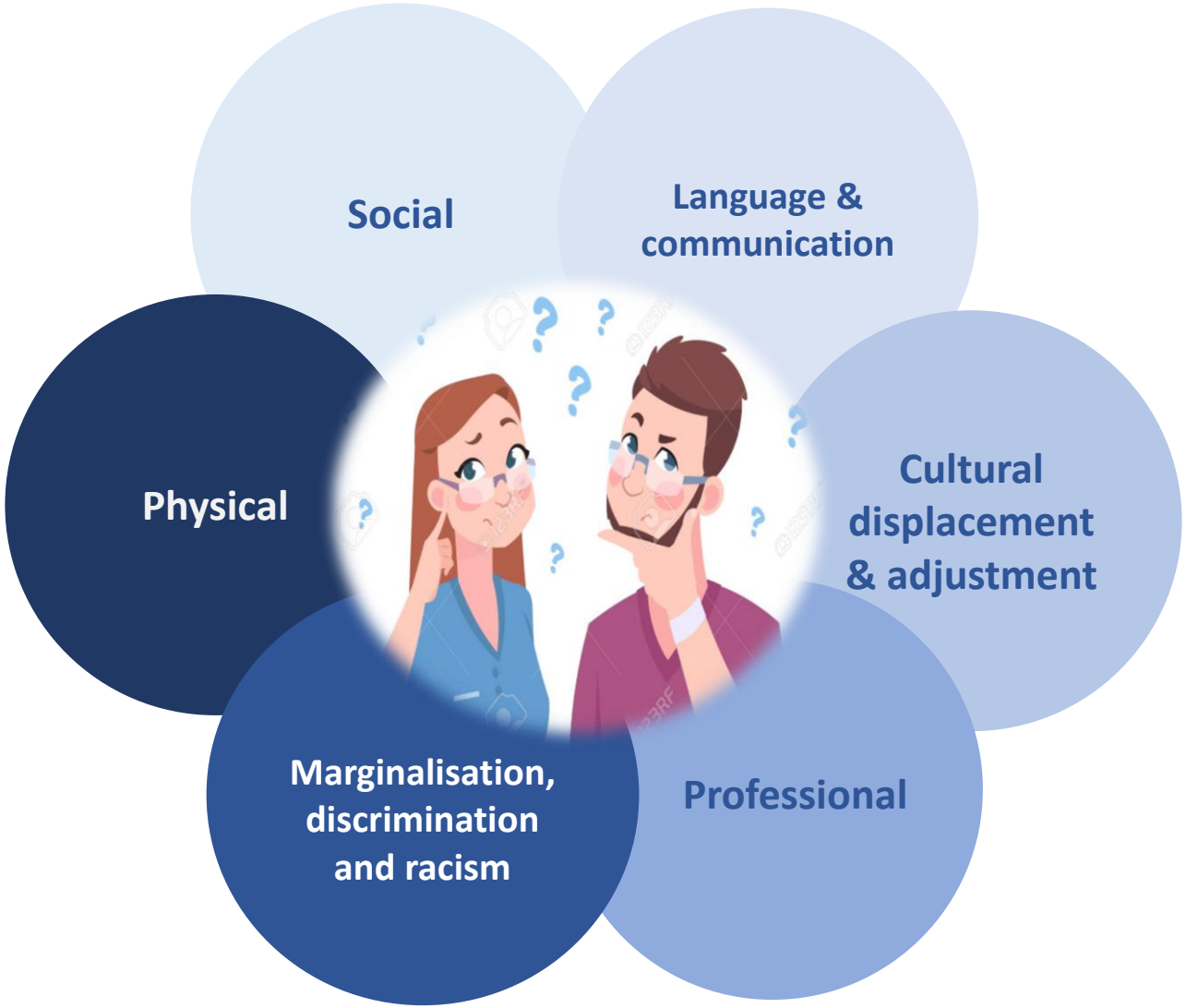
Approximately 3 out of 10 (27% of 52,711) of New Zealand's overall practising nurses are IQNs.

- younger than most nurses; 45% of IQNs under 40 years of age
- 32% of IQNs aged 50 or older
- more males among IQNs - 52% of all practising male nurses in NZ are IQNs

- IQNs are represented in all healthcare areas
- Most could be found in Continuing Care - 47%, Obstetrics/Maternity -40% and nursing for people with intellectual disabilities - 37%
- Predicted to make up 50% of RNs in continuing care by 2025

What do you think are the challenges that IQNs in New Zealand face?

IQN transitioning challenges - What research says



What research says

Language and its subtleties - idioms, acronyms & abbreviations aggravated by unfamiliarity with the accent, language nuances and socio-cultural context

Socio-cultural differences and social relations, social networks & coping

Social

Language & communication

Cultural uprooting & perception of "not belonging" and interpersonal conflicts due to differences in culture-based values, norms & expectations

Separation from family & culture, and adaptation to new physical environment & cooler climate of New Zealand

Physical

Cultural displacement & adjustment

Pre- & post-nursing registration issues, socio-cultural differences in healthcare environment, role & expectations, scope of practice, legal environment, deskilling, accountability, professional autonomy, health care technology & organizational structure

Race, gender, and culture bias, including stereotyping and outright injustice such as bullying

Marginalisation, discrimination and racism

Professional

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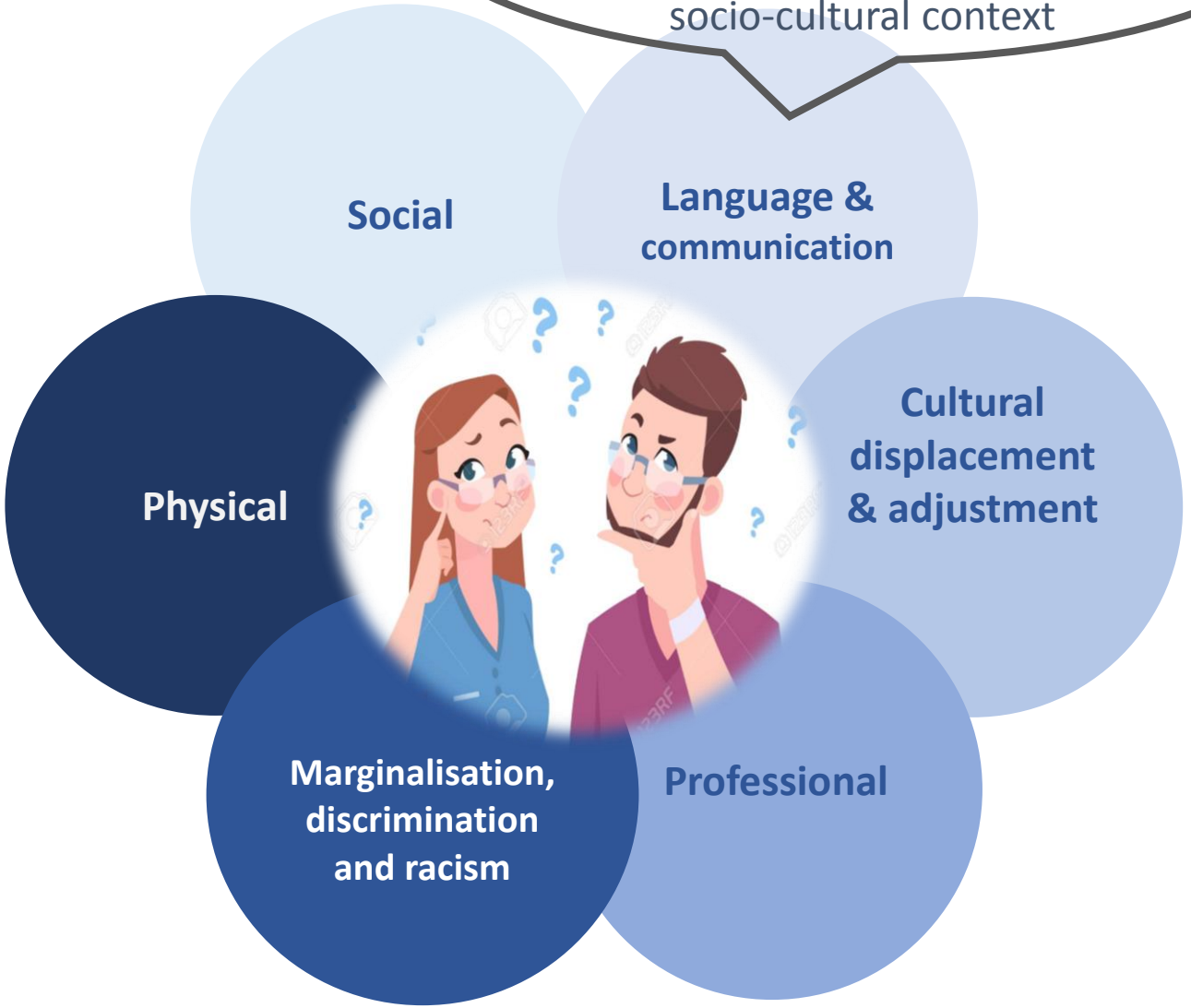

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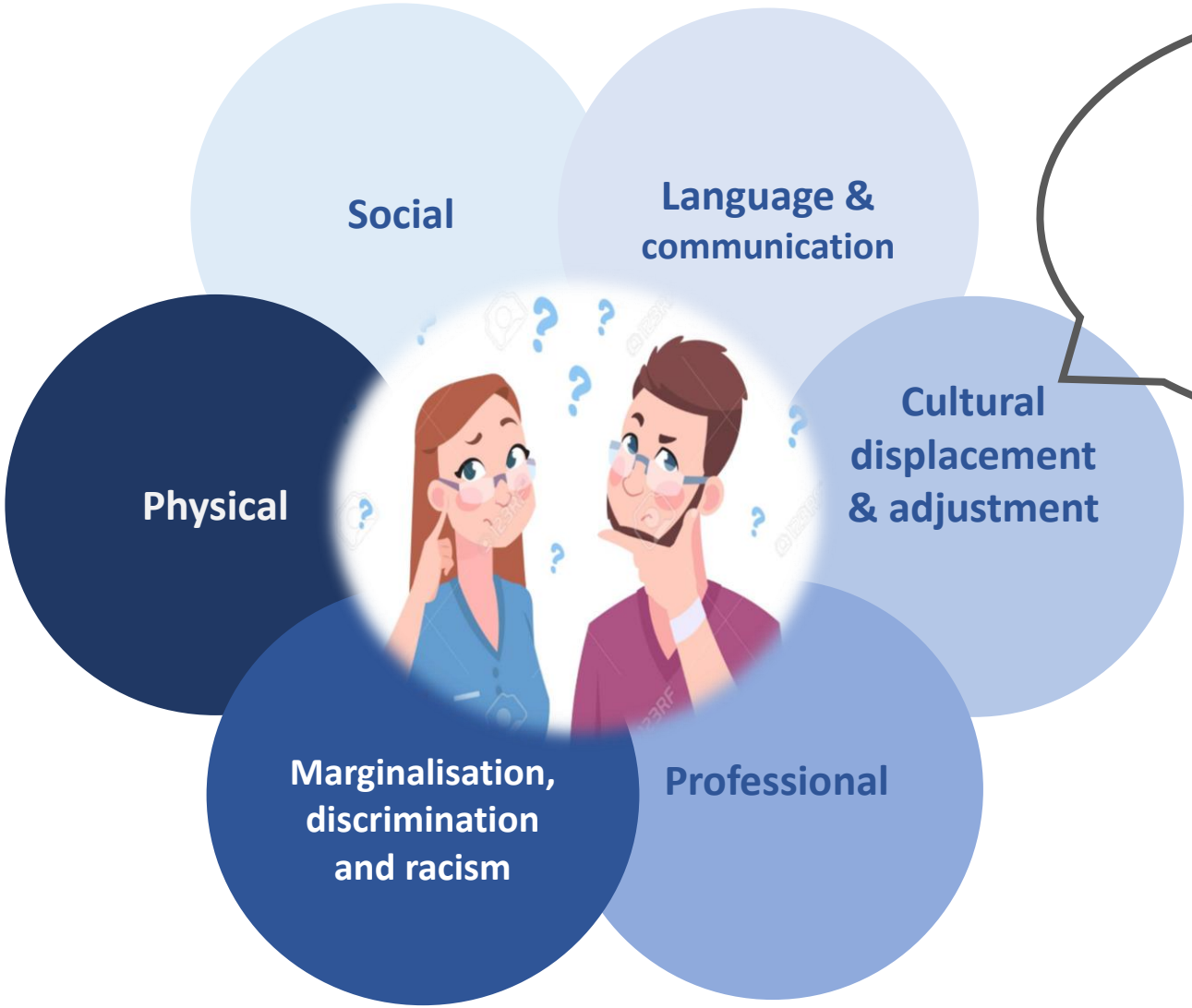
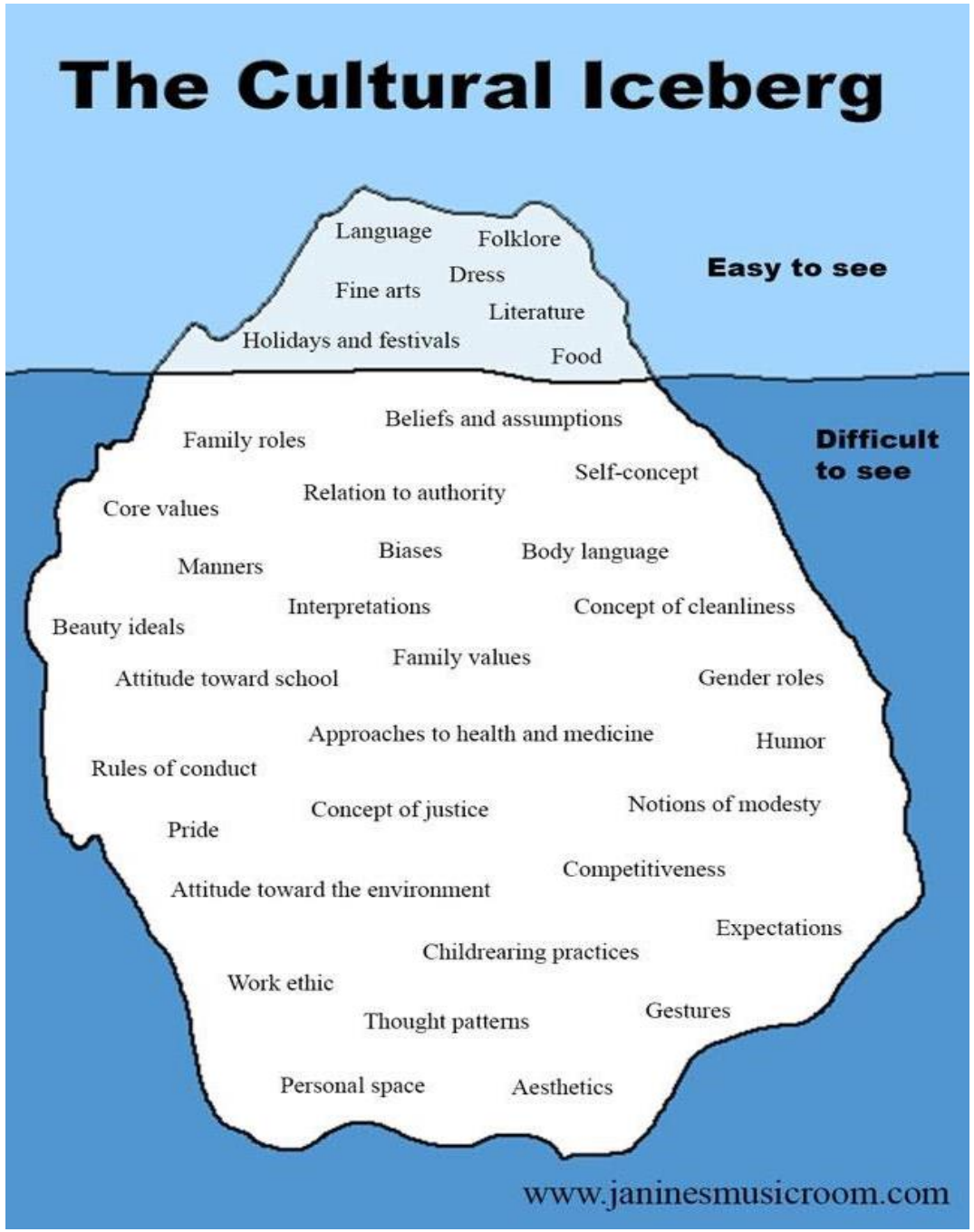


Cultural uprooting & perception of “not belonging” and interpersonal conflicts due to differences in culture-based values, norms & expectations


The Cultural Iceberg
Easy to see
Language
Folklore
Dress
Fine arts
Literature
Holidays and festivals
Food
Difficult to see
Beliefs and assumptions
Family roles
Self-concept
Relation to authority
Core values
Biases
Body language
Manners
Interpretations
Concept of cleanliness
Beauty ideals
Family values
Attitude toward school
Gender roles
Approaches to health and medicine
Humor
Rules of conduct
Concept of justice
Notions of modesty
Pride
Competitiveness
Attitude toward the environment
Expectations
Childrearing practices
Work ethic
Gestures
Thought patterns
Personal space
Aesthetics
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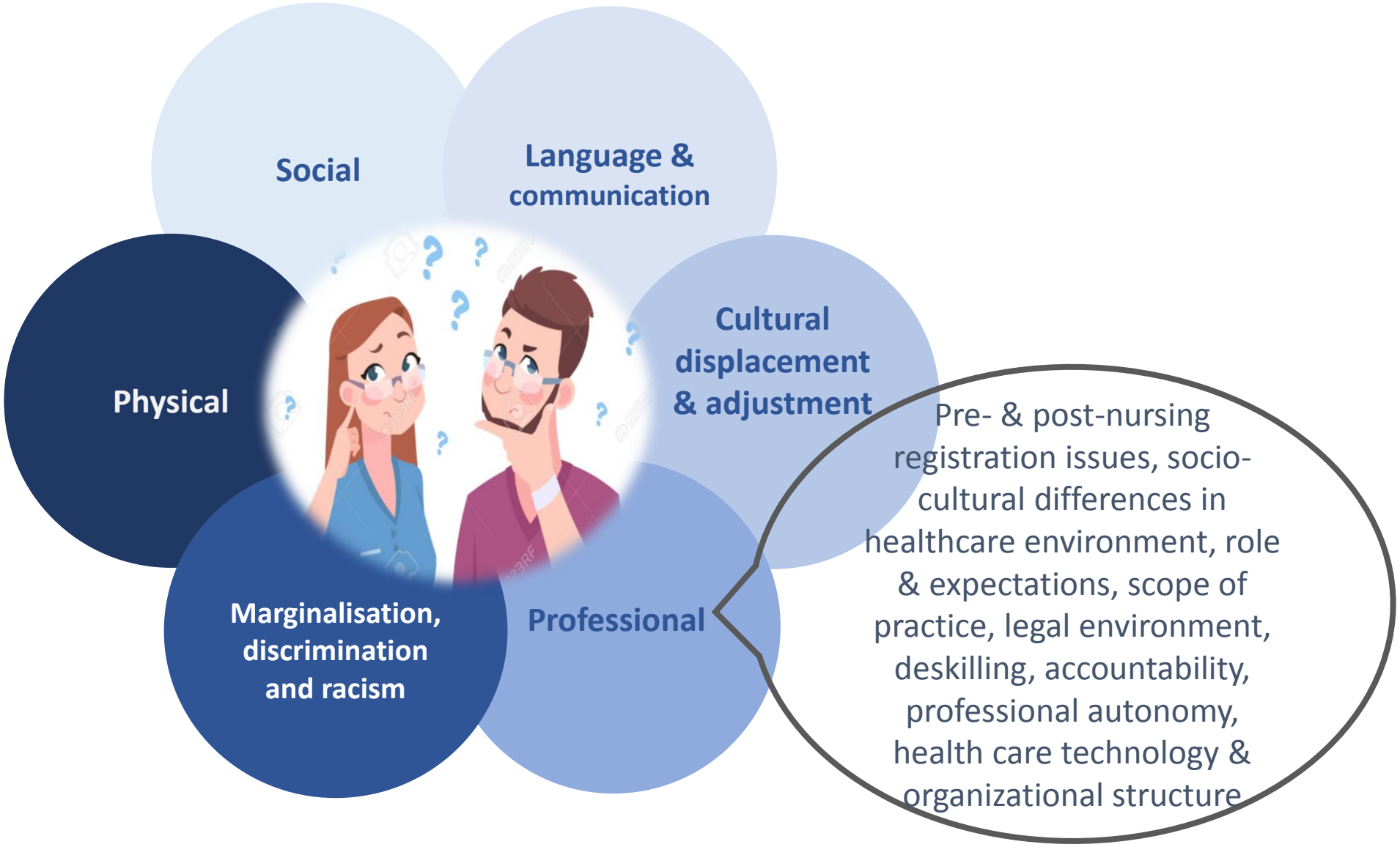
What research says



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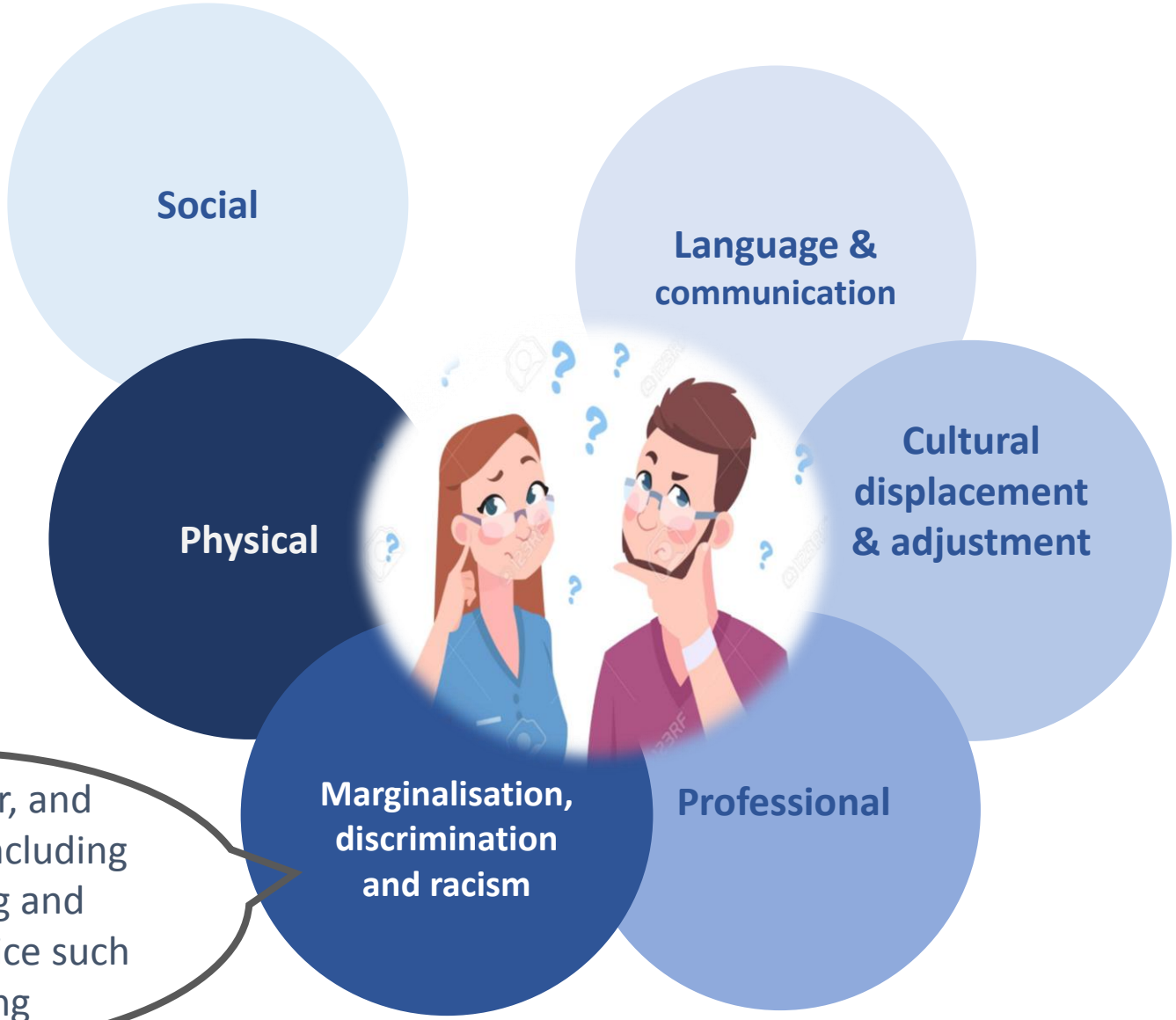

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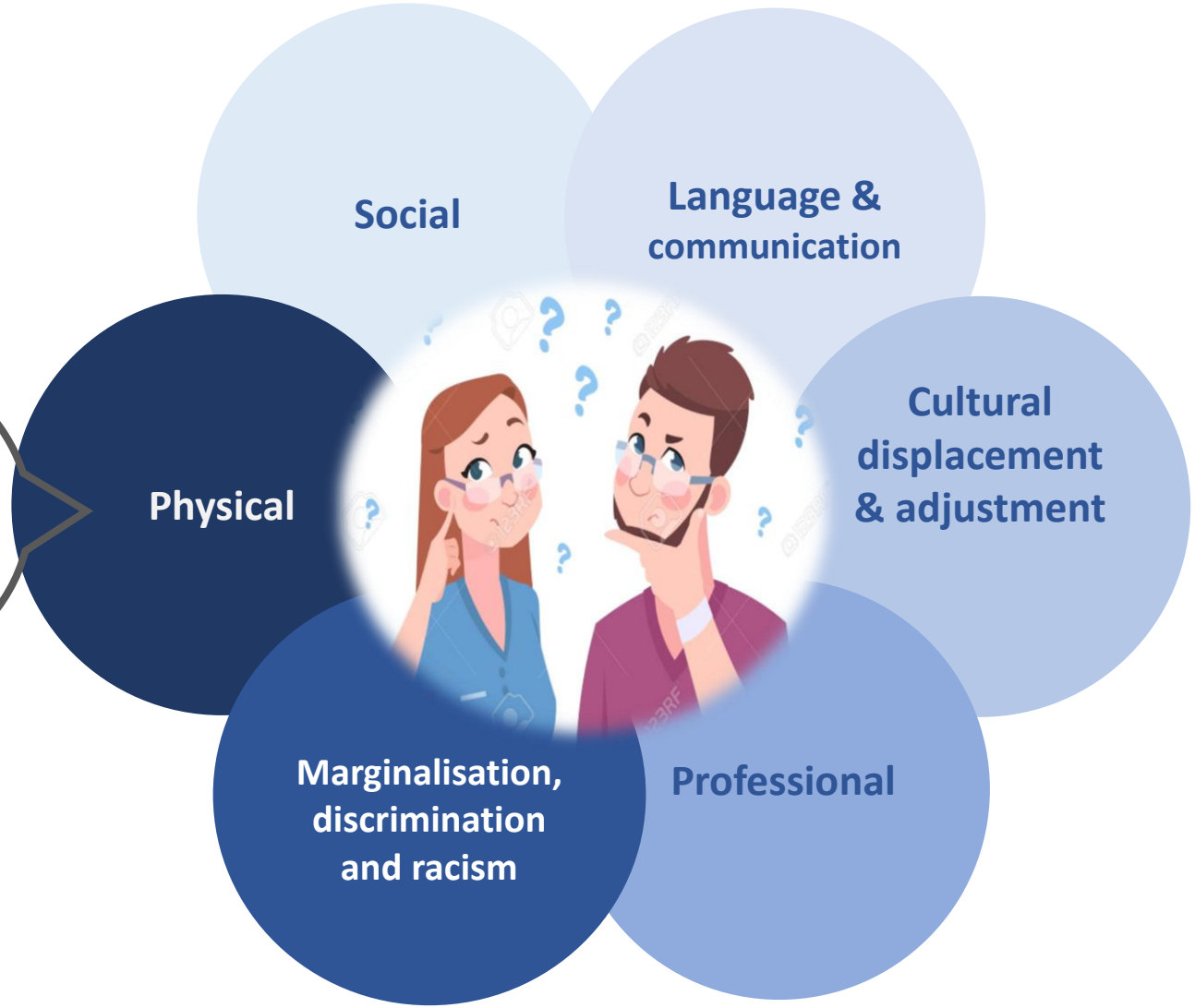
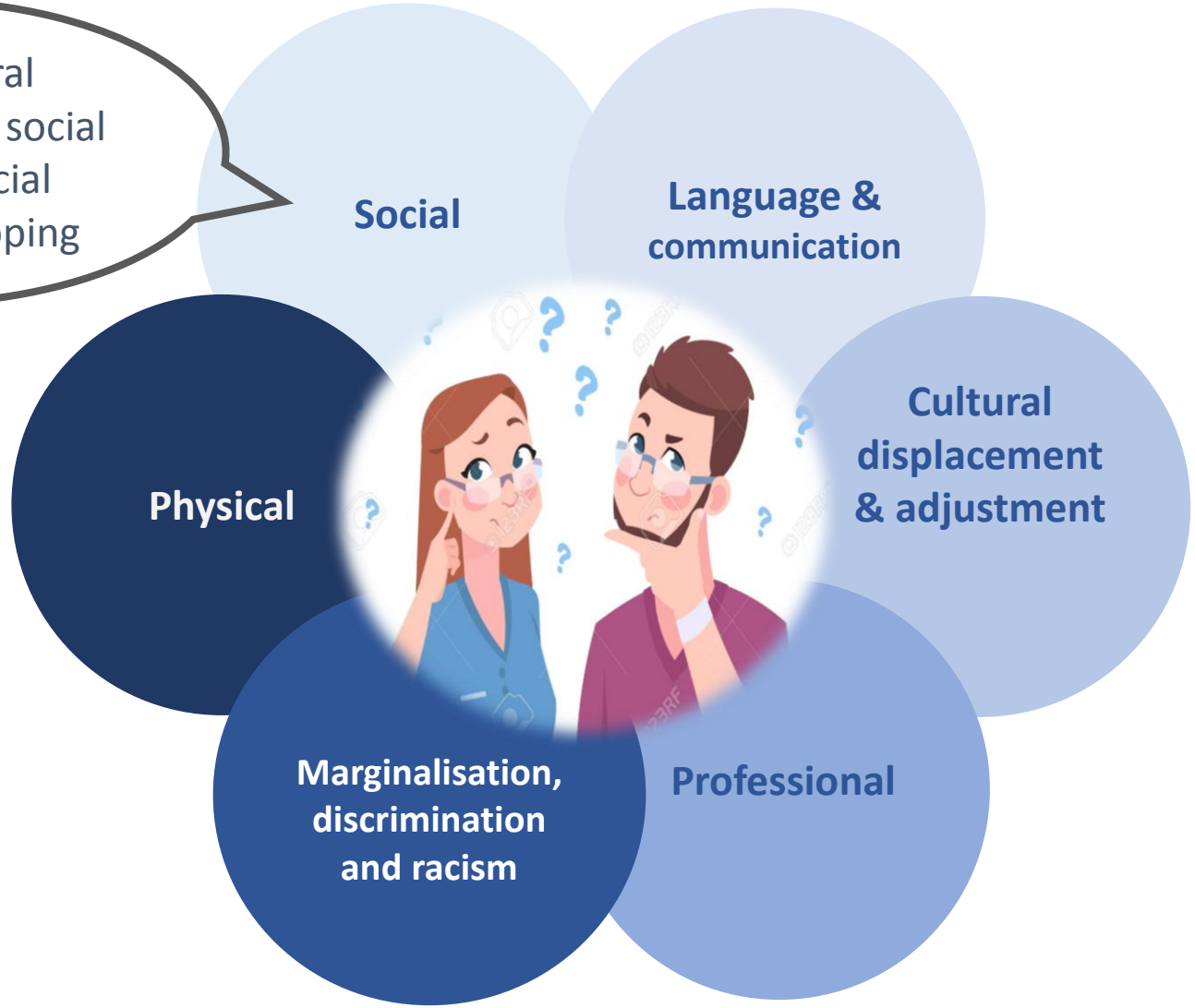


What research says

Socio-cultural differences and social relations, social networks & coping



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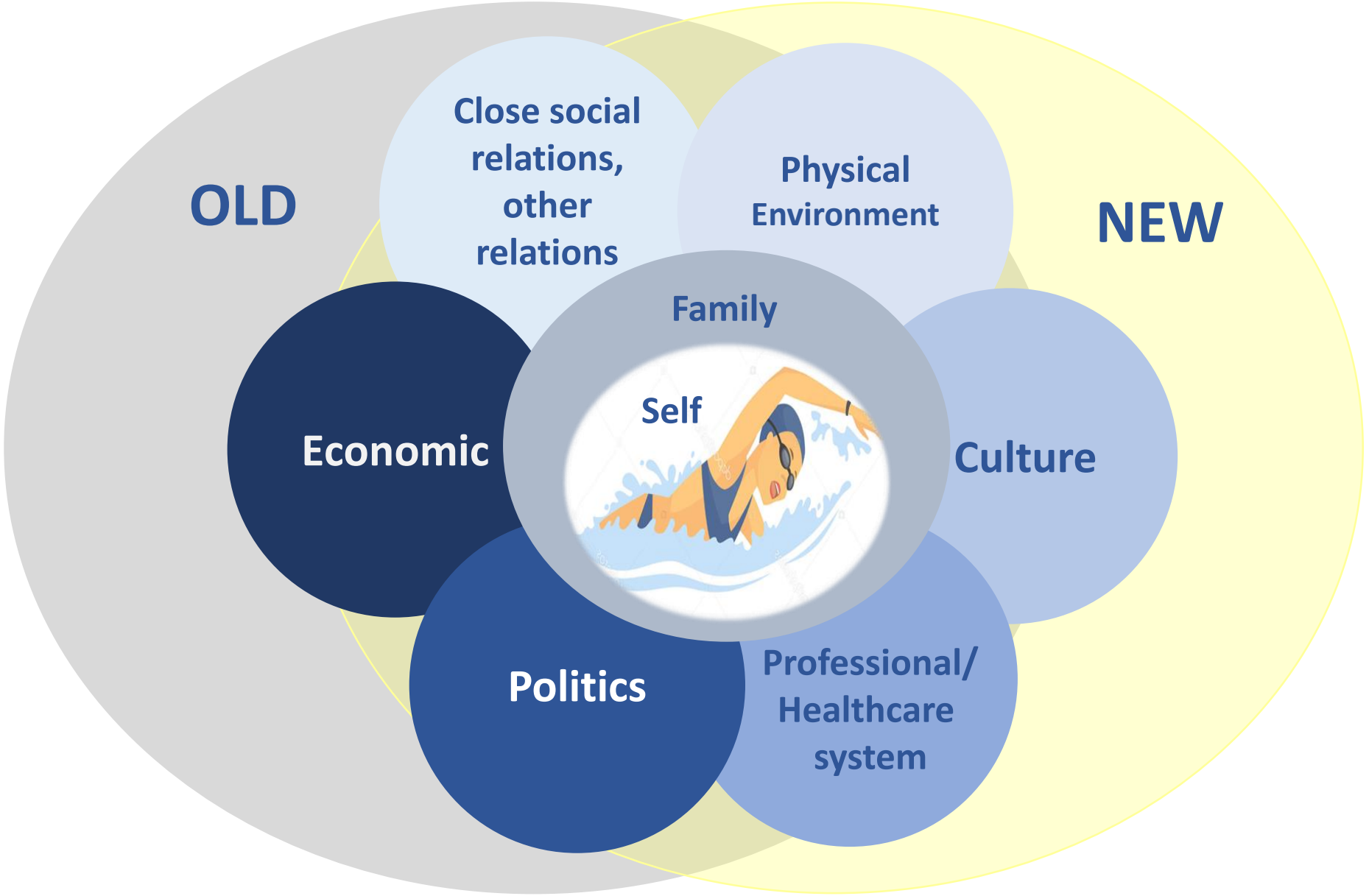
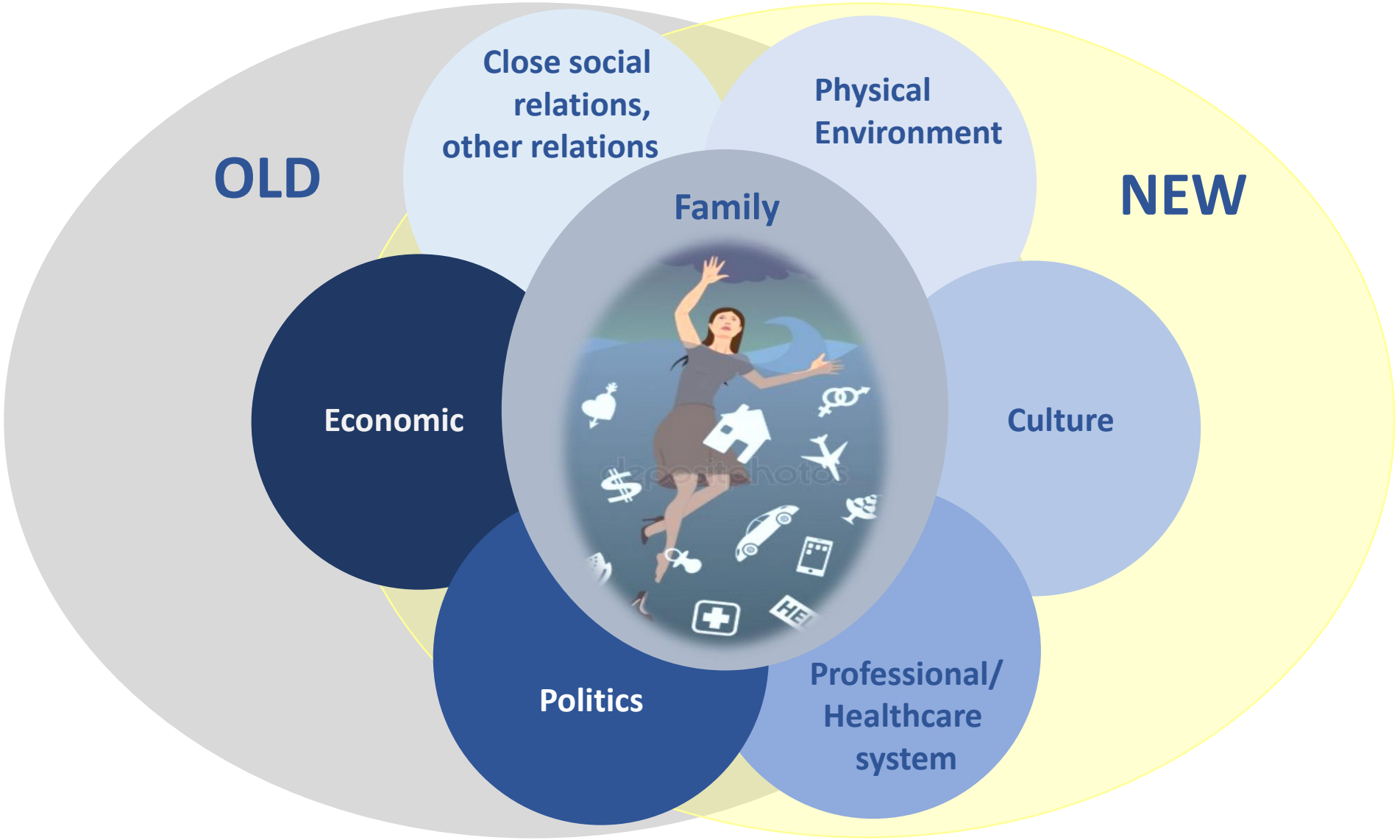
What IQNs really mean



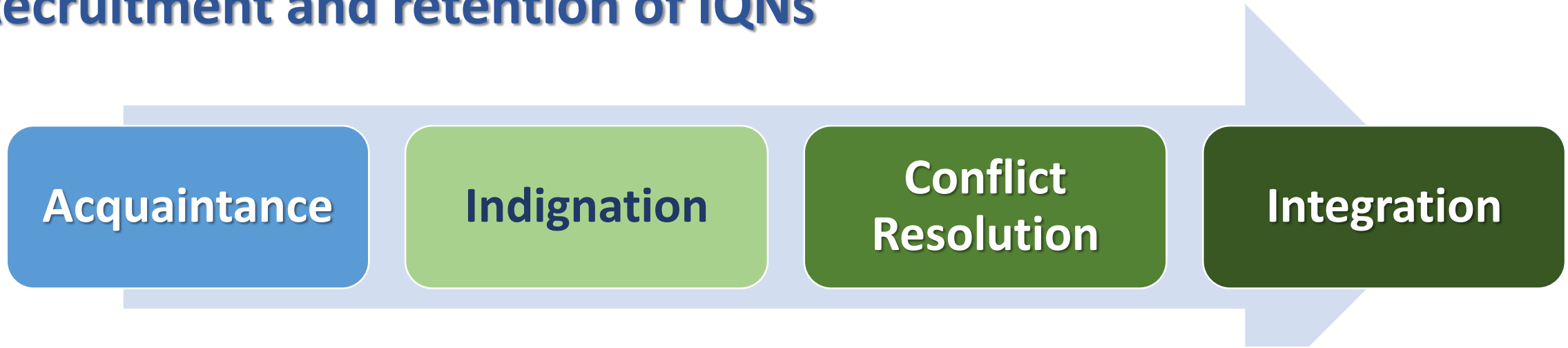
"In the society where the migrant works, his/her past is fundamentally irrelevant as the society presumes a stereotypical past for all workers in a given occupational category … without a relevant past, the labour migrant also has no status apart from that dictated by the labour process and the occupational category as perceived by the locals. … His/her sense of place has no fixity and the worker joins other labour migrants …who are collectively marginalized into social invisibility."

- Migration scholar F. V. Aguilar

IQNs navigate multiple worlds – the old and new, internal and external, self and others



Recruitment and retention of IQNs



0-3rd month	3rd-6th month	6th – 9th month	9th – 12th month
• Screening and interview process – should have clear understanding of new country, role, system for psychological preparation • Post-orientation – arrival and orientation to country or workplace, community, system and processes; characterised by high activity, euphoria, fascination; regression to 'novice'	• Cultural, professional, psychological dissonance • Culture shock, psychological discomfort focussed on separation, isolation and what they left back home which manifest physically and psychologically • Unfulfilled hopes may lead to frustration, apathy or protective isolation • Support group and counselling	• Focused emotion and futuristic decision-making • Most decisive in retention outcome • Support group and counselling	• Lessened tension, renewed enthusiasm, emerging concern for co-workers • New sense of community life for those who stayed • Those who view the situation as temporary have less organisational involvement - Pilette, 1989

To understand IQNs

The first thing you do is to forget that we are IQNs

Second, you must never forget that we are IQNs

Pat Parker (1944-1989) black poet, feminist & activist

(adapted/borrowed from the poem – For the white person who wants to know how to be my friend – by Pat Parker, 1979)

Be KIND to IQNs.

References

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