

PUBLIC HEALTH ISSUES ON GLOBAL NURSING MIGRATION

AN INTEGRATIVE LITERATURE REVIEW

RONALDO G. VERIAN, RN, MOH, MPH
Worldlink Review, LLC

INTRODUCTION

- PUBLIC HEALTH, according Turnock (2007), *The Future of Public Health*, characterized public health's mission as "fulfilling society's interest in assuring conditions in which people can be healthy"

GLOBAL NURSING MIGRATION

- The American Public Health Association (APHA) also defines PUBLIC HEALTH as the practice of preventing disease and promoting good health within groups of people, from small communities to entire countries.
- These definitions provide the impetus for the pursuit of this research work.

GLOBAL NURSING MIGRATION

- Nursing migration is a known effect of the global nursing shortage crisis.
- According to Nichols (2007) , nurses are being drawn to the United States and other developed nations in unprecedented numbers.



GLOBAL NURSING MIGRATION

- In the United States, 12% of nurses are foreign born.
- Although the United States has almost 3 million nurses, representing almost half of all nurses among the English-speaking countries (Cooper & Aiken, 2006), the mass migration of nurses to the United States is not solving America's nursing shortage.

GLOBAL NURSING MIGRATION

- The International Council of Nurses (ICN) position statement related to ethical nurse recruitment recognises the right of individual nurses to migrate and confirms the potential beneficial outcomes of multicultural practice and learning opportunities supported by migration (ICN 2001).
- Therefore, the advantages and disadvantages of nursing migration have also to be considered and addressed.

GLOBAL NURSING MIGRATION

- “Health worker migration is generally agreed as market driven. In business, this is a natural exchange of resources” (International Labour Office 2006).



GLOBAL NURSING MIGRATION

- However, other sectors in society are generally affected by this exchange which is not always advantageous to either the sending or recipient country. This can become a public health issue where the consequences can threaten the health and safety of a population.

GLOBAL NURSING MIGRATION

SIGNIFICANCE

Why study global nursing migration?

- **FIRST**, I chose the topic since this is close to my heart as an immigrant to the United States from the Philippines.



GLOBAL NURSING MIGRATION

SIGNIFICANCE

Why study global nursing migration?

- **SECOND**, the issue is topical, controversial and continues to pervade most nursing, medical and public health publications.

GLOBAL NURSING MIGRATION

SIGNIFICANCE

Why study global nursing migration?

- THIRD, not much has been done to understand how global nursing migration affects patient safety, how it affects the patient or the nurse and whether this practice should continue or not.



المدرسة العامة للصقل

GLOBAL NURSING MIGRATION

- Nurse migration is a worldwide phenomenon and may continue to increase in the future. It is important to reflect, review and search for a better framework to address important public health issues surrounding this phenomenon.



GLOBAL NURSING MIGRATION

- “The traditional solutions will not be enough because the coming shortage will not be temporary or short term, other remedies have to be sought” (Curran and Berger, 2009).

GLOBAL NURSING MIGRATION

The review has three purposes:

- (1) to identify the different factors that cause migration among nurses;
- (2) to identify major public health issues in global nursing migration and;
- (3) to develop evidence-based solutions to the global nursing migration problem.

GLOBAL NURSING MIGRATION

SOURCES AND PROCEDURES TO ESTABLISH KNOWLEDGE BASE

Publications list under the **Research Centre of the International Centre** on Nurse Migration with 30 out of 128 listed publications were chosen because of its sole dedication to the study of nurse migration including the most recent and updated work commissioned by the centre.

GLOBAL NURSING MIGRATION

SOURCES AND PROCEDURES TO ESTABLISH KNOWLEDGE BASE

The inclusion criteria were:

- (a) studies on related issues for global nursing migration,
- (b) publications within the last 8 years (2001-2009), and
- (c) studies including case studies for public health issues on global nursing migration.

GLOBAL NURSING MIGRATION

SOURCES AND PROCEDURES TO ESTABLISH KNOWLEDGE BASE

The exclusion criteria include

- (a) studies that were not written in English and;
- (b) working papers even if they were published.

GLOBAL NURSING MIGRATION

MEASUREMENT TOOLS

- Analysis of the measurement tools used in this review is beyond the scope of this study.
- It is the recommendation of the author that further studies can be devoted to this in future research work.

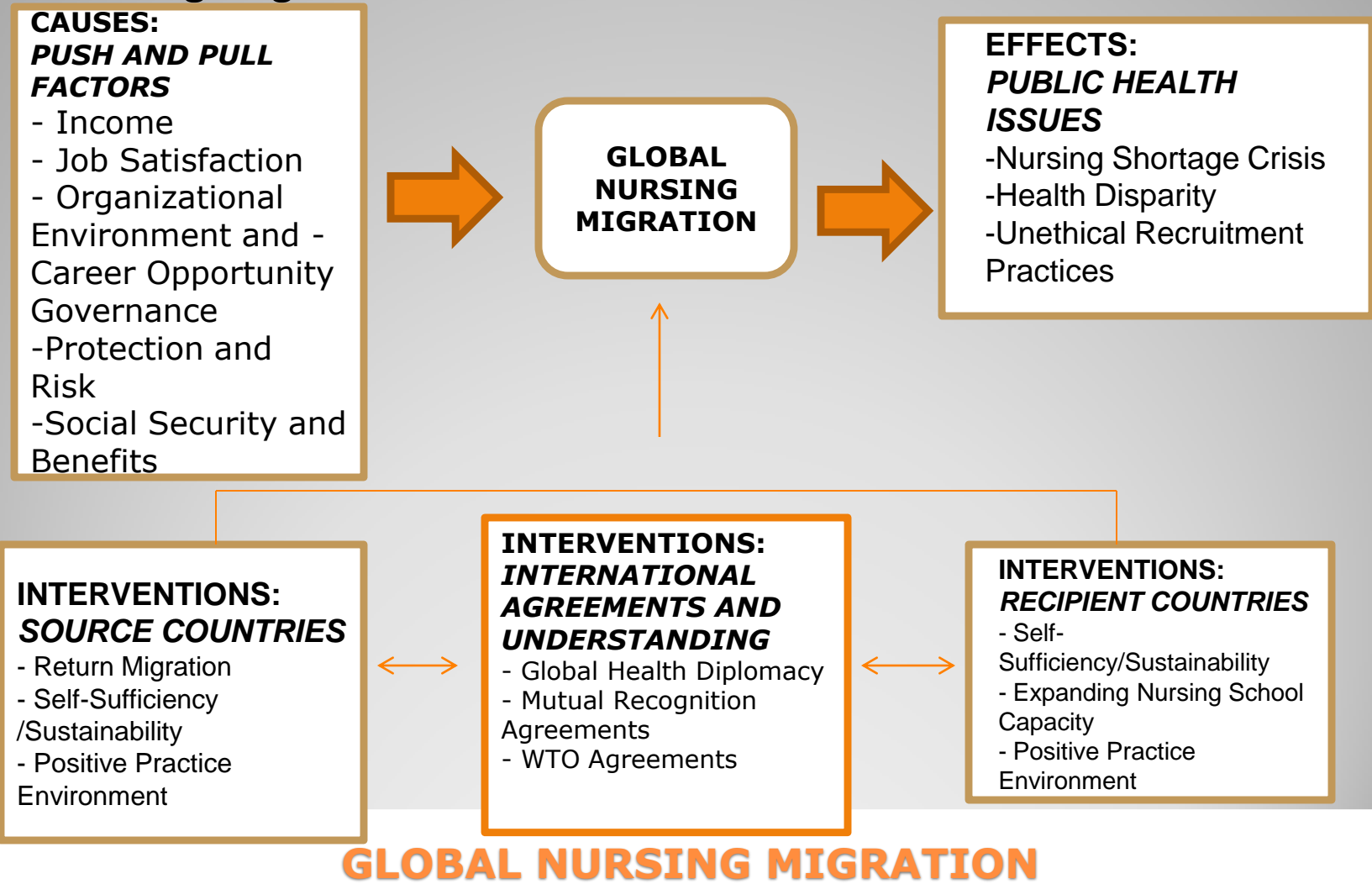
GLOBAL NURSING MIGRATION

OVERVIEW OF RELEVANT RESEARCH LITERATURE AND REPORTS

- I. Published Reports about Global Nursing Migration
- II. Documented Public Health Issues Related to Global Nursing Migration
- III. Summary of Key Solutions to Public Health Issues in Nursing Migration

GLOBAL NURSING MIGRATION

Figure 1 – Potential Model for Viewing Public Health Issues on Global Nursing Migration



IMPLICATIONS

- For public health in general, the study can assist the public health practitioner, professional and the student to view public health issues on global nursing migration in a systemic view from the framework presented. Further research work on specific areas of interest drawn from the framework can be attempted to better understand this phenomenon.

GLOBAL NURSING MIGRATION

IMPLICATIONS

- For the nursing professional, it is my hope that after reviewing the relevant facts in relation to public health, studies can now be attempted to quantify patient safety and the effect on global nursing migration to the patients and the nurses. While this particular study did not address the issue of patient safety, it is the hope of the author that through this work, further studies can be taken to shed light on this particular issue.

GLOBAL NURSING MIGRATION

CONCLUSION AND RECOMMENDATIONS

As a consequence of this study, recommendations should include:

- Further studies on **measurement tools** being utilized in related research work;
- Continue to **monitor trends** on the effects of loss of health services and establish program for **systematic monitoring**;
- Identify the determinants of push and pull factors through **regression analysis**;

GLOBAL NURSING MIGRATION

CONCLUSION AND RECOMMENDATIONS

As a consequence of this study, recommendations should include (CONT'D):

- Study the **impact on delivery of health services** following the Think Tank approach of the Building Global Alliances III; and
- **Increase public awareness** campaign on global nursing migration and management

GLOBAL NURSING MIGRATION

CONCLUSION AND RECOMMENDATIONS

- *Global cooperation is needed for mankind's survival. (William Jefferson Clinton, CNN News, June 15, 2009).*
- This in essence is key to cope with the negative consequences of global nursing migration without losing sight of its positive effects.



GLOBAL NURSING MIGRATION

LET US CONTINUE TO CONVERSE:

Email:

rgverian@inbox.com

Telephone:

+15628320522

GLOBAL NURSING MIGRATION