

**NURSE MIGRATION:
PERSONNAL EXPERIENCE
&
PERSPECTIVE**

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Global shortage of nurses

- Significant levels of nurse migration
- Consequences for both developed and developing countries

Training and work in Malawi

- Bsc Nursing Kamuzu College of Nursing University of Malawi (1997-2001)
- A high qualification in nursing for Malawi
- Work experience in Malawi :
 - Mission hospital- Ekwendeni Mission Hospital
 - District hospital- Dowa District Hospital
 - Referral hospital- Kamuzu Central Hospital

Work environment in Malawi

- Friendly
- Culture that I understood
- Health systems that I understood
- High chances of advancement

BUT there were dissatisfactions

- Practice environments
- Lack of critical supplies, equipment and materials
- Low remuneration
- Low staff motivation

Thoughts of migration

- Rumours that nurses who had migrated were happier

Reasons for migration from Malawi

- Career advancement
- Further education
- Working conditions
- Remuneration
- Improve quality of life
 - for myself and my family
- New experiences in the nursing profession
- New adventures in life

The migration process

- Started registration process with the Nursing and Midwifery Council (NMC) – UK in 2003
- NMC registration process is slow
- Travelled to the UK in July 2004
- Received a decision letter from NMC in September 2004
- 150 hours supervised practice requested
- Placement difficult to find

My UK experiences

The period between my entry into the UK and first employment was turbulent

WHY?

Finding a supervised practice was like looking for a needle in a haystack!

My registration process

- Attended an RCN conference for Overseas Nurses
- NMC held a surgery for specific cases
- Discovered that Malawian Nurses with my qualification do not need supervised practice for register
- My registration came through in December 2004

Post registration

- First employed in a Nursing Home
 - I was overqualified for this job
- Moved into my desired field – SURGERY – in March 2005

New experiences in the work place

- Culture shock
- The Scottish dialect of the English language was/is quite difficult to understand
- The residents of the nursing home were marvellous
- The employees had a mixed reaction
- Different work environments had teams with different ethnic mix

New work experiences

- Advanced technology in the nursing practice
- Emphasis on speed and efficiency
- Paperwork
- Individualised care
- "Legally safe in your practice."
- Restricted nursing responsibilities
- New field of work
- Not using past experiences

Lessons learnt

- Patient care in the UK and Malawi are the same but practice environment different
- UK public is better informed about health compared to Malawi's public
- Despite the UK nurse shortage the nurse patient ration is much better than in Malawi

Recommendations

- Migrant health workers should be given timely & correct information for registration
- Health workers need to be protected from unscrupulous international recruiters
- Receiving countries, should protect migrant nurses with proper employment, immigration legislation and social policies including prevention of racism, discrimination and segregation.

Recommendations

- Return migration of health workers should be encouraged
- Source countries should critically examine the issues that lead to nurse migration
- Source countries should develop nurse retention programmes and policies

A blue-tinted photograph of a vast ocean under a cloudy sky. The text "Thank you" is overlaid on the left side of the image.

Thank you