A multi-cultural nursing workforce: Views of New Zealand and Internationally Qualified nurses.

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Changing profiles

• Over the last 5-10 years, IQN numbers have increased considerably

• IQN now make up 26 % of RN workforce

• Source countries are changing from predominantly European to Asian

• Accompanying family structures differ

• Anecdotal evidence of tensions
Current workforce

- 66% NZ European
- 65% older than 50
- 13% of RN workforce Asian
- 68% Asian (IQN) RN under 40
Age profile: Nursing Council

- NC Asian %
- % NC Total
NZNO N2N study

• On line anonymous survey

• 10,000 joiners since 2007

• 1298 IQN / NZQ (RN/EN/NP) responses
Results

Country of origin of N2N respondents compared to 2006 census, (%)
Percentage of IQN and NZQN by health sector

- Aged care
- Maori and Iwi
- Mental Health/ Dual diagnosis
- Other NGO
- Other
- Primary Health Care
- Private hospital
- Public hospital / DHB
## IQN Expectations

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes %</th>
<th>Uncertain %</th>
<th>No %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does nursing in New Zealand match your expectations?</td>
<td>63.4</td>
<td>17.9</td>
<td>18.6</td>
</tr>
<tr>
<td>Does living in New Zealand match your expectations?</td>
<td>79.5</td>
<td>12.3</td>
<td>8.2</td>
</tr>
<tr>
<td>Do the wages for working as a nurse match your expectations?</td>
<td>46</td>
<td>16.5</td>
<td>37.5</td>
</tr>
<tr>
<td>Do the opportunities for career advancement match your expectations?</td>
<td>50.2</td>
<td>21.2</td>
<td>28.6</td>
</tr>
</tbody>
</table>
Plans to stay

- Between 1 and 2 years
- Between 2 and 5 years
- Between 5 and 10 years
- Not sure at this point
- Until retirement

- Chinese
- Indian
- South East Asian
Intentions to remain in NZ

- Not sure
- 5-10 year
- 2-5 year
- 1-2 year
- Until retirement

English 2nd language IQN
English 1st language IQN
Reasons

• Discrimination

• Management

• Accent

• Pay relative to experience
Main themes relating to discrimination

<table>
<thead>
<tr>
<th>Theme</th>
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<tbody>
<tr>
<td>Patients refusing care</td>
</tr>
<tr>
<td>Asian, Indian &amp; Filipino (AIF)</td>
</tr>
<tr>
<td>Distrust / disrespect for training</td>
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<tr>
<td>Language difficulties</td>
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</table>
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<td>Countries of origin specific</td>
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<tr>
<td>Not valuing prior experience</td>
</tr>
<tr>
<td>Other frequent observations</td>
</tr>
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</table>
Issue raised by many NZQN

One common complaint is that staff from some countries “openly communicate with each other in their own language during work time”
Recommendations

• Raise awareness that IQN practising in NZ can experience frustration & discrimination in the workplace: their experiences are common to migrant nurses around the world.

• IQN require significant support to transition successfully to the New Zealand nursing context.

• Awareness of family responsibilities and cultural isolation is required.

• A good practice guide is available, assisting retention of IQN in the New Zealand workforce.
Other NZNO responses

- Information on nursing registration – websites, embassies PRE immigration
- Feedback to DOL on employers / agents
- Legal support: contracts, documents
- Lobbying re IELTS, agents, permits
- With CTU, rights at work campaigns
Summary

• Asian nursing migrants concentrated in Auckland and in the Aged Care sector
• Their presence also matches changing population demographics
• Their presence reduces the average age of the RN workforce significantly
• Workforce planning assumptions about them remaining in NZ may be unsafe
Finally

New Zealand needs Internationally Qualified Nurses.

If we do not welcome, value and protect them, NZ will not be able to compete in the future.
Thank you