Nurse Migration as a Challenge for Professional Development

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Nurse Migration as a Challenge for Professional Development

Content

• Nurse migration
• Quality development in nursing profession/ nursing organisations
• Nursing workforce and outcome of nurses’ work in light of statistics - the case of Germany
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The International Organisation for Migration (2003:8) defines migration "as movement of a person or a group of persons from one geographical unit to another across an administrative or political border, wishing to settle definitely or temporarily in a place other than their place of origin."

## Nurse Migration as a Challenge for Professional Development

### Nurses‘ Shortage in Global View

<table>
<thead>
<tr>
<th>Country/Region</th>
<th>Nurse shortage</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global</td>
<td>4,3 Mill. health workers</td>
<td>WHO, 2006</td>
</tr>
<tr>
<td>USA</td>
<td>135 000</td>
<td>American Health Care Association, Department of Research, 2008</td>
</tr>
<tr>
<td>UK</td>
<td>22 000</td>
<td>International Council of Nurses, 2003</td>
</tr>
<tr>
<td>Germany</td>
<td>13 000</td>
<td>International Council of Nurses, 2003</td>
</tr>
<tr>
<td>Netherlands</td>
<td>13 000</td>
<td>International Council of Nurses, 2003</td>
</tr>
<tr>
<td>Switzerland</td>
<td>3 000</td>
<td>International Council of Nurses, 2003</td>
</tr>
<tr>
<td>Africa</td>
<td>600 000</td>
<td>Buchan &amp; Dovlo, 2004</td>
</tr>
</tbody>
</table>
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Nursing staff lacking in Germany

<table>
<thead>
<tr>
<th>Defizite an Pflegekräfte</th>
<th>Quelle</th>
</tr>
</thead>
<tbody>
<tr>
<td>13 000</td>
<td>International Council of Nurses, 2003</td>
</tr>
<tr>
<td>70 000⁴ / 150 000⁵ only in hospital</td>
<td>Simon, 2008</td>
</tr>
<tr>
<td>30 000⁶ in nursing homes and home care (gerontological nursing)</td>
<td>Deutsches Institut für angewandte Pflegeforschung (dip) e.V.(Hrsg.), 2002</td>
</tr>
</tbody>
</table>

¹ Necessary to reach standards of 1990
² In international comparison German hospitals have a lack of staff. According to the OECD the numbers of the staff in hospitals for 1,000 inhabitants are in Finland, France, Ireland, Austria, Swiss and in the USA about 50 to 60% above the numbers of Germany. Transferring OECD standards to Germany 150,000 new positions for nurses in hospital must be created (Simon, 2008).
³ Estimation with regard to a not representative study
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Demographic Change in Germany

<table>
<thead>
<tr>
<th>Key figure</th>
<th>2000</th>
<th>2010</th>
<th>2050</th>
<th>Changes 2000 bis 2050 in percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population in Mil.</td>
<td>82,3</td>
<td>81,9</td>
<td>68,8</td>
<td>-16,4</td>
</tr>
<tr>
<td>Population 65 and older in Mil.</td>
<td>13,7</td>
<td>16,8</td>
<td>22,9</td>
<td>+67,2</td>
</tr>
<tr>
<td>Population 80 and older in Mio.</td>
<td>3,1</td>
<td>4,3</td>
<td>10,0</td>
<td>+222,6</td>
</tr>
<tr>
<td>Population working (20-64 Jahre) in Mil.</td>
<td>51,2</td>
<td>50,0</td>
<td>35,5</td>
<td>-30,7</td>
</tr>
<tr>
<td>Percentage of elders (65 years and more) of the total population</td>
<td>16,6</td>
<td>20,5</td>
<td>33,3</td>
<td>+100,6</td>
</tr>
<tr>
<td>Percentage of very old persons (80 Jahre and more) of the total population</td>
<td>3,8</td>
<td>5,2</td>
<td>14,6</td>
<td>+284,2</td>
</tr>
<tr>
<td>Percentage of persons working (20-64 Jahre) of the total population</td>
<td>62,2</td>
<td>61,1</td>
<td>51,7</td>
<td>-16,9</td>
</tr>
<tr>
<td>Old age dependency ratio (persons 65 years and older per 100 working persons)</td>
<td>26,8</td>
<td>33,6</td>
<td>64,3</td>
<td>+139,9</td>
</tr>
<tr>
<td>Potential support co-efficient (persons working in relation to one person being 65 years and older)</td>
<td>3,7</td>
<td>3,0</td>
<td>1,6</td>
<td>-56,8</td>
</tr>
</tbody>
</table>
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Estimated Shortage of Nurses for the Future

<table>
<thead>
<tr>
<th>Country</th>
<th>Estimated deficits (in year ..x)</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA</td>
<td>500 000 (2050)</td>
<td>Buerhaus, P. 2009</td>
</tr>
<tr>
<td>Australia</td>
<td>40 000 (2010)</td>
<td>Hirschfeld, 2009</td>
</tr>
<tr>
<td>UK</td>
<td>53 000 (2010)</td>
<td>Aiken et al., 2004</td>
</tr>
<tr>
<td>Denmark</td>
<td>22 000 (2025)</td>
<td>International Council of Nurses, 2003</td>
</tr>
</tbody>
</table>

[1] Differing numbers can be identified: one source reports that 2012 1 000 000 nurses are missing, others state that this will be 270 000 (Aiken et al., 2004; Buchan 2006; Anderson & Isaacs, 2007)
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fields of intermediation in intercultural settings

native nurses
patients as immigrants

persons in need of care

nurses from abroad/
social experience of migration
native patients/residents

(nurse) management nurses

staff members
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International teams – quality issues
Language competencies

- Basic condition for professional work in nursing: ability to talk to patient
- Patients’ and residents’ rights
- Prevention of errors and baseline for quality work
- Patients’ and residents’ safety
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International teams – quality issues

- Professional attitudes and self-conceptions
- Technologies and performancies
- Evaluation of resources
- Expectations (team, organisation, leadership, job satisfaction, relationship to residents/patients)
- Evaluation of good nursing and good health care
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International teams – quality issues

How to measure quality outcomes in nursing and health care settings?

Key figures

- Morbidity
- „Nurse sensitive outcomes“
- Errors in medical treatment
- Satisfaction of patients, residents and relevant others
- Available staff
- Qualification of available staff
- Work satisfaction of organisations’ members
- Characteristics of organisations with regard to pluricultural clients/patients/staff members
- Migrant background of staff
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International workforce – quality issues

Key data which have to be provided to measure outcomes in relation to migration background:

- Migration background of persons in need of nursing care and care givers
- Regional and ethnic/national proportion of persons with migration background
- Migration background of other health professionals in hospitals and other sectors of health care
- Staff qualification and migration background
- Numbers of nurses and other health professionals who immigrated (yearly)
- Numbers of nurses and other health professionals who emigrated
- Quality reports for home care nursing services, for hospitals, for nursing homes – also in relation to migratory issues
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- legislation/ political discourse
  Migrations/Integration Politics - macro-level

- organisations/ health care sections
  Diversity Management - medium-level

- encounter nurse/health professionals – patient/ resident
  migration sensitive/ intercultural nursing - micro-level
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References

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Thank you for your attention!

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