



Mr Neville Schembri (Malta)

*Exploring individual knowledge,
social and motivational capital of
overseas nurses in Malta*



Exploring individual knowledge, social and motivational capital of overseas nurses (*seeking recruitment opportunities*) in Malta

Neville Schembri

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Background

- Due to labour shortages in advanced as well as in developing economies and the forces of globalization, economists predict even more reliance on internationally mobile and experienced professionals.
- Among this group, Skilled Migrants i.e. migrants with at least a bachelor's degree or equivalent from their home country, for the most part remain a 'forgotten minority' [1] in the management literature especially.



Workforce migration: the global context

- **Globalization has increased the mobility of both people and information. Internationally Recruited Nurses (IRNs) bring with them a range of experiences from their home country, however much of this may be lessened in the move to the host nation.**
- **Studies conducted so far contribute towards a growing body of knowledge on the subject and confirm that IRNs who successfully acculturate and integrate, contribute more to the workplace and are more willing to stay and settle down [1].**
- **Regulatory barriers, language and communication problems, racism, discrimination and skill underutilization are amongst common challenges faced when they are settling into a new country.**
- **Such issues could lead to a hostile and unproductive work environment and poor health outcomes amongst these workers[2].**



1. Moyce, S., Lash, R. and de Leon Siantz, M. (2015). Migration Experiences of Foreign Educated Nurses. *Journal of Transcultural Nursing*, 27(2), pp.181-188.

2. de Castro, A., Gee, G. and Takeuchi, D. (2008). Workplace Discrimination and Health Among Filipinos in the United States. *American Journal of Public Health*, 98(3), pp.520-526.

The nursing workforce (Malta)

Data for December 2019 SCSA (Licensed Homes for the Elderly)	
Percentage Maltese	39%
Percentage non-Maltese	61%
Percentage non - EU	54%
Most represented country (India)	

Data for November 2019 Council of Nurses and Midwives (CNM)	
Total registered nurses	6337
Total registered non Maltese nurses	1383
Percentage Maltese	78%
Percentage non-Maltese	22%
Percentage non - EU	13%
Most represented country (India)	9.5%

In Malta, IRNs are becoming crucial for the sustainability of the healthcare system whereby over 8.5% of the total number of nurses working within the public sector are now foreign [1].

This could present significant challenges in terms of communication, cultural differences and integration into the workforce. Whilst effort is being put into training and adapting foreign staff to the local workplace, systems still need to be implemented to adequately manage this new challenge.

1. Bugeja, A., Farrugia, B. and Grech, K. (2019). Development of health services in Malta: Past, present and future. In: N. Azzopardi Muscat, D. Cauchi and T. Melillo Fenech, ed., *Public Health in Malta 1999-2019*. Malta: Malta Association of Public Health Medicine, pp.10-14.

Study

The study seeks to explore the individual human, social and motivational capital (career capital) of Internationally Qualified Nurses following a pre-registration nurse bridging program in preparation for seeking and securing work opportunities as qualified nurses in Malta.

**The program is delivered at Institute of Applied Sciences
(Malta College of Arts Science and Technology)**

- Further knowledge and a better understanding of how these nurses adjust and adapt to living in Malta is necessary as it could assist MCAST administration and lecturing staff to better understand the skills and potential of these individuals who are using our educational services.
- Findings could assist in enhancing retention and subsequently improve sustainability of the services provided.
- The study could serve as a source of information for healthcare organisations seeking to enhance successful attraction, entry and integration of IQNs with their current workforce and assist in enabling these nurses to apply and use their career capital to its full potential.

Undergraduate Certificate in Nursing (Bridging Course)



Course Code	T15-04-18
MQF Level	Level 6
Duration	6 Months
Awarding Body	MCAST
Entry Requirements	B.Sc. in Nursing Studies
Other Entry Requirements	B.Sc. in Nursing Studies which will incorporate 2300 hours of theory covered during their course of studies in the area of nursing and will also be in possession of 2300 hours of nursing practice.
Course Description	This course is intended for non-EU citizens who are already in possession of a B.Sc. in Nursing Studies but who lack particular components in accordance with EU Directive 2005-36-EC. The course will hence bridge this knowledge gap and will allow participants to apply for registration with the Maltese Nursing and Midwifery Council. This course will develop the students' knowledge and understanding of multidisciplinary work in health and social care settings. It is designed to provide an overall insight into concepts of Quality Management (QM) and how issues of quality are related to health and social care services. In this course, different methods of data collection and some basic statistical tools applicable for data analysis during the process of quality assessment will be discussed. Participants will be introduced to decision making and problem-solving tools, evaluation of processes and services, business excellence and sustainable growth. Different methods of data collection and some basic statistical tools applicable for data analysis will be discussed. The course provides an overall insight into concepts of ethical issues and decision making. The course bridges taught components and the workplace, through supervised work placements in the health care setting. Students will be given the opportunity to develop and hone employability skills whilst putting what they have learnt into practice. The course focuses also on the development of the Proficiency in English at Intermediate Level.
Programme Learning Outcomes	<ul style="list-style-type: none"> •Show knowledge and skills in areas of nursing that were not covered in previous training but which are required for a nursing professional to be able to work within the European Union. •Understand nursing practice methods embraced locally and within the European Union. •Understand local ethical, religious and related issues that are not common practice in the country of origin.
	<ul style="list-style-type: none"> •Multidisciplinary approaches in Health and social care •Quality assurance in Health and social care •Ethical Issues and decision making •Work-based training in Health science •Intermediate English •Gerontology •Mental health
	Nurses who successfully complete this course can apply for registration as a nurse with the Malta Council of Nurses and Midwives. Upon successful completion of this course, nurses can follow further education opportunities and Continuous Professional Development courses available for registered nurses.





Intelligent Career

Human Capital

Social Capital

Motivational Capital

Skills and experience acquired

Relationships and network of connections that individuals possess (usually based in their home country)

Motivations for migration as well as integration into the host country

Accumulation of career competencies is not dependent on any one single firm, but rather as DeFillippi and Arthur (1994) have argued, competency accumulation at the level of the person is better served by the boundaryless career principles.

By using this theory, we provide a more encompassing way of describing SMEs' career capital, defined as a combination of motivation, human and social capital, a unique source of diversity and a strategic resource for today's healthcare organizations

Knowing-How
(accumulated knowledge and experience)

Knowing- Whom
(namely networks of relationships)

Knowing-Why
(motivations and identification with the work they do)

Conceptual framework

Internationally Qualified Nurses (IQNs) bring with them a range of career capital from their home country, however much of this career capital may be lessened in the move to the host country. This may be by way of non-accreditation of education or work skills.

Plan

PART 1: Online questionnaire through *SurveyMonkey* gathering some demographic data and open ended questions (*presented today*)

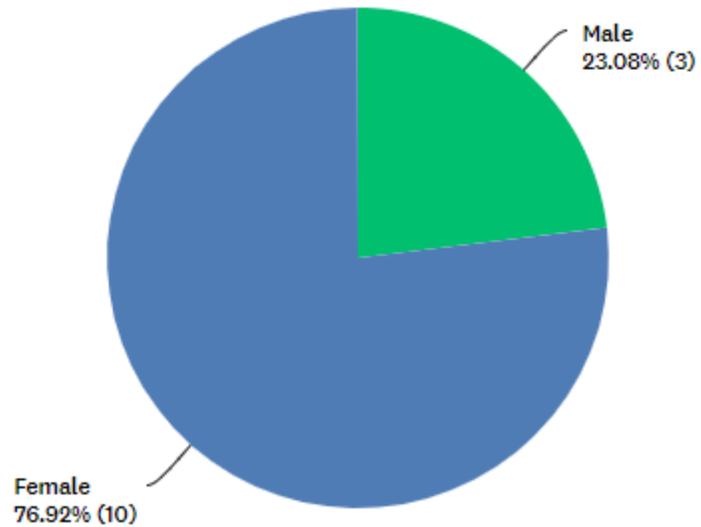
Participants attending a nurse bridging course in preparation to gaining registration with the Malta Council of Nurses and Midwives



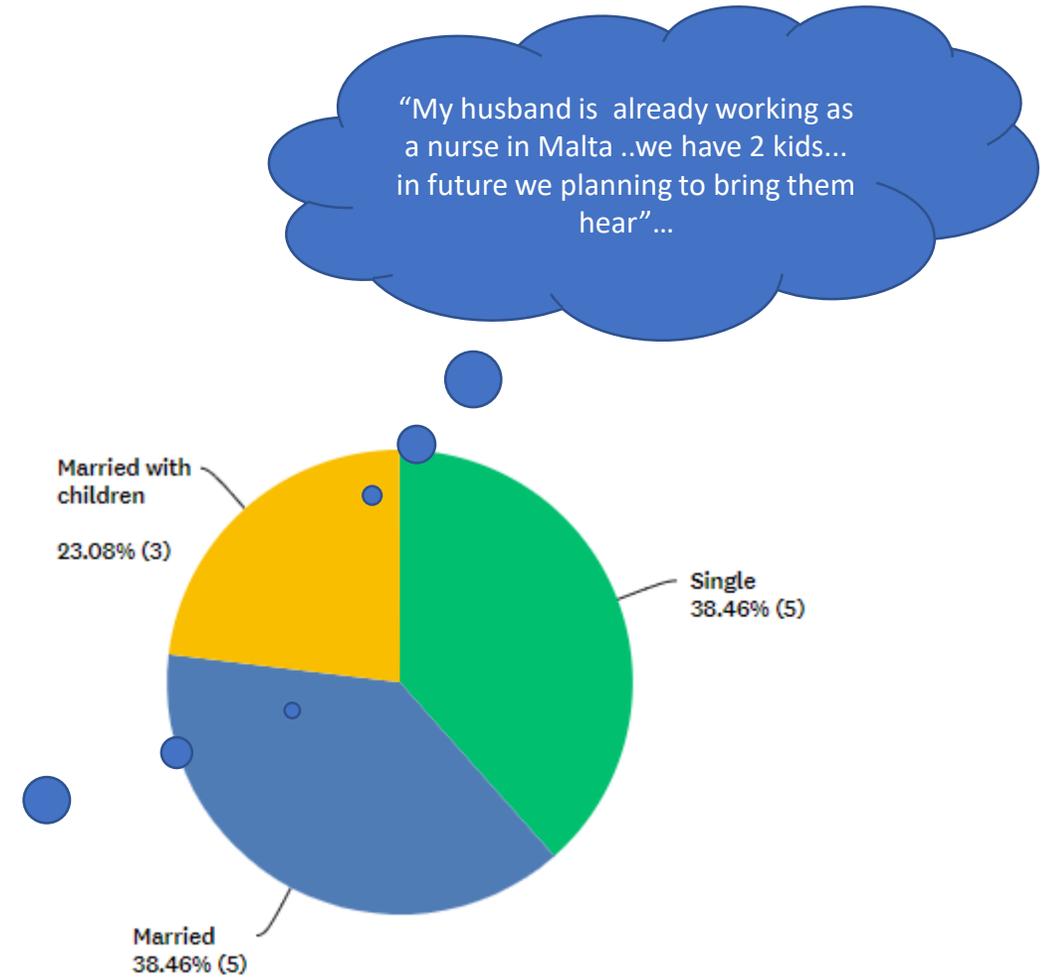
PART 2 : Two Focus group interviews (planned for this coming May – June 2020)

Prior to the start of the data collection process, permission to undertaking the project was obtained from the **MCAST Research and Ethics Committee.**

Participants



“I will bring my family in the future” ...

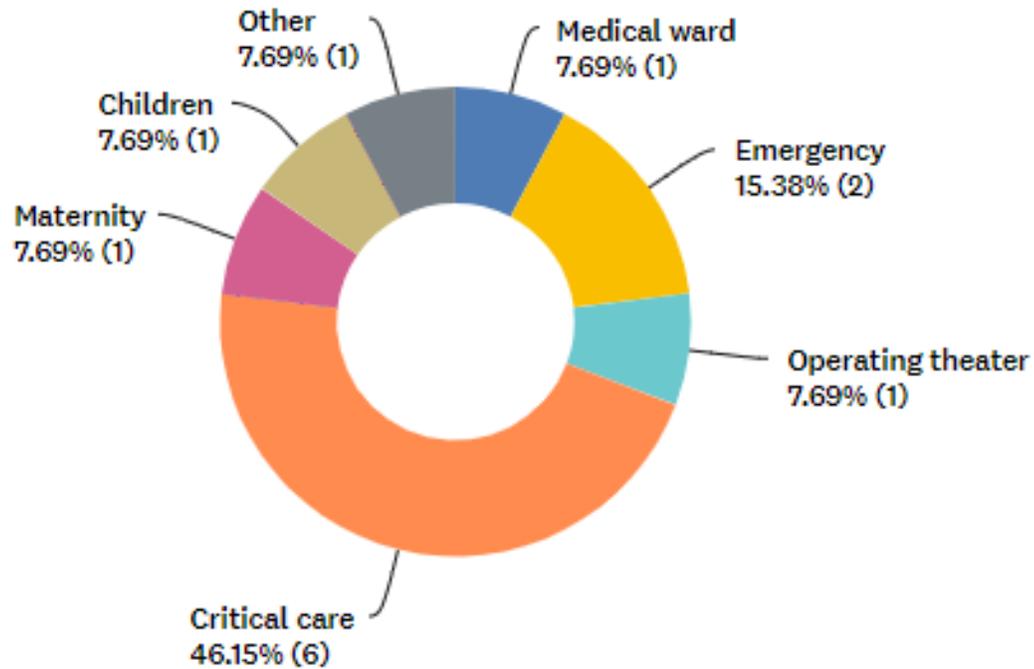


Age:

Average: 28 years

Range: 25-44years

Nursing experience before moving to Malta



"I have 3.8 years of experience in emergency department both in India and Oman"

"I have 11 years of experience in ICU, Emergency"

"I have 15 years of work experience in bed side nursing"

Experience range:

Range: 2-15 years

Reasons for migration as a nurse to Malta

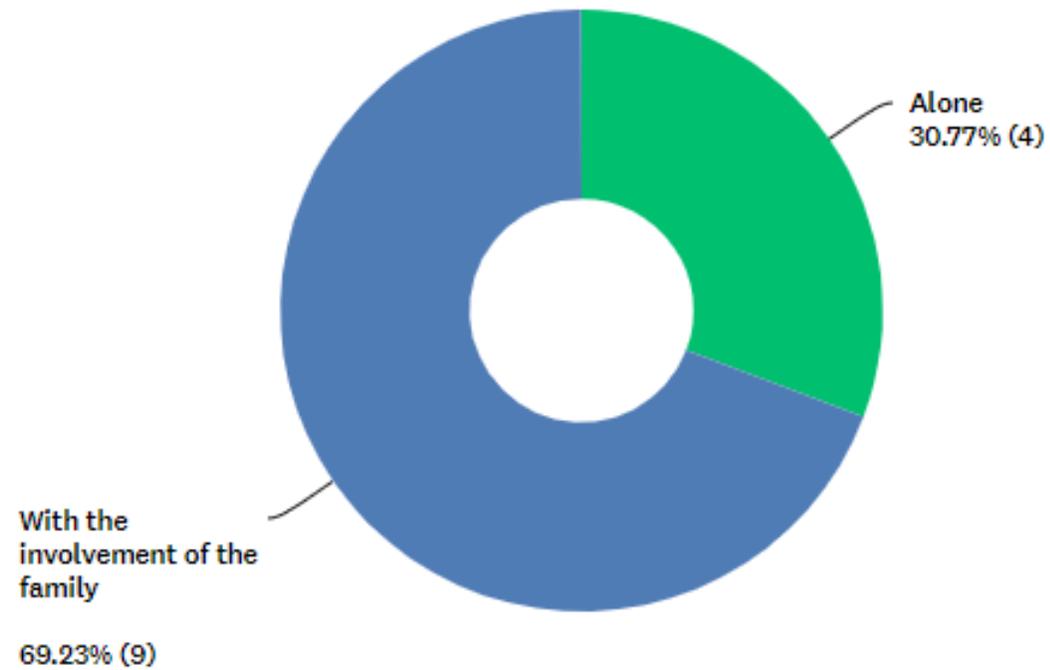
to improve my career

better opportunity
good salary and good care
earn knowledge and wealth
professional development
higher education
my dream

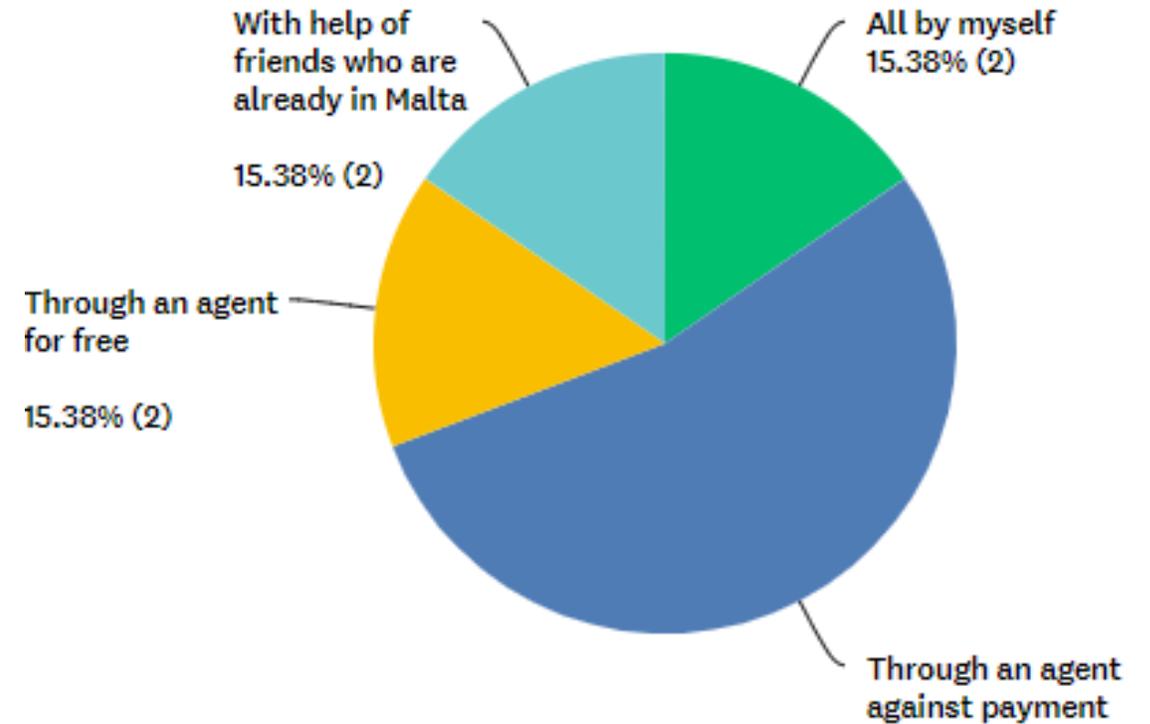
loan from bank
economical issues
financial problem
acceptance in college
missing feelings
paper work
culture
language
climate

Challenges
faced in
leaving
country and
coming to
Malta

Decision to work abroad



Making arrangements to come to Malta



Future plans for the coming years

—

stay in malta
nurse in europe

work for at least 3 years
few years and then move
few years and then

Support from colleagues

—

encouragement

group discussions

work on assignments

mentally supported well

psychological support

mentality in all things

introducing new places

used their laptop

So far

Human Capital

Skills and experience acquired

Average 7 Years of experience
Mostly in critical care areas

Social Capital

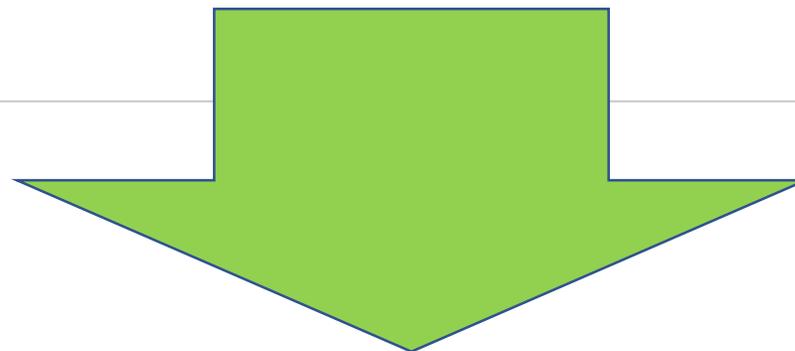
Relationships and network of connections that individuals possess
(usually based in their home country)

Colleagues already in Malta helping
Agents organising process
High level of support from family in home country
Collegiality/ support from group studying together

Motivational Capital

Motivations for migration as well as integration into the host country

Move to mainland Europe
Some to stay in Malta
Improve career prospects
Better salary
"MY DREAM"



PART 2 : Focus group interviews



“That's all Folks!”

Thank You

Neville.Schembri@mcast.edu.mt