

Learning from UK's Migrant Nursing History, Recognising the leadership development needs and potential of Internationally Educated Nurses and Midwives (IENMs)

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Introduction

The UK has conducted a high level of international recruitment (IR) of nurses and midwives for many years. Nearly one-in-five registered nurses in the national health service (NHS) and other settings in England are internationally educated. Recently, the English Government pledged to support an additional 50,000 nurses into the NHS by 2025, estimating that 38,000 of the overall target will be IR. Engagement with IR leaders highlighted inadequate development opportunities available to these IENMs. A roundtable explored the learnings of previous IR during the Windrush Generation which outlined the needs of IENMs to belong, to integrate into society, and to progress in their careers.

Results

FNF anticipated that this programme can create a collective understanding of the journeys of IENMs when relocating to the UK and lead to better recognition of their contributions as IENMs, changing the historical narrative of this marginalised group and maximising their potential.

Methods

The programme has two phases, Phase 1 was a national mapping exercise to identify current leadership support to IENMs. A literature review was done followed by Tweetchat with WeNurses and Survey. Phase 2 will be a longitudinal mixed methods study to explore the experience pre and post the delivery of the online leadership programme. FNF aims to build and measure self-efficacy, career progression, & perceived leadership competence throughout the duration of this programme & beyond.

Discussion

There are many complexities to the needs and experiences of IENMs which needs to be acknowledged when we developed and promoted the online leadership programme. The following were implemented on the first cohort (Oct 2022) based on the results of Phase 1 .

- Ensuring that the application process is fair and straightforward. We had 2300 apply for the 1000 places for the cohort which is a testament to the need for this development offer.
- The recruitment process did not require line manager's permission, and this has helped in ensuring equity in access.
- When developing the content and approach of the e-learning modules and promoting the programme, we ensured cultural and linguistic sensitivity.

The modules and webinars reflected the leadership competencies identified from the findings and made bespoke for IENMs as the delivery was overseen by an internationally educated nurse herself.

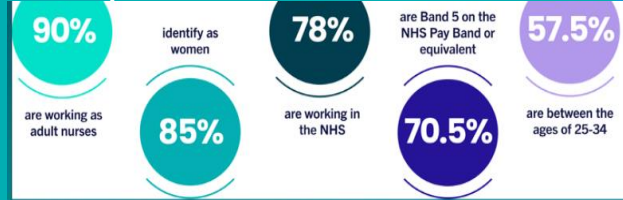
Conclusions

The first cohort of IENMs have evaluated the programme positively, demonstrating initial impact through testimonials. They have provided insights into how we develop bespoke programmes for this group. In future, this programme could be delivered to global partners of FNF who also wish to develop their IENMs.

Recommendations

- For practice, IENMs have a unique journey with more barriers to overcome in the system of a new country /setting. These needs to be considered by immediate line managers when identifying their development needs.
- For education, a bespoke programme that builds on our survey findings that responds to the IENMs needs are key in the uptake, delivery and outcomes.
- For research & policy, *the results of the survey and virtual interactions (webinars) when grouped into themes can inform policy change to respond to the needs of development and career progression for IENMs.*

Participants



Purpose

In partnership with Burdett Trust, the Florence Nightingale Foundation (FNF) have successfully created and launched a bespoke online leadership programme for IENMs working in the UK. Running alongside this programme is a mixed methods (quantitative and qualitative) research study evaluating the experiences of this transition intervention and its impact over time.

References

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Percentage Distribution of 'What do you feel are the greatest challenges to developing as a leader in the UK?'



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