

INTRODUCTION

- Nurse migration is defined as when nurses from one country (source country) decide to move and work in another country (Okafor & Chimereze, 2020).
- Nurse shortage has increased recruiting of nurses (Okafor & Chimereze, 2020).
- Pull and push factors led nurses to relocate to more developed nations (Alameddine et al., 2020).
- Positive but mostly negative effects result from migration (Okafor & Chimereze, 2020).
- Policies can be put in place to incentivize nurses to return/stay in source country (Okafor & Chimereze, 2020).

SIGNIFICANCE

- Average annual net wage of the United Kingdom citizens was \$43,732.30 compared to that of Nigerian citizens at \$5,000 in 2015 (Okafor & Chimereze, 2020).
- Nigeria has a nurse to population ratio of 1 to 1,066. The WHO has a benchmark of 2.5 healthcare workers to population of 1,000 (Okafor & Chimereze, 2020).
- "US Bureau of Labor Statistics projects 11 million additional nurses are needed to avoid further shortage" (Haddad & Toney-Butler, 2020, para. 2).
- Nursing will be the fastest growing occupation at 15% between 2016-2026 with more registered nursing jobs available than any other profession (Haddad & Toney-Butler).
- Nurse turnover rate in hospitals is very high ranging anywhere from 8.8% to as high as 37% in some areas of the United States (Haddad & Toney-Butler, 2020).
- Of 136 Lebanese migrant nurses 59% of them said that they would like to return to their home country eventually. (Alameddine et al., 2020).

POSITION STATEMENT

Even though there are some positive effects on source country of nurse migration, nurse migration has led to a severe shortage of nurses in source country which has led to decreased health and wellness in the source country.

SUPPORT FOR POSITION

- Nursing shortage across the globe has led increased recruiting of healthcare workers from developing countries to developed countries.
- Some reasons for leaving source country included: low salary, better work opportunities in receiving country, lack of professional development (Alameddine et al., 2020).
- Poor job satisfaction due to understaffing, supremacy of doctors in health care decisions, lack of autonomy, constant schedule changes, high workload, and unfavorable shifts can also push nurses to leave their source country (Okafor & Chimereze, 2020).
- Stable socio-political environments, recognition of expertise, improved technology and social and retirement benefits are available in developed countries (Okafor & Chimereze, 2020).
- Negative impacts on source country include heavier workload due to increased lack of nurses which leads to lack of health and wellness in source country (Okafor & Chimereze, 2020).
- Source countries have a loss of skilled personal and loss of economic investment in the education of these nurses.
- Although wages sent back to source countries and nurses that return to source country with increased skills have a positive impact on source country, the overall affects are negative (Okafor & Chimereze, 2020).

IMPLICATIONS FOR PRACTICE

Sources countries must put techniques in place to incentivize nurses to stay in their country:

- Better pay
- Educational advancement
- Professional development
- Safer working conditions
- Policies that allow more autonomy to nurses
- Policies to limit the omnipotence of physicians in the workplace
- Better housing
- Increased/improved technology
- Subsidized transport to work
- Access to car loans
- Negotiations with receiving countries to minimize the number of health care worker that they can recruit (Okafor & Chimereze, 2020).



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CONCLUSION

- Nursing shortages have led to hospitals recruiting nurses from other countries
- Nurses mostly migrate from developing countries to developed countries that have better salary, professional development and safer work environment
- Source countries experience minor benefits from migrant nurses returning with more money and skill, but experience a loss of skilled personal that leads to decreased population wellness
- Enticing migrant nurses with increased benefits to stay or return to their source country is the best tactic to decrease the negative affects of nurse migration on source country

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