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# ADVANCED NURSING PRACTICE

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### Helping ESL IQNs integrate in the workplace/health service, how can we assist?

This workshop will investigate our responsibility as RNs to ensure ESL IQN integration in the local workforce is successful. The workshop may challenge your thinking regarding the cultural appropriateness of the domestic nursing workforce towards ESL IQNs entering local nursing practice. Hopefully this will create discussion and provide some innovative ideas related to this aspect of the IQN's integration. Any creative ideas will be presented as part of my key note presentation on "The integration of ESL IQNs in the NZ health workforce." The experience of transitioning into Registered Nursing practice in a foreign country is well documented as being fraught with challenges (Bland, Oackley, Earl & Lichtwark, 2011; Hearnden, 2008; Liou & Cheng, 2011; Xu, Staples and Shen, 2012). These challenges are particularly evident when the IQN has English as a second language (Allen & Westwood, 2016; Hearnden, 2008; O'Neill, 2011; San Miguel & Rogan, 2012). Current literature identifies IQNs encounter significant issues when assimilating into a foreign RN workforce which has the ability to impact on their safety in practice, confidence, and ability to become fully productive members of the health care team (Woodbridge & Bland, 2010; Allan & Westwood, 2016). Successful integration of the ESL IQN in the nursing workforce can be challenging. The responsibility for success rests with the employer / nursing colleagues and the IQN. Interestingly there is apprehension concerning this responsibility in the nursing profession, who may see this as solely the IQNs responsibility. The reasoning is often that the IQNs chose to migrate and register in the new country. How realistic and/or fair is this attitude? Aren't the IQNs your future nursing colleagues? In several countries the IQNs make up 20% or more of the total nursing workforce? Would it be more advantageous to actively support individual IQNs to successfully assimilate in the domestic workforce? What can we do to smooth this transition and make it less complicated?

### Biography

Han Roeters trained as a registered nurse and Nurse Anaesthetist in the Netherlands. After emigrating to New Zealand (NZ) in 1984, he registered as a NZRN and holds a MA in Health Sciences and PgDip in Health Informatics from the University of Otago, Dunedin, NZ. He has held several senior nursing and health management positions. Currently he is a senior nursing lecturer at UCOL in Palmerston North, NZ. He has 10 year experience in competency assessment of IQN. Han has provided several conference presentations at a variety of subjects including dementia care, health informatics and nursing simulation

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