AN ANALYSIS OF THE FACTORS CONTRIBUTING TO THE EMIGRATION OF SOUTH AFRICAN NURSES

by

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I declare that AN ANALYSIS OF THE FACTORS CONTRIBUTING TO THE EMIGRATION OF SOUTH AFRICA NURSES is my own work and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references. This work has not been submitted before for any other degree at any other institution.
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Summary

Nurses constitute the largest professional group in South Africa’s health care services. Factors contributing to South African nurses’ emigration were studied qualitatively by analysing expatriate nurses’ responses to open-ended questions, and quantitatively by analysing newly registered nurses’ responses to structured questionnaires.

These results were contextualised within Maslow’s Hierarchy of Needs Theory, revealing that nurses’ inability to meet their physiological needs, due to inadequate remuneration, was the major factor contributing to nurses’ emigration potential. While improved salaries might enable more nurses to remain in South Africa, expatriate nurses would not return to South Africa unless certain esteem and self-actualisation needs could also be satisfied. Improving nurses’ salaries is essential to address South African nurses’ emigration potential. However, improved working conditions, enhanced workplace security, improved levels of job satisfaction and the appointment of nurses into currently frozen posts are also necessary, as is governmental and public recognition of the value of the profession.

The South African nursing profession, health care services, Government and society should urgently address factors contributing to South African nurses’ emigration potential; otherwise a serious shortage of nurses could cause the collapse of this country’s health care services.

Key terms:

Emigration of South African nurses, expatriate South African nurses, Maslow’s Hierarchy of Needs Theory, migration of nurses, South African emigration, working conditions of South African nurses.
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with love
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Data provided by the SANC
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