Chapter 1

Orientation to the study

1.1	INTRODUCTION1
1.2	RESEARCH PROBLEM
1.2.1 1.2.2	Background to the problem
1.2.3 1.2.4	nurses
1.3	SIGNIFICANCE OF THE STUDY
1.4	PURPOSE AND OBJECTIVES OF THE STUDY14
1.4.1 1.4.2 1.4.3	Purpose
1.5	DEFINITIONS OF CONCEPTS
1.6	THEORETICAL FOUNDATION OF THE STUDY
1.6.1 1.6.2 1.6.3	Assumptions
1.7	RESEARCH DESIGN AND METHOD
1.7.1 1.7.2 1.7.3	Research design
	populations for Phase 1 and Phase 2 of the study
1.7.4 1.7.5	Data collection approach
1.8	TRUSTWORTHINESS, RELIABILITY AND VALIDITY
1.9	ETHICAL CONSIDERATIONS
1.10	LIMITATIONS OF THE STUDY

Table of	contents Page	9
		_
1.11	LIST OF ABBREVIATIONS	2
1.12	STRUCTURE OF THE DISSERTATION	2
1.13	CONCLUSION	2
Chapter 2	2	
Literature	e review	
2.1	INTRODUCTION	3
2.2	THEORETICAL FRAMEWORK USED TO CONTEXTUALISE THE LITERATURE REVISED RELEVANT TO THE EMIGRATION OF SOUTH AFRICAN NURSES	5
2.3	EXTERNAL FACTORS THAT CONTRIBUTE TO THE EMIGRATION OF SOUTH AFRICAN NURSES	5
2.3.1 2.3.2 2.3.3 2.3.4	The emigration of skilled South African citizens	9 1
2.4	INTERNAL FACTORS THAT CONTRIBUTE TO THE EMIGRATION OF SOUTH AFRICAN NURSES	4
2.4.1	The global nursing shortage44	4
2.4.1.1 Recru	itment and retention of nurses	9
2.4.1.1.1 2.4.1.1.2	Issues related to the retention of nurses	
	s of "baby boomers" on providing nursing services	
2.4.1.3.1 2.4.1.3.2 2.4.1.3.3 2.4.1.3.4 2.4.1.3.5 2.4.1.3.6 2.4.1.3.7	The relationship between the work environment and turnover The relationship between professional experience and turnover The relationship between workload and turnover Kinship responsibility and turnover Safety in the workplace and turnover The effect of nurse turnover on nursing and health care Predictors of nurse turnover 60	7 8 9 9
2.4.1.4 Job st	rain and job dissatisfaction62	2

Table of	f contents	Page
0.44 E Don	muneration	66
2.4.1.5 Rei		
2.4.2	The recruitment of nurses to practise in other countries	68
2.4.2.1 Pos	sition Statements and guidelines by international organisations	69
2.4.2.1.1 2.4.2.1.2 2.4.2.1.3 2.4.2.1.4 2.4.2.1.5 2.4.2.1.6	International Council of Nurses World Health Organization The Commonwealth Canadian Nurses Association United Kingdom Department of Health Australia Nursing Council	
2.4.2.2 Red	cruitment of nurses as an ethical issue	71
2.5	FACTORS AFFECTING NURSES WORKING IN OTHER COUNT	RIES79
2.6	STEPS THAT COULD BE TAKEN TO ATTRACT EXPATRIATE NURSES BACK TO SOUTH AFRICA	82
2.7	CONCLUSION	85
Chapter	r 3	
Researc	ch methodology	
3.1	INTRODUCTION	88
3.2	RESEARCH OBJECTIVES	88
3.3	RESEARCH DESIGN	88
3.3.1	Descriptive exploratory design	89
3.4	TRIANGULATION	90
3.5	ORGANISATION OF THE STUDY	91
3.6	PHASE 1: QUALITATIVE APPROACH	92
3.6.1 3.6.2 3.6.3 3.6.4	Target population	
3 6 4 1 Met	thod of data analysis	97

Table of	Table of contents Page	
3.6.5	Trustworthiness	99
3.6.5.1 Mea	asures for ensuring trustworthiness	100
3.7	PHASE 2: QUANTITATIVE APPROACH	100
3.7.1 3.7.2 3.7.3	Target population	102
3.7.3.2 Cont 3.7.3.3 Prete	elopment of the research instrument	103 105
3.7.4 3.7.5 3.7.6	Advantages and disadvantages of using questionnaires	109
3.8	ETHICAL CONSIDERATIONS	109
3.9	CONCLUSION	111
	alysis, presentation and discussion of the findings ualitative research in phase 1	
4.1	INTRODUCTION	112
4.2	BIOGRAPHIC PROFILE OF PARTICIPANTS	113
4.3	METHOD OF DATA ANALYSIS	115
4.4	REASONS FOR LEAVING SOUTH AFRICA TO PRACTISE NURSING IN FOREIGN COUNTRIES	115
4.4.1	Theme 1: Reasons related to the individual's physiological well-being	116
4.4.1.1 Cate 4.4.1.2 Cate	egory 1: Financial reasonsegory 2: Working Conditions in South Africa	117
4.4.2	Theme 2: Reasons related to the individual's psychological well-being	120
	egory 1: Factors related to quality of lifeegory 2: Factors related to emotional experiences	

Table of contents Page

4.4.3	Theme 3: Reasons related to the individual's social well-being
4.4.3.1 Catego	ory 1: Factors related to safety and security in South
4.4.3.2 Catego	Africa
4.5	MISCELLANEOUS REASONS FOR LEAVING SOUTH AFRICA128
4.6	CONDITIONS TO BE MET PRIOR TO EXPATRIATE NURSES' RETURN TO SOUTH AFRICA
4.6.1	Theme 1: Conditions related to the individual's physiological well-being 128
	ory 1: Financial prosperity
4.6.2	Theme 2: Conditions related to the individual's psychological well-being 132
4.6.2.1 Catego	ory 1: Conditions related to quality of life
4.6.3	Theme 3: Conditions related to the individual's social well-being 133
	ory 1: Conditions related to safety and security in South Africa
4.7	EXPATRIATE NURSES' EXPERIENCES OF WORKING IN A FOREIGN COUNTRY
4.7.1	Theme 1: Experiences related to personal growth
4.7.1.1 Catego	ory 1: Personal development
4.7.2	Theme 2: Experiences related to professional growth
4.7.2.1 Catego	ory 1: Professional development
4.7.3	Theme 3: Experiences related to cultural adaptation
4.7.3.1 Catego	ory 1: Cultural awareness and adaptation
4.7.4	Theme 4: Experiences related to leaving country and loved ones behind 140
4.7.4.1 Catego	ory 1: Forlornness141
4.7.5	Theme 5: Experiences related to financial empowerment141
4.7.5.1 Catego	ory 1: Financial freedom and lifestyle changes

Table of o	contents	Page
4.7.6	Theme 6: Experiences related to working conditions	143
4.7.6.1 Categ	ory 1: Better working conditions	143
4.7.7	Theme 7: Experiences related to career achievement	144
4.7.7.1 Categ	ory 1: Career advancement opportunities and recognition for nurses	144
4.7.8	Theme 8: Experiences related to being proudly South African	145
4.7.8.1 Categ	ory 1: South African nursing education and training as foundation for the provision of quality care	145
4.8	EXPERIENCES OF SOUTH AFRICAN NURSES WORKING IN FOREIGN COUNTRIES REGARDING THE SERVICES RENDERED BY RECRUITMENT AGENCIES	146
4.8.1	Theme 1: Quality of services rendered by the recruitment agencies that operate in South Africa	147
_	ory 1: Positive experiences regarding the quality of service rendered by recruitment agencies	
4.8.2	Theme 2: Support and preparation offered to applicants	149
_	pory 1: Positive experiences regarding the support and preparation of applicants	
4.8.3	Theme 3: Financial contribution	152
4.8.3.1 Categ	ory 1: Costs incurred by applicant	152
4.9	APPLICATION OF THE FINDINGS OF PHASE 1 TO MASLOW'S HIERARCHY OF NEEDS	154
4.9.1 4.9.2 4.9.3	Reasons for leaving South Africa to practise nursing in foreign countries Conditions to be met prior to expatriate nurses' return to South Africa Expatriate nurses' experiences of working in foreign countries	157
4 10	CONCLUSION	150

Chapter 5

Analysis and interpretation of data: quantitative research phase 2

5.1	INTRODUCTION	162
5.2	ANALYSIS OF DATA: REGISTERED NURSES WHO COMPLETED THEIR BASIC TRAINING DURING 2002	163
5.2.1	Section 1: Biographic profile of respondents	163
5.2.1.1 Age	distribution of registered nurses who completed their basic	
	training during 2002	
	der of respondents	
5.2.1.3 Hom	ne language of respondents	165
	tal status and number of dependents	166
5.2.1.5 Resp	pondents' highest nursing qualification and current registrations	
	for post-basic courses	167
5.2.1.6 Prov	rinces where respondents obtained basic qualifications and were	
	working	168
5.2.1.7 Sect	tor and status of employment of nurses who completed their basic	
- 0 4 0 N	training during 2002	
5.2.1.8 Nurs	sing position	170
5.2.2	Section 2: The emigration potential of respondents	171
5221 The	extent to which newly qualified nurses considered moving to another	
0.2.2.1	country to live and work there either permanently or temporarily	171
5.2.2.2 The	duration of a temporary move	
	time frame within which newly qualified nurses might be leaving	
	South Africa to live and work in foreign countries either temporarily or	
	permanently	174
5.2.2.4 Dest	tinations considered by respondents for either a permanent or	
	temporary move	
	cess of application for emigration documents	178
5.2.2.6 A co	mparison of some biographic variables of nurses who completed	
	basic nursing education during 2002 and intention to emigrate	179
5.2.2.6.1	Relationship between age of respondents and their intentions to leave	
0.2.2.0.1	the RSA either permanently or temporarily	180
5.2.2.6.2	Relationship between basic qualifications of respondents and their	
J	intention to leave the RSA either permanently or temporarily	181
5.2.2.6.3	Relationship between gender of respondents and their intention to leave	
	the RSA either permanently or temporarily	
5.2.2.6.4	Relationship between the sector in which respondents were employed	
	and their intention to leave the RSA either permanently or temporarily .	182

Table of contents Page

5.2.3	Section 3: The extent to which the nurses who completed their basic training during 2002 agreed with the reasons for considering leaving South Africa	182
5.2.3.1 A d	iscussion of the most important reasons given by respondents who	
	considered leaving South Africa	185
5.2.3.2 Fac	tors related to financial and general well-being (physiological, social	
5 0 0 0 M/o	and esteem needs)	187
	rkload and working conditions (physiological and safety needs)sonal growth, career advancement and achievement in nursing	189
5.2.3.4 Per	(esteem and self-actualisation needs)	103
5 2 2 5 Sof	ety and security (safety needs)	
5.2.3.5 Sai 5 2 3 6 Mic	cellaneous factors contributing to the emigration of South African	190
J.Z.J.U IVIIJ	nurses	198
	nuisco	100
5.2.4	Section 4: Factors that could encourage nurses to remain in South Africa	a199
5.2.4.1 Rer	nuneration of nurses	201
5.2.4.2 A re	easonable workload	202
5.2.4.3 lmp	roved clinical facilities	202
	dication and equipment supplies	
	vision of creche facilities	
	nancement of a caring ethos among nurses	
	roved safety for nurses in the workplace	
	onomy for nurses	
	ruption within health care/hospital services	
5.2.4.10	Appointment of nurses	
5.2.4.11	Creation of a pleasant work environment	
5.2.4.12	Opportunities for professional advancement	
5.2.4.13	Working hours	
5.2.4.14 5.2.4.15	Respect from health care management	
5.2.4.15 5.2.4.16	Compensation for working in rural areas	
5.2.4.10 5.2.4.17	Working conditions	
5.2.4.17 5.2.4.18	Promotion and recognition for excellence in job performance	
5.2.4.19	Higher status accredited to nursing by society	
5.2.4.20	Availability of resources	
5.2.4.21	Management's and supervisors' support	
5.2.4.22	Professional relationships and respect from doctors	
5.2.4.23	Respect from patients	
5.2.4.24	Authority to make decisions on patient care and ward management	
5.2.4.25	Safety, security and less crime and violence in South Africa	
5.2.4.26	Government's affirmative action policy	
5.2.4.27	Improved public health services	
5.2.4.28	Cost of living	
5.2.4.29	Public services	
5.2.4.30	Acknowledgement by government	213

Table of	contents	Page
5.2.5	The most important action that could be undertaken to encourage	
	nurses to remain in South Africa	
5.2.6	The aspects that respondents liked most about nursing in South Africa	216
5.2.7	The most important aspects that contribute to nurses' job satisfaction in South Africa	219
5.2.8	Most important aspects contributing to job dissatisfaction among	
500	nurses in South Africa	
5.2.9 5.2.10	Nursing shortage	
5.2.10	Newly qualified flurses satisfaction with the quality of file in South Africa	221
5.2.10.1	South African climate	228
5.2.10.2	Availability of family and friends	
5.2.10.3	Availability of cultural activities	
5.2.10.4	Availability of quality products	
5.2.10.5 5.2.10.6	Education system and future of children in the RSA	
5.2.10.7	Availability of affordable products	
5.2.10.8	Affirmative action policy	
5.2.10.9	Customer service	
5.2.10.10	Public health care	231
5.2.10.11	Availability of affordable housing	
5.2.10.12	Public transport	
5.2.10.13	Maintenance of public amenities and roads	231
5.2.10.14	Cost of living in the RSA	
5.2.10.15 5.2.10.16	Level of taxation	
5.2.10.10		202
5.2.11	General comments	233
5.3	CONCLUSION	235
Chapter	6	
Limitatio	ons, conclusions and recommendations	
	·	
6.1	INTRODUCTION	238
6.2	LIMITATIONS OF THE STUDY	238
6.3	CONCLUSIONS	239
6.3.1	Conclusions: Phase 1: Expatriate South African nurses' experiences	
	of working in other countries	240
6.3.2	An analysis of the internal and external factors contributing to the emigration of South African nurses: Conclusions: Phase 1	240

Table of contents Page

6.3.2.1 Conclu	usions: Phase 1: Internal factors influencing the emigration of expatriate South African nurses as well as their possible return to the RSA
6.3.2.2 Conclu	usions: Phase 1: External factors influencing the emigration of expatriate South African nurses as well as their possible return to
6 3 2 3 Conclu	the RSA
0.3.2.3 0011610	South African nurses (as well as their possible return to the RSA) contextualised within Maslow' Hierarchy of Needs Theory
6.3.3	An analysis of the internal and external factors contributing to the emigration of South African nurses: Conclusions: Phase 2
6.3.3.1 Conclu	usions: Phase 2: Internal factors influencing the potential emigration of newly qualified South African nurses
6.3.3.2 Conclu	usions: Phase 2: External factors influencing the emigration
0.00000	potential of newly qualified South African nurses
6.3.3.3 Concil	usions: Phase 2: Factors influencing the emigration potential of newly qualified South African nurses contextualised within Maslow's
	Hierarchy of Needs Theory247
6.3.4	Comparative conclusions based on the results of Phase 1 and Phase 2 of the study
6.4	RECOMMENDATIONS
6.4.1	Recommendations for recruiting expatriate SA nurses to return to the RSA as practising professional nurses
6.4.2	Recommendations for addressing internal factors contributing to the emigration of South African nurses
6.4.3	Recommendations for addressing external factors contributing to the emigration of South African nurses
6.4.4	Recommendations for addressing factors contributing to the emigration of South African nurses, analysed and contextualised within Maslow's
	Hierarchy of Needs Theory
6.4.5	Recommendations for future research
6.5	CONCLUDING REMARKS
	LIV.

List of tables Page

TABLE 1.1	Persons on the registers/rolls of SANC from 1998 to 2002
TABLE 1.2	Statistics for verifications issued by SANC
TABLE 1.3	Format of the dissertation
TABLE 3.1	Strategies for ensuring trustworthiness in the qualitative phase of the study 100
TABLE 3.2	The number of students completing basic courses
TABLE 3.3	Incorporation of Maslow's Hierarchy of Needs Theory in the questionnaire 105
TABLE 4.1	Biographical profile of participants114
TABLE 4.2	Reasons related to the individual's physiological well-being that influenced South African nurses' decisions to emigrate
TABLE 4.3	Reasons related to the individual's psychological well-being that influenced South African nurses' decisions to emigrate
TABLE 4.4	Reasons related to the individual's social well-being that influenced South African nurses' decisions to emigrate
TABLE 4.5	Conditions related to the individual's physiological well-being to be met prior to expatriate nurses' return to South Africa
TABLE 4.6	Conditions related to the individual's psychological well-being to be met prior to expatriate nurses' return to South Africa
TABLE 4.7	Conditions related to the individual's social well-being to be met prior to expatriate nurses' return to South Africa
TABLE 4.8	Overview of the themes, categories and subcategories of expatriate nurses' experiences in foreign countries
TABLE 4.9	Quality of services rendered by the recruitment agencies that operate in South Africa
TABLE 4.10	Support and preparation offered to applicants by recruitment agencies that operate in South Africa
TABLE 4.11	Financial contribution of emigrants towards their job applications in foreign countries
TABLE 5.1	Age distribution of registered nurses who completed their basic training during 2002 (n=105)
TABLE 5.2	Nursing qualifications held by respondents
TABLE 5.3	Respondents registered for post basic courses

List of tables Page

TABLE 5.4	Provinces where respondents obtained basic qualifications and were working
TABLE 5.5	Sector of employment of nurses who completed their basic training during 2002
TABLE 5.6	The extent to which newly qualified nurses considered moving to another country to live and work there
TABLE 5.7	Temporary move duration
TABLE 5.8	The time frame within which newly qualified nurses might be leaving South Africa to live and work in foreign countries either temporarily or permanently
TABLE 5.9	Temporary or permanent destinations of choice indicated by respondents and reasons provided for their choices
TABLE 5.10	Process of application for emigration documents
TABLE 5.11	Chi-Square tests: Age of respondents and consideration of a permanent move
TABLE 5.12	Chi-Square tests: Age of respondents and consideration of a temporary move
TABLE 5.13	Chi-Square tests: Basic qualification of respondents and consideration of a permanent move
TABLE 5.14	Chi-Square tests: Basic qualification of respondents and consideration of a temporary move
TABLE 5.15	Degree of agreement or disagreement with reasons for considering leaving the RSA
TABLE 5.16	Reasons why professional nurses considered leaving South Africa in order of importance
TABLE 5.17	Factors that could encourage nurses to remain in South Africa200
TABLE 5.18	Most important actions that will encourage nurses to remain in South Africa
TABLE 5.19	Aspects most liked in nursing in the RSA
TABLE 5.20	Most important aspects contributing to nurses' job satisfaction in South Africa
TABLE 5.21	Most important aspects contributing to job dissatisfaction among nurses in South Africa

List of tables Page

TABLE 5.22	Reasons for newly qualified nurses' beliefs in a nursing shortage in the RSA
TABLE 5.23	Reasons for newly qualified nurses' belief that there is not a nursing shortage in the RSA
TABLE 5.24	Newly qualified nurses' satisfaction with the quality of life in South Africa prioritised according to level of satisfaction
TABLE 6.1	The internal factors contributing to the emigration of South African nurses: Phase 1
TABLE 6.2	The external factors contributing to the emigration of South African nurses: Phase 1
TABLE 6.3	The internal factors contributing to the emigration of South African nurses: Phase 2
TABLE 6.4	The external factors contributing to the emigration of South African nurses: Phase 2

List of figures Page

Figure 1.1	Maslow's Hierarchy of Needs (Adapted from Moorhead & Griffen 1995:83)	19
Figure 1.2	Figure portraying need structure when belongingness, safety and esteem needs are high-strength needs (Hersey et al 2001:40)	23
Figure 1.3	Figure portraying need structure when esteem and self-actualisation needs are high-strength needs (Hersey et al 2001:40)	23
Figure 1.4	Maslow's Hierarchy of Needs related to the external and internal environment (Adapted from Moorhead & Griffen 1995:83)	25
Figure 2.1	Summary of reviewed literature contextualised within Maslow's Hierarchy of Needs Theory	86
Figure 4.1	The findings in the qualitative phase of the study related to Maslow's Hierarchy of Needs	61
Figure 5.1	Gender of respondents	64
Figure 5.2	Home language of respondents1	65
Figure 5.3	Marital status of respondents	66
Figure 5.4	Status of employment of nurses who completed their basic training during 2002	70
Figure 5.5	Nursing positions held by nurses who completed their basic training during 2002	71
Figure 5.6	Destinations considered by respondents for emigration1	76
Figure 5.7	Beliefs of respondents regarding a nursing shortage in the RSA	225
Figure 5.8	Factors contributing to the emigration of South African nurses	27

List of abbreviations

ANA: American Nurses Association

CNA: Canadian Nurses Association

Denosa: Democratic Nursing Organisation of South Africa

DOH: Department of Health

EU: European Union

ICN: International Council of Nurses

ICU: Intensive care unit

ILO: International Labour Organisation

IWL: Improved Working Lives

OR: Operating room (theatre)

NHS: National Health System

NMC: United Kingdom Nursing and Midwifery Council

PHC: Primary Health Care

RCN: Royal College of Nursing

RSA: Republic of South Africa

SA: South Africa

SAMP: South African Migration Project

SANC: South African Nursing Council

SPSS: Statistical Package for the Social Sciences

UAE: United Arab Emirates

UK: United Kingdom

UKCC: United Kingdom Central Council for Nursing, Midwifery and Health Visiting

Unisa: University of South Africa

USA: United States of America

WHO: World Health Organization

List of annexures

ANNEXURE A: Data provided by the SANC

ANNEXURE B: Letter of confirmation: Recruitment agencies

ANNEXURE C: Interview schedule: Recruitment agencies

ANNEXURE D: Copies of newspaper reports

ANNEXURE E: Examples of advertisements for positions for SA nurses in foreign countries

ANNEXURE F: Letter e-mailed to nurses in foreign countries requesting their participation in

the study

ANNEXURE G: Letter to SANC requesting a computerised sample

ANNEXURE H: Structured questionnaire

ANNEXURE I: Cover letter accompanying structured questionnaire

ANNEXURE J: Reminder sent to respondents

ANNEXURE K: Examples of narratives received from participants in foreign countries