Faculty of Health Sciences
Discipline of Nursing

Lived Experience of Overseas-Qualified Nurses from Non-English-Speaking Backgrounds in Australia

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ABSTRACT

The globalisation of the world has facilitated the international movement of the nursing workforce. Along with other immigration destination countries, Australia is now accepting nurses from more diverse national and educational backgrounds than ever before, in order to secure adequate staffing for its nursing workforce. This thesis reports on a research project which investigated the lived experiences of overseas-qualified nurses (OQNs) from non-English-speaking backgrounds (NESB) in coming to, and working in, Australia.

The study used a qualitative design informed by the philosophy of Hermeneutic Phenomenology of Heidegger and Gadamer. The researcher individually interviewed a total of 24 OQNs of NESB from all over the world using a semi-structured interview method. The data were analysed by the case studies and thematic analysis method.

From the analysis, a total of four important themes emerged that structured the lived experiences of the OQNs from NESB. 1) *From the Past to the Future* is concerned with Heidegger's notion of temporality (lived time). The two sub-themes are: *the Past* which describes the cultural, social and linguistic backgrounds of the OQNs which brought them to their present experiences in Australia, and *the Future*, which refers to future possibilities which have been opened up by their experiences in Australia. The past and the future co-exist within the OQNs' understanding of their present moment. 2) *New Environment* is concerned with Spatiality (lived space). The OQNs' felt working environment in Australia is described. 3) *Living in the English Language* considers the notion of 'lived body' in relation to English-learning when working as nurses in Australia. 4) *Shared World* is concerned with Heidegger's notion of Shared World; the OQNs from NESB's needs for a supportive inter-subjective environment is described and discussed.

By using Parse's phenomenological synthesis method, these four themes were then conceptualised into a core structure of phenomena that describes the core nature of the participants: "*The lived*

experience of OQNs from NESB working in Australia is the process of obtaining a new identity in the English language, while actively formulating reality through interplay with new surroundings". In conclusion, recommendations for improved support for OQNs from NESB derived from the study are presented.

Declaration:

This work contains no material which has been accepted for the award of any other degree or diploma in any university or other tertiary institution and, to the best of my knowledge and belief, contains no material previously published or written by another person, except where due reference has been made in the text.

I give consent to this copy of my thesis, when deposited in the University of Adelaide Library, being available for loan and photocopying.

RIE KONNO

Date: / /

Abbreviations

AIDS	Acquired Immune Deficiency Syndrome
ANMC	Australian Nursing and Midwifery Council
CN	Clinical Nurse
EN	Enrolled Nurse
HIV	Human Immunodeficiency Virus
IELTS	International English Language Testing System
IV	Intravenous
IOM	International Organization of Migration
JBI	Joanna Briggs Institute
JBI-NOTARI	Joanna Briggs Institute, Narrative, Opinion and Text Assessment and Review Instrument
ICN	International Council of Nurses
ICU	Intensive Care Unit
NBSA	Nurses Board of South Australia
NESB	Non-English-Speaking Background
OQN	Overseas-Qualified Nurse
OECD	Organisation for Economic Co-operation and Development
QARI	Qualitative Assessment and Review Instrument
RN	Registered Nurse
TL	Team Leader
TB	Tuberculosis
UN	United Nations
USSR	Union of Soviet Socialist Republics

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Adaptation of Parse's Person-Becoming Health Theory to van Manen's hermeneutic phenomenological approach. Lived experience of overseas-qualified nurse in Australia. 13th Annual Qualitative Health Research Conference 2007, College of Nursing Science, Ewha University, Seoul, Korea. 20-23 June 2007

Phenomenological study of overseas-qualified nurses: The formal presentation to the Discipline of Nursing, PhD School, University of Adelaide, Australia. 15 Feb 2006.

Research proposal: A study on immigrant nurses' lived experiences. Research Show Case, La Trobe University, Melbourne. 25 Nov 2004

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