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Summary

Beyond borders: Managing a global nursing workforce – The impact of cultural diversity, beliefs, and training backgrounds on endoscopy services

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Nurses

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Two endoscopy nurses discuss the challenges and strategies for integrating international nurses into European healthcare teams, emphasizing the importance of cultural adaptation, language proficiency, and proactive engagement from both foreign and local staff.

KEY POINTS

- The speaker from Ireland reported that overseas nurses must register with the Nursing and Midwifery Board of Ireland, which assesses credentials and may require an adaptation period as a student nurse, and all must achieve an English proficiency score of 7.5 on IELTS or OET.
- The speaker from Malta identified two main integration challenges: foreign nurses refusing to adapt to local systems and retaining cultural cocoons, with Indian and Maltese nurses often sitting separately in staff rooms.
- The speaker from India emphasized that successful integration requires conscious effort from foreign nurses to mingle with local colleagues, learn local dialects and customs, and step outside cultural comfort zones despite fear of being misunderstood.
- Communication problems between foreign nurses and patients were reported, particularly with older patients who may not speak fluent English, though foreign nurses can serve as valuable translators for patients from their home countries.
- The speaker from India stated that Ireland had an overseas nurse coordinator in 2004 to facilitate cultural integration, but this role no longer exists.
- Malta offers bridging courses for nurses whose academic training has not reached required levels, similar to Ireland's adaptation period system.

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