

Filipino Nurses Experiences Living and Working in Rural Manitoba: The Key Role of Policy in Supporting Integration

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Background

- ▶ Philippine Nurse Recruitment - 2009
- ▶ 120 nurses were hired to work in four Regional Health Authorities.
 - ▶ Brandon, Assiniboine, Parklands, Central [PMH, Southern Health/Sante Sud]

Source: Manitoba Health, Seniors & Active Living

Rural Manitoba Communities...

Assiniboine RHA	Central RHA	Parkland RHA	Brandon RHA
Deloraine – 2	Portage La Prairie – 11	Dauphin – 23	Brandon - 22
Souris – 5	Gladstone – 4	Swan River – 7	
Killarny – 5	St. Claude – 2	Roblin- 4	
Virden -5	Winkler – 2		
Russell -3	Emerson – 2		
Minnedosa – 4	Morris – 2		
Neepawa – 4	Notre Dame – 1		
Hamiota – 3	Lions Prairie/Douglas		
Treherne – 2	Campbell – 3		
Shoal Lake - 2	Carmen – 3		
	Rock Lake - 2		

Source: Manitoba Health, Seniors & Active Living

The Purpose

The purpose of this research study was to explore, through narrative analysis, how the IENs recruited during the 2009 Philippine recruitment campaign describe their experiences living and working in rural Manitoba over the previous ten years.

Research Questions

1. How do participants narrate the trajectory of their nursing careers from their initial recruitment to the present day?
2. How do participants construct their professional identities as RNs in Canada?
3. How do participants situate self and others (family, friends, coworkers) in their stories of living and working in rural Manitoba?

The Approach

- ▶ Narrative Analysis
 - ▶ **Initial Interview (In person)**
 - ▶ **Follow up interview (telephone)**
 - ▶ Participant verification of themes
- ▶ 6 IENs participated.
 - ▶ Inclusion criteria: Recruited through the 2009 Philippine recruitment campaign.
 - ▶ Currently living & working as a RN in rural Manitoba
- ▶ Approval from BUREC

Analysis

Transcription. A full transcription of each interview was undertaken.

Structural Analysis. The boundaries of a narrative segment was identified and the structure of the narrative was analyzed.

- Structural analysis examines *how* the story is organized and considers *why* the story is constructed in a particular way (Riessman, 1993).
- Field notes aided in situating the narrative in the social and cultural context (Riessman, 2008).

Thematic Analysis. During the final stage of analysis, commonalities across cases or similar elements used to construct stories were identified (Riessman, 2008).

Themes



Composite Narrative

- This presentation will use a composite narrative to present the research findings.
- A composite narrative uses data from all participant interviews to tell a single story.
- Benefits
 - Present complex, situated accounts within a narrative rather than breaking data down into individual categories.
 - Confer anonymity
 - Present findings in a way that is useful and accessible to those outside academia.
- Limitations
 - The main limitation of composite narratives is the burden of responsibility upon the researcher, to convey accurate portrayals of the accounts of a group of individuals.

Chapter One

A F O R K I N T H E R O A D

Chapter Two

A STARK LANDSCAPE

Chapter Three

THE WARMTH OF THE
PRAIRIES

Chapter Four

CAREER PATHS

Chapter Five

CONNECTIONS: NEXT
DOOR AND A WORLD AWAY

Chapter Six

A PLACE CALLED
HOME

A few points to ponder...

- The stories they chose to tell.
 - Vivid & detailed stories around the recruitment, arrival and initial transition.
 - Personal and family lives were inextricable from their work lives.
- What was missing from their stories.



Policy Implications...

- Workforce Integration & Community Integration are interconnected.
 - Immigration Policies – Family Reunification; Eligibility for Permanent Residence Status.
- Early supports ease transition.
 - Settlement supports, Educational Supports, Employer Supports.

Policy Implications...

- Ethical recruitment practices have lasting benefits.
 - NB role of Ethical Recruitment Policies.
 - RNs recruited to RN positions.
 - Provided supports upon arrival.
 - Long term employment commitments.
 - Assistance with family reunification.

Policy Implications...

- Early integration into the workforce eased the transition to life in Canada.
 - Full-time income
 - Housing; Family reunification; commitment to the community/employer.
 - Pre-departure hiring process.
 - Licensure process – Less than 6 months



A Few Final Thoughts...

- Family & community connections are key factors in retention.
- The words and actions of others become an integral part of the narrative.
 - Acts of kindness are remembered & have impact.
 - Likewise for unsupportive acts.
- Participants viewed their title as an “IEN” a strength & source of pride.

References

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Questions?

