

ABSTRACT

Migration and its Implications for Nursing Education and Training Programmes: The Case of Barbados

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This thesis examines and analyzes the views of health, nursing and educational administrators, nursing educators, nurses and student nurses on the migration of nurses and its implications for nursing education and training programmes in Barbados. Chapter 1 presents a historical background of migration of nurses from the Caribbean, especially Barbados. Additionally, the statement of the problem and major research questions are presented.

In Chapter 2 there is a review of the literature on migratory patterns locally, regionally and internationally. Issues also highlighted include, push and pull factors which motivate nurses to migrate to the more developed countries. Consideration is also given to the implications of recruitment and selection strategies, emerging nursing programme, student issues and nursing faculty shortages. The theoretical underpinnings of the Systems Model by Cole (1996) and the Health Human Resources Framework proposed by O'Brien Pallus (1997), are presented, with an explanation of these concepts and their relevance to the migration of nurses from Barbados were also included.

In Chapter 3, the purposive sampling technique ensured that the selected participants met specific criteria, while the mixed methods approach allowed the researcher to make an in-depth analysis of issues under review. The data gathering instruments included four (4) researcher designed questionnaires and an interview protocol.

The findings of the study in Chapter 4 revealed that poor working conditions, lack of incentives and limited promotional opportunities are major factors contributing to the migration of nurses from Barbados and consequent nursing shortages. A number of challenges including reduced quality of patient care, compromised well-being of the nurse and ineffective individualized care are also identified. The need for improved collaboration among stakeholders was a key finding.

Finally in Chapter 5, the implications, conclusions and recommendations emanating from the findings with respect to migration of nurses from Barbados for the nursing profession are highlighted. Recommendations for further research with respect to the nursing profession in Barbados are advanced.

Keywords: Wendy Denise Sealy, Migration, Nursing Education, Systems Theory, Health Human Resources Framework, Barbados.