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Title: 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.

Advisor: Pearson, Alan
Schulz, Tim

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Subject: Nurses, Foreign -- Australia.
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