

Ethical Considerations for Recruitment of international Nurses

Covenant Values: Respect, Compassion, Integrity, Collaboration, Stewardship, Social Justice

- ❖ The notes below could also be organized under the Ethical Principles of Benefit vs Burden, Solidarity, Free and Informed Consent, Beneficence, Non-Maleficence.

Demonstrating Respect

- Ensure there is free and informed consent, clear understandable information must be provided so all parties know what to expect and what their responsibilities are.
- Reduce the complexity of the credential recognition process, skills assessment, credentialing support, bridging requirements, on-going mentoring.
- Recognize the skills and experience IEN's bring with them.

Demonstrating Compassion

- Ensure Foreign nursing staff have a soft landing, supportive relocation, transitional housing, cross cultural training/education, language support.

Demonstrating Integrity

- Understand gender and racialized inequalities including occupational segregation, discrimination, sexual bias and harassment are part of the immigrant experience and need to be addressed through comprehensive Diversity and Inclusion initiatives.

Demonstrating Stewardship

- Advocate for a universal registry of health workers in Canada to track who we have in the system, how many more staff are needed, and where will they come from.

Demonstrating Social Justice

- Understand our role in supporting global health solidarity. There are negative consequences to recruiting healthcare workers from countries that do not have enough healthcare workers for their population. There are negative consequences when a healthcare worker migrates to our country, and we do not support the credentialing and

hiring of these workers. Globally it becomes a social justice problem when healthcare workers are underutilized, and their distribution is not fair.

Demonstrating Collaboration

- Partner with settlement agencies to support community integration.
- Create collaborative learning environment on the units such as preceptors or buddy/mentor assignments, diverse learning environments.

References

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2. Carney, Bridget, (2005), **The Ethics of Recruiting Foreign Nurses**, Health Progress Journal of the Catholic Health Association of the United States, November – December, 31-35.
3. McKeown, M., Nyasoro, G., Spiliopoulos, G., & Tuckwood, S. (2023). **International nursing recruitment: We must do better**. *Journal of Clinical Nursing*, 32(13-14), e24-e26.
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