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2010

## Adaptation processes of Japanese nurses in Australia

Yuka Kishi  
*University of Wollongong*

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# **Adaptation processes of Japanese Nurses in Australia**

\*A thesis submitted in (partial) fulfilment of the requirements for the award of the degree

**Master of Nursing by Research**

**from**

**UNIVERSITY OF WOLLONGONG**

**by**

**Yuka Kishi**

**School of Nursing, Midwifery & Indigenous Health  
Faculty of Health & Behavioural Sciences**

**2010**

\* Where the thesis is in partial fulfilment of the requirement for the award of the degree the word “partial” must be inserted immediately before the word “fulfilment”.

## **CERTIFICATION**

I, Yuka Kishi, declare that this thesis, submitted in partial fulfilment of the requirements for the award of Master of Nursing - Research, in the School of Nursing, Midwifery and Indigenous Health, University of Wollongong, is wholly my own work unless otherwise referenced or acknowledged. The document has not been submitted for qualifications at any other academic institution.

Yuka Kishi  
15 October 2010

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## ABBREVIATIONS

ABS	Australian Bureau of Statistics
AIN	Assistant in Nursing
AIHW	Australian Institute of Health and Welfare
ANMC	Australian Nursing and Midwifery Council
CNE	Clinical Nurse Educator
DON	Director of Nursing
EN	Enrolled Nurse
ICN	International Council of Nurses
IDP	International Development Program
IELTS	International English Language Testing System
ILO	International Labour Organization
JASSO	Japan Student Service Organization
IOM	International Organization for Migration
JNA	Japanese Nursing Association
NESB	Non English Speaking Background
NMB	Nurses and Midwives Board New South Wales
NSW	New South Wales
NUM	Nursing Unit Manager
OET	Occupational English Test
OQN	Overseas Qualified Nurse
PR	Permanent Residency
RN	Registered Nurse
WHO	World Health Organization
WMA	World Medical Association

## **ABSTRACT**

In past decades, nurse migration has increasingly become a worldwide phenomena. Throughout published literature exploring the experiences of overseas qualified nurses, it has been found that most studies are undertaken in the UK and USA. These studies focused on nurses from Africa and Asia. In the majority of this research, Japanese nurses are categorised into a group of Eastern Asian registered nurses. Moreover, no literature was available focusing specifically on Japanese nurses who work overseas. Though the concept of nursing itself should not differ to a great degree, cultural differences may affect Japanese nurses when they practice overseas. This is the first study exploring the experiences of Japanese registered nurses who are working in Australia.

This qualitative study recruited 14 Japanese registered nurses who transferred their Japanese registration to the Australian registration in NSW. A snowball sampling technique was used. Interviews were conducted using six open-ended questions. Tape recorded interviews were transcribed and analysed. Coding and categorisation derived the main themes which describes and supports the adaptation process of these nurses to Australia.

There were three stages identified from the data regarding the adaptation process, which consisted of eight potential themes. The three derived phases are called; 'Seeking', 'Acclimatising' and 'Settling', collectively named the 'S.A.S model'. Since the only participants in this study were Japanese nurses, the emerging data clearly demonstrated that during the adaptation process nurses tended to reflect their own culture in their nursing practice. It will be interesting to further investigate whether this model can also be applied to Overseas Qualified Nurses (OQNs) in other environments. For instance, in Japan, where the government has recently agreed to accept Indonesian and Philippine nurses as part of their workforce. Increasing our understanding of the experience of OQNs may be utilised in the development of education programs.

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