



International Network for
Health Workforce Education

Greek Nursing Workforce and Transcultural Competencies in Healthcare Provision

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Presentation Outline

- **Intro**
- **Transcultural Nursing**
- **Study Presentation**
- **Main Findings**
- **Conclusions**
- **Recommendations**



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Intro

The Refugee and Migratory Flows
Numbers and Origin



Definitions of “Migration” and “Refugee”

- **Migration:** “The movement of a person or a group of people, either across an international border, or within state” (IOM, 2011).
- **Refugee:** “A person who has been forced to leave their country in order to escape war, persecution, or natural disaster” (UNHCR,1951).



IOM • OIM

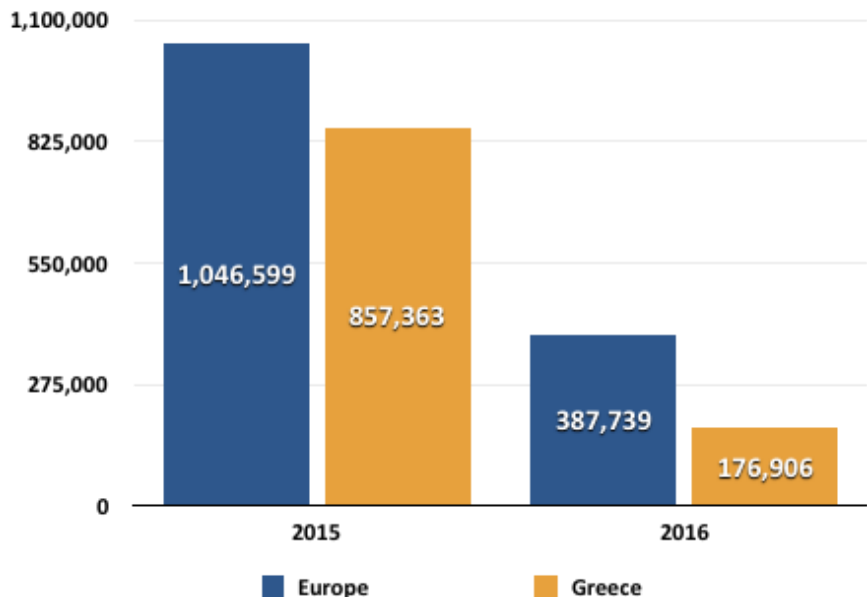


UNHCR
The UN Refugee Agency



Refugee Statistics 2016

Number of Refugees for 2015-16



(Source: International Organization for Migration, 2017)

Country of Origin for 2016

- Syria 46,5%
- Afghanistan 24,2%
- Iraq 15,2%
- Pakistan 4,9%
- Iran 3,1%
- Other Countries 6%



Access to Greek Healthcare Services

Via the Joint Ministerial Decision entitled "Arrangements for Securing the Access of Unsecured Persons to the Public Health System" and later of the Law N.4368/2016, refugees are entitled to **Free of Charge** access to :

- Necessary Healthcare (Clinical and Medical Examinations)
- Pharmaceutical Care
- Hospital Care



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Transcultural Nursing

The Importance in Nursing
Practice



The Meaning of Transcultural Nursing

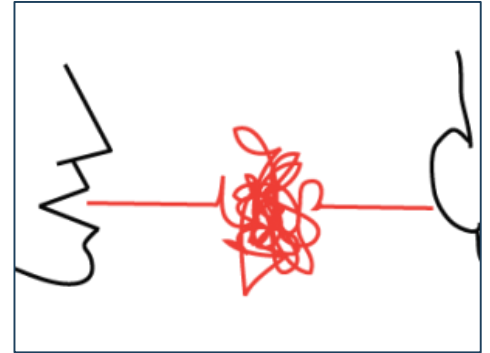
- **Madeleine Leininger** – Developer of the concept of Transcultural Nursing.
- Transcultural nursing is a comparative study of cultures to understand **similarities** (culture universal) and **differences** (culture-specific) across human groups (Leininger, 1991).





Communication Barriers

- Absence of private space - Privacy
- Small time allocation - Lack of attention
- Different perception of health and urgency
- Use of terminology - Language barriers
- Difference in expectations and reality
- Stress or anger
- Different culture and language of communication





Reasons to Implement Transcultural Nursing

- Elimination of patient's marginalisation and **social exclusion**.
- Recognition and understanding of the **cultural specificities** of minorities.
- Achieving **successful communication** between caregivers and patients, governed by respect.
- Application of **true holistic care** to patients



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Study Presentation

Aim - Methodology



Aim of the Study



The aim of the present study is to:

- Investigate whether Greek nurses have been **trained** in transcultural nursing
- Assess the **knowledge and attitudes** of the Greek nursing workforce on transcultural approaches to health care
- Evaluate whether the education they received was sufficient to **provide effective and quality healthcare services** to people of different cultures.



Methodology

The study was conducted using the following methodology:

- After thorough article review the **questionnaire** was designed and tested.
- The distribution of the questionnaires was via internet using the **Google Forms** platform.
- Using SPSS24 the answers of **252** Greek Health care professionals was analysed.



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Main Findings

Demographics and Educational Level



Demographics (1)

<u>Sex</u>	<u>Family Status:</u>	<u>Education:</u>
Men.....58	Married:.....137	Voc.Train. Inst:.....32
Women.....194	Single:.....82	Tech. Edu. Inst:.....122
	Divorcee:.....29	University:.....1
<u>Age</u>	Widower:.....3	7
<25:.....24	Other:.....1	Nurs.Special:.....24
26-40:.....108		MSc:.....5
41-55:.....111		4
56<:.....9		PhD:.....3



Demographics (2)

- The majority of participants (**71.4%**) work as nurses in **public hospitals**.
- The largest percentage (**21.4%**) works in the **pathology clinic**.
- Most nurses (**36.9%**) work between **6 and 15 years**.
- **22.6%** of the respondents work in the **Prefecture of Attica**, followed by Thessaloniki (**14.3%**).



Educational Level in Intercultural Communication

- The majority of the sample (**45.6%**) consider that the Transcultural Nursing courses were taught during their studies **are not sufficient for their future practice.**
- The **12.7%** attended seminars during their studies, **22.6%** through their work and **14.3%** of the sample on their own initiative.
- Most of the respondents attended seminars motivated by **personal growth.**



Transcultural Nursing at Work

- The majority of the sample (**46%**) stated **the lack of available educational material** at their workplace.
- Of the nurses questioned, the **47.6%** consider the intercultural skills of their superiors **inadequate**.
- Over half of the sample (**65.9%**) stated that there **is no support from the Greek Nursing Associations** to strengthen intercultural nursing.



Personal Attitude

- Only **31,7%** of the nurses believe that they have **the necessary knowledge and skills** to provide Transcultural Health Services.
- The vast majority of the sample (**86.5%**) consider that **more training programs are needed**.
- Multicultural education is considered a **necessity** from the **90,1%** of the health care professionals.
- The **will to attend further training** programs in the future is stated by **77,8%** of the sample .

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Conclusions

The Main Conclusions of the Study.



Conclusions

- Greek nurses **are not satisfied** with the level of intercultural education they received.
- Health care professionals **do not have confidence** in transcultural skills of their superiors.
- The lack of transcultural competence creates **challenges** in everyday practice.
- Greek nurses stated that **they plan on continuing** their transcultural training in the future.



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Recommendations

Recommendations to Support the
Transcultural Needs of Greek Nurses.



Recommendations (1)



- Design and promote a policy **on national level** on Transcultural nursing and intercultural communication.
- **Integrate the course of Transcultural Nursing** into the compulsory curriculum of every Nursing School.
- **Create** more transcultural educational programs and **Motivate** Greek nurses to attend them.
- **Strengthening** the hospital **education department** to meet the Transcultural Needs of Greek health care professionals.



Recommendations (2)

- **Intercultural training for managers** of hospitals to be made mandatory.
- Greek Nursing Associations should seek ways to **strengthen Transcultural Nursing**.
- Employment in every Health Institution of **Cultural Mediators and Interpreters**.
- **Participation of immigrant and refugee nurses** in the design of new national policy.



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*Οι άνθρωποι είναι φύσει ίσοι,
θέσει άνισοι...*

Plato



THANK YOU!

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