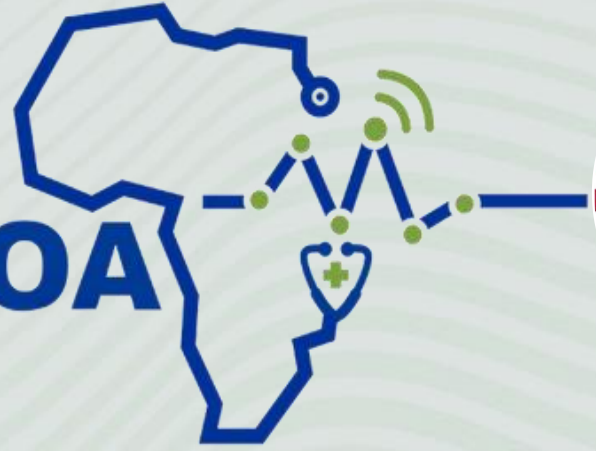


ASSOCIATION OF MEDICAL COUNCILS OF AFRICA



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CAPACITY
BUILDING
WORKSHOP



INTEGRATED
HEALTHCARE
REGULATION
AND
LEADERSHIP
IN BUILDING
RESILIENT
HEALTH
SYSTEMS

SUPPORTING PRACTITIONERS ON THE MOVE

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SOCIAL WELFARE**



INTRODUCTION

- Integration of immigrant practitioners has become a challenge for many societies and health care systems worldwide- facilitating the integration process, many benefit both the host country and the immigrating practitioner.

MENTAL HEALTH REQUIREMENTS ARE OVERALL WELL-BEING OF INTERNATIONAL TRAINED REGISTRANTS.

- Internationally trained registrants face unique challenges impacting their mental health and their overall well-being, including:

Acculturative stress

Social isolation

Language barriers,

All of these require tailored support and understanding from the healthcare system.

MENTAL HEALTH REQUIREMENTS ARE OVERALL WELL-BEING OF INTERNATIONAL TRAINED REGISTRANTS.

- **Acculturative stress**

Adapting to a new culture, language and healthcare Systems can be stressful and lead to mental health issues.

- **Social Isolation**

Lack of social connections and support networks can contribute to feelings of loneliness and isolation.

- **Language barriers**

Difficulty communicating with patients, colleagues and healthcare professionals can create barriers to effective care and lead to frustration.

- **Financial Strain:**

The cost of living, education and professional licensing can be a significant financial burden, impacting mental health.

MENTAL HEALTH REQUIREMENTS ARE OVERALL WELL-BEING OF INTERNATIONAL TRAINED REGISTRANTS.

- **Discrimination and Bias**

International registrants may face discrimination or bias from patients, colleagues or the public, leading to stress and psychological distress.

- ***Academic and Professional Pressure***

The demands for training and practice, coupled with the need to prove competence in a new environment, can lead to burnout and anxiety.

- ***Specific issues for Health Professionals***

Internationally, health professionals need to navigate the different healthcare system, manage clinical practice issues and address communication challenges.

STRATEGIES

- ***Cultural Sensitivity***

The regulator should encourage training for staff on cultural sensitivity and how to support international registrants.

- ***Language Support***

Ensure access to interpreters and language training for both patients and healthcare professionals.

- ***Mentorship and support networks***

Create mentorship programs and support to help international registrants acclimate to their new environment and profession.

- ***Access to mental Healthcare services***

Ensure that international registrants have access to affordable and culturally appropriate mental health services.

STRATEGIES (CONTINUED)

- **Promote a Culture of Respect and Inclusion**

Forster a workplace culture that values diversity and inclusivity, where international registrants feel respected and supported.

- **Address Systemic issues**

Healthcare organisations/training hospitals should address systemic issues that contribute to poor mental health and well-being, such as high workload, inadequate staffing and poor leadership.

- **Focus on Prevention**

Implement mental health and psychosocial support that focuses on prevention and early intervention.

STRATEGIES (CONTINUED)

- ***Regular mental health check-in***

Encourage regular check-ins with international registrants to identify potential mental health concerns early on.

- ***Research and Data collection***

Research to better understand the mental health needs of international registrants. Use data to inform policies and programs.

- ***Collaboration with international Organizations***

This will help share best practices and resources for supporting international registrants.

CULTURAL FACTORS

When designing well-being programs for practitioners on the move, consider cultural factors, like language, beliefs about health and social norms, to ensure inclusivity and effectiveness.

1. Understanding the cultural context.

Language

Ensure program materials, communication, and support services are accessible in the relevant languages.

Beliefs about Health

Be mindful of cultural beliefs about health, illnesses and wellness practices.

CULTURAL FACTORS (CONTINUED)

- ***Social norms:***

Consider social norms and expectations.

- ***Family and Community***

Importance of family and community in shaping individual well-being.

- ***Religion and Spirituality***

Consider how the above might be related to their well-being.

- ***Cultural Values***

Cultural values shape people's behavior and attitudes towards health and well-being.

CULTURAL FACTORS (CONTINUED)

2. Design inclusive programs

- ***Accessibility:***
 - Both physically and culturally accessible consider factors such as location, transport, a time of day.
 - Cultural sensitivity
 - Diverse Representation
 - Diverse perspectives and experiences in program development.
 - Community Engagement
 - Build trust and program relevance.

CULTURAL FACTORS (CONTINUED)

3. Promote cultural Competence

- Training
- Open communication
- Active listening
- Respect and tolerance
- Continuous learning

PARTNERSHIPS TO PROVIDE ENTRANCE SUPPORT AND WELL-BEING TO INTERNATIONALLY MOBILE REGISTRANTS AND APPLICANTS IN OUR VARIOUS JURISDICTIONS.

- **Healthcare:**

Partnership with local clinics or mobile medical units to provide healthcare services.

- **Education:**

Collaborating with schools or community learning centers to provide educational opportunities.

- **On-the-job training:**

Working with training centers to help registrants acquire skills and find employment.

- **Legal assistance:**

partnering with a legal aid organisation to provide legal support.

PARTNERSHIPS TO PROVIDE ENTRANCE SUPPORT AND WELL-BEING TO INTERNATIONALLY MOBILE REGISTRANTS AND APPLICANTS IN OUR VARIOUS JURISDICTIONS. (CONTINUED)

- **Community integration:**

Collaborating with Community organizations to facilitate social integration and build relationships.

Note regular evaluation of the effectiveness of the partnerships and is very important and one must make adjustments as deemed necessary.

- **Peer support Networks:** Encourage the formation of peer support groups where practitioners can share experiences and learn from one another.

The end!

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