

Are We Victim of Our Own Success

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INTRODUCTION

Pakistan is losing creative minds every day. Every youth aspires to go and work abroad for a better life perspective. The increasing migration of young mind has been the challenge for every developing state. The attraction of working abroad has pulled many intelligent minds out of the state. Nursing is one of the highlighted profession in this regards. Every new nurse graduate wishes to work abroad. This nurse's shortage has been the most concerning issue across the globe majorly in developing states. Aga Khan University has been one of the well-known and market competitive education university. They are producing highly capable medical professional over last 3 decades including doctors and nurses. However very few alumni of this institution are serving the country. Moreover this international university is deprived of their own graduates in their organization. This issue created disturbed equilibrium of nurse vs. patient ratio. This causes lack of quality of health care provision to the people of Pakistan.

According to World health Organization, 57 developing countries are facing shortage of health workers. It is estimated that around 4 million more health care workers including doctors, nurses, midwives, and community workers are required to fulfill the need [1]. But the nightmare is that highly skilled and trained nurse doesn't pursue career in the state for a longer period of time as they seek for higher opportunities for a better life perspective. This brain drain of skilled professional nurses worsens the already scarce healthcare resources in poor countries. This ultimately widens the gap in health care inequities worldwide.

Nurses have no scope of practice in Pakistan and other low middle income countries (LMICS). In an evolving state like Pakistan, there is no such benefits and respect being given to nurses to grow. Moreover there are limited institutions available in the state where high quality nurses are being created. The state failed to address the need of nursing facilities in their territory. Moreover common people of Pakistan does not term nursing as a respectable profession. So how a person can think of pursuing future careers in such country? As nurses have equal choice to go abroad and excel in their field where the community doesn't recognize Nursing as

an ideal profession. Till date nurses are being tagged as "Sisters or nun". Moreover, essential rights of nurses are violated every now and then, which led them to decide their future endeavors in abroad.

Despite advances in nursing profession, there is no recognized value given in this state. They are still working under physician however in other part of world nursing has achieved many remarkable milestones. This is major pull factor which every nurse desires. So its justified for a nurse to go abroad and seek for advances in the profession. According to Article 13 of "The Universal Declaration on Human Rights" emphasized that each individual has "right to freedom of movement and residence within the borders of each state moreover everyone has the right to leave any country, including his own, and to return to his country" [2].

Support on ethical ground

Individuals are independent to choose their career and future perspective. Right based theory i.e. Liberal individualism safeguards the right of individual in the pertinent field. It emphasizes on individual are autonomous in decision making. This theory also focuses on shaping positive space for a person within which an autonomous person can decide their future perspective. According to this, nurse is liberal to go anywhere he or she wants to pursue her career [3].

OPPOSING POINT

Professional liability is key aspect. A person is responsible towards the state and need to oblige to the country needs to uplift the overall status of the country. Therefore it's not reasonably a correct decision to move out to other country leaving own country in a paralyzed state. Moreover patients has right to be treated by well trained staff. As for training purpose these patients are being utilized. But when there is time to work and serve your country which has given you opportunity to study, nurses vanish off [4].

Kantians: obligation based theory focuses on to perform your desired responsibility. Kant focused on fulfilling the desired duty on basis of moral ground [3]. In a state where nurses are

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being trained they should provide services to their state. Nurses are being trained and educated in Pakistan, but when they get chance to serve country people they vanishes off to other country to pursue their career.

“Journal of Pioneering Medical Sciences in 2013” stressed that there is 1 nurse available on every 50 patients whereas the minimal required ratio estimated by Pakistan Nursing Council (PNC) is nearly 1:10 in general ward areas and 2:1 in critical areas including ICU [5]. Country needs good health care system. To uplift health system country needs own trained staff and for this purpose expert nurses can be a vital change agent.

CONSEQUENCE

On the contrary, nurses going abroad need to work harder to adjust to new environment. Their families are left behind as they migrate alone to work and settle in a new country. In addition to they faced several difficulties to adjust in an unfamiliar place without any support network available. Then important and foremost challenging task is to adjust to the new work environment where the level of competition is entirely different from home state challenges [6]. They often end up in mental breakdowns.

RECOMENDATIONS

First of all developed countries need to stop nurse-poaching from developing world. Developed world tries to attract the nurses from developing country and take advantages of their skills on lower wages. Developed world have been reported to recruit nurses more frequently from the developing world leaving developing countries in a deprived state [7].

Recommendations at institutional level

Institutions should develop policies to retain nurses within their organizations. They should introduce bond policy with strict implications. Furthermore, they also need to improve salary packages across the state to match as per meeting the level of foreign states. They should also be appreciated for their work within organization and also at country level. There should be compensation for the additional work hours they spend in uplifting the morale of their patients and their institution. Additional allowances including care and home loans should be granted. It includes child education allowance. Respect should be made important part of profession. Safety and security at work should be ensured. There should be equal access to each individual for professional development opportunities.

Recommendations at state level

At a country level, policies should be made to safeguard nurse’s rights. State should identify nursing institution whose nurses are going abroad and address the concerns which is pushing them to go out of the state. Nurses forum in higher education commission and health sector should be introduced which can address their issue. Introduce higher advancement in profession [8].

General implications

First of all we need to prioritize that what is actually the need. First option is to retain your already produced nurses and fill the gaps within the country. However if you feel you are unable to meet, you should make such organization which help you to produce quality and market competitive nurse or you increase the standard of already established institution.

Moreover if we need to export such large amount of nurses to outer world, for this we should produce enough quantity of specialized nurses to fulfill our healthcare need than go abroad. This can also help Pakistan in increasing economy.

CONCLUSION

Brain drain has affected the globe at a higher state particularly the developing state. Nurses are individuals who has right to choose their future endeavors. However the country which has provided them platform to gain education also needs their asset within the country. Therefore its countries responsibility to build policies to retain nurses and provide opportunity equitable to developed state.

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