

Appendices

Appendix 1: Glossary

* Unless stated something else, the following terms and phrases means:

Term	Definition
Status quo	The way things currently are; normal conditions.
Source country	The country where the Jordanian nurses were employed before they moved to the UK
Transition	Migration phase that results in changed relationships, routines, assumptions and roles. Duration varies, but for this study, it is assumed to be from the time nurses gain a visa or job contract to the point when they have spend 6 months in the UK or get their PIN number from the NMC.
Source countries	Jordan and or any of the Gulf States
Destination country	United Kingdom
Host country	United Kingdom
Recruitment agency	For profit organisation that link the employer who wishes to hire staff and the nurse who is looking for a job.

Appendix 2: Study Tool

Nurse Migration Pathways

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SURVEY QUESTIONNAIRE

Dear Jordanian Nurse

Thank you for looking at these questions. This survey is part of a PhD in Nursing Studies, at the School of Nursing, University of Nottingham, England. The aim of the study is to understand the migration experience of Jordanian nurses working in the UK. The purpose of this survey is to build a minimum database that may help in describing the Jordanian nurses who are currently working in the UK. This survey will be sent to as many Jordanian nurses currently working in the UK as possible to contact. It is entirely up to you to decide whether or not to take part. **If you do decide to take part in this survey please will you fill in the following questions and return it by post.** Your name will not be used at all in the study. Data will be made anonymous and any information from the survey will have your name and address removed so that you can not be identified.

Who sent you this survey: 1. NMC 2. Ahmad Al-Nawafleh 3. Colleague or friend please write the name

A: Personal data:

- Age: Year/s
- Sex Male Female
 Marital status: Married Single Divorced Widowed

B: Qualifications and employment experience:

- Nursing qualifications: Diploma Bachelor Master
 PhD Other (specify).....
- Where did you study to qualify as a nurse: INSTITUTION CITY
- Did you work as a nurse in Jordan: NO YES
 (if yes, for how long? YEARS MONTHS
- Length of nursing experience before arriving in the UK: YEARS MONTHS

8. Nursing speciality before arriving in the UK:

9. Your employer immediately before coming to the UK:

C: Migration Information:

10. Did you work as a nurse in another country at any time before coming to the UK?

- NO YES If Yes Please say
where:.....

11. What was your main motivation to work as a nurse in the UK?

Please tick and indicate importance beside each choice, give (5) for important and (1) for less important.

- pay further education and training
 standard of living relatives living in the UK
 career opportunity Others (please give details).....

12. Was a recruitment agency involved in your migration to the UK? NO YES

13. If yes, how did they help you?
.....
.....

14. When did you commence work as a nurse in the UK:

MONTH	YEAR
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D: Life and work in the UK:

15. Living situation in the UK: Living alone With family With friends

(please, tick all which have applied to you)

and add any important information on living arrangements:
.....

16. Current nursing grade:

17. Current nursing position and area of work:

18. Where do you work now?

19. How long are you planning to stay in the UK?

Please, add what ever you think the researcher should know about your migration from Jordan to the UK. I would appreciate this information from those who are willing to be interviewed and those who decline to be interviewed.

If you do decide to take part in a subsequent interview please will you fill in the following details, so I can contact you:

Name:

Address:.....

City:

Post code:

Telephone:

Mobile:

E-mail:

Most suitable time to receive phone calls (e.g.: morning, evening, specify time please):

.....

Note: please fill in the details, enclose this questionnaire and send it by post to the address on the pre-stamped envelope.

Thank you for your co-operation

Interview guide

This study will cover the following themes:

- Pre transition phase (exploring the possibilities of going abroad which may cover the period from end of nursing education to the time of securing a visa or job contract in the UK)
- Transition phase (translating possibilities into practice which covers period from securing the visa or job contract in the UK to the end of adaptation training or 6 months after arrival)
- Post transition phase (living in the UK and adjusting to work and life after 6 months of arrival)

Theme 1- Pre transition phase

Tell me about what made you think about coming to the UK?

- What were the reasons for thinking about going abroad?
- Can you tell me about the decision to move abroad, and the other alternatives you had been considered?
- Who was involved in that decision and how?

Theme 2- Transition phase

I would like to know how did you move from Jordan to the UK?

- Do you have previous migration experience in a different country?
- What kind of preparation you have taken to leave job and home country? ... visa? family arrangements?
- Tell me about your travel and arriving into the UK, and the accommodation?
- Tel me about your adaptation training and registration
- What was your first job in the UK like?

Theme 3- Post transition phase

Tell me about your experience of staying in the UK?

- What was the work conditions like? How many times did you change job? Why? And how?
- How is living and adaptation to life look like? What support you have received? From whom? And how?
- How do you describe career progress and development for a colleague in Jordan?
- What is your future plan? Why?

Appendix 3: Ethics documents



UNIVERSITY OF NOTTINGHAM MEDICAL SCHOOL
ETHICS COMMITTEE

Faculty of Medicine and
Health Sciences

School of Nursing

Project Title: Nurse Migration Pathways

Room B56
B Floor
The Medical School
Queen's Medical Centre
Nottingham
NG7 2UH

Tel: +44 (0) 115 823 0895

Name of Investigators:

Ahmad Al-Nawafleh RN, CI, MPA, PhD student (University of Nottingham)
Supervisors: Prof. Veronica James and Dr Milika Matiti

Information sheet for Survey and Interview Volunteers

Date:

Dear Nurse

Invitation

You are invited to take part in a research study on the experience of Jordanian nurses migrating to work in the UK. Before you decide whether to take part it is important for you to understand why the research is being done and what it will involve. Please take time to read the following information carefully and discuss it with friends and relatives if you wish to. Please, ask Ahmad Al-Nawafleh (contact details at the end) if there is anything that is not clear, or if you would like more information. Take your time to decide whether you wish to take part or not.

Thank you for reading this.

Background

This study is part of a PhD in Nursing Studies, at the School of Nursing, University of Nottingham, England. The aim of the study is to understand the migration experience of Jordanian nurses working in the UK. I am interested in your personal experience from the time of graduation in Jordan. Many issues related to mobility of nurses into other countries are still unclear and policy developers, nurses and recruiters would benefit from greater understanding of the issues facing nurses. That is why I suggest an interview with you will enrich the field with valuable information and may help to improve best practice.

For my PhD thesis, I have chosen to study Jordanian nurses views about the phases of transition from Jordan to the UK in general and their decision to work in the UK and its consequences in particular. I have developed this area of inquiry as a result of my

academic background in nursing and management, my own experiences in hospitals in Jordan, and my interest in how best to manage nurses employment outside Jordan.

What does the study involve?

- The attached survey will be sent to as many Jordanian nurses currently working in the UK as I can contact.
- I will then interview 30 of the respondents who are willing to participate and talk to me about their experience.
- I will be conducting either face to face or telephone interviews with those who are willing to be interviewed.
- The interviews will last approximately 60 minutes and will be tape-recorded.
- I will transcribe the tapes after the interview. The interviews will be conducted at a location suitable for the activity (quiet and private) and convenient for you.
- The interviews would take place over a period of about six months from April 2006 to September 2006.
- I would also like to contact you by email or telephone for further clarification or elaboration during the interview process.

Why have you been chosen?

You are chosen because you are a Jordanian nurse working in the UK. You have received this package either through NMC (because you are a registered nurse in their records) or nominated by one of your colleagues.

Do you have to take part?

It is entirely up to you to decide whether or not to take part. If you do decide to take part you are still free to withdraw at any time and without giving reason. If you do decide to take part in the survey please will you fill in the attached questionnaire and return it by post. If you do decide to take part in the interview please will you fill in the attached participation form, give your contact details and sign the informed consent if you want to volunteer for interview.

What are the possible disadvantages and risks of taking part?

Given the nature of this subject, I cannot foresee any risks to you.

Will my taking part in this study be kept confidential?

Your name will not be used at all in the study. Any information from the survey and the interview will have your name and address removed so that you cannot be recognised from it. Data will be made anonymous so that you can not be identified.

If the interview is tape-recorded, I will keep the tapes in a secure place until they are no longer needed and I will not share them with anyone other than my doctoral supervisors, Professor Veronica James and Dr. Milika Matiti from the University of Nottingham / England.

What will happen to the results of the research study?

The material generated in questionnaires and interviews will be analysed and become part of a written project that satisfies the requirement of PhD dissertation. I also anticipate publications deriving from this research. The nature of these publications would most likely be, but may not be limited to, scholarly research destined for an academic audience. Publications will be available for you to look at upon request. Presentations will also be given at conferences.

Who is organising and funding the research?

The research is part of a PhD study and has no specific funding, apart from that allocated by the School of Nursing. I do not expect to benefit monetarily from this research in any direct way.

Who has reviewed the study?

This study has been reviewed and approved by the University of Nottingham Medical School Ethics Committee.

Contact for further information

I would like to thank you for your consideration of my request. You may respond or not to any inquiry without prejudice. If you do decide to take part you will be given this information sheet to keep and be asked to sign a consent form. If you decide to take part you may withdraw from the process at any time without giving a reason.

For further information feel free to contact me on the following,

Ahmad Al-Nawafleh
School of Nursing (room B56)
Faculty of Medicine and Health Sciences
University of Nottingham
QMC, Nottingham, NG7 2HA
Mob: +44 (0) 79 156 18 169
Tel: +44 (0) 115 82 30896
Fax: +44 (0) 115 82 30999
E-mail: ntxahaa@nottingham.ac.uk

**UNIVERSITY OF NOTTINGHAM
MEDICAL SCHOOL ETHICS COMMITTEE
Interviewee Consent Form**



Title of Project: Nurse Migration Pathways

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Name of Investigator:

- Ahmad Al-Nawafleh

Supervisors: Prof. Veronica James and Dr Milika Matiti

Please read this form and sign it when you understand the aims and procedures of the study as explained in the information sheet or verbally by Ahmad Al-Nawafleh:

- I voluntarily agree to take part in this study.
- I confirm that I have been given a full explanation by Ahmad Al-Nawafleh and/or that I have read and understood the attached information sheet given to me.
- I confirm I will be given the opportunity to ask questions, discuss the study with Ahmad Al-Nawafleh on all aspects of the study.
- I agree to Ahmad Al-Nawafleh contacting me on the address I gave to him.
- I authorise Ahmad Al-Nawafleh and his supervisors to disclose the results of my participation in the study but not my name.
- I understand that information about me recorded during the study will be kept in a secure database. Data will be kept for 7 years after the results of this study have been published.
- I understand that I can ask for further instructions or explanations at any time.
- I understand that I am free to withdraw from the study at any time, without having to give a reason for withdrawing.

Name:.....

Address:.....

.....Post code:.....

Telephone number.....

Signature:..... **Date:**.....

I confirm that I have been fully explained the purpose of the study and what is involved in it.

I have been given by Ahmad Al-Nawafleh a copy of this form together with the information sheet.

Investigator Signature: **Name:** Ahmad Al-Nawafleh

Ref No.: D/4/2006

Direct Line/e-mail
+44 (0) 115 823 0895
ntxahaa@nottingham.ac.uk

Medical School Ethics Committee
Division of Therapeutics & Molecular Medicine
D Floor, South Block
Queens Medical Centre
Nottingham
NG7 2UH

23 May 2006

Dear Prof. Bradshaw

Ethics Reference No: D/4//2006
Study Title: Nurse Migration Pathways
Lead Investigator: Mr Ahmad H Al-Nawafleh, PhD Student
Co Investigators: Prof Veronica James, Professor of Nursing, School of Nursing, Dr Milika Matiti, Lecturer, School of Nursing.

Thank you for the thoughtful consideration that was given to my submission. I apologise for the delay in responding, which was due to the need to talk the issues over with my supervisors and give further consideration to the points that we discussed.

I hope the following is helpful in responding to the Committee's concerns.

1. Different response by telephone and direct person: person interview

One of my supervisors (Professor Veronica James) has used this combination of interviewing to great effect as part of a study of self-help groups. Her experience was that there are three key elements to be taken into account: establishing a trusting relationship; data content and data recording.

The first, developing a relationship of trust in order to ensure data collection, tends to be easier than anticipated. This is because the preliminary work of making contact, explaining the project, and setting up an appropriate interview time has already helped establish a relationship. As part of this, the respondent has enough interest in the subject to be willing to share their time and information with the interviewer. Without that, the respondent will not be prepared to be interviewed.

In terms of the second element, data content, there can be some minor difference in terms of information elicited, most studies suggest results are comparable (Sturges and Hanrahan 2004, Greenfield et al, 2000; Biemer 2001; McCarthy et al 2003). The most obvious difference is in terms of interpreting what is being elicited through supplementary information of body language, eye movement and so on. However, in the project being undertaken, this would not be a significant issue as the data is mainly a factual information. Further, the data are identified as coming from different sources in the analysis, and written up in a way that makes this clear. The final key issue is the recording, where, obviously, the right equipment is required to allow simultaneous hearing, response, recording and ability to write brief notes. The School of Nursing will provide these facilities.

2. Health and safety

I recognise that this is an important issue, and have many years experience, following training, as a nurse doing home visits, as well as experience of doing home interviews, in Jordan.

In terms of my own safety, I shall have left information with both my wife and the School of Nursing, and will be carrying a mobile at all times. I am aware of issues about having unobstructed access to a door. Having said this, as each of the respondents will have filled in a survey form, taken the trouble to reply to me by mail, and negotiated an interview date, time and place with me, I do not anticipate any problems.

In terms of assuring the safety of others, again, my experience as a nurse doing home visits in Jordan will come into use. All the respondents (the majority of whom are likely to be male, as it is male Jordanian nurses who are most likely to migrate), will be invited to have someone else in the house. I am, of course, very sensitive to Jordanian cultural mores of gender, and a door would be left open at all times were I to be in a room with a female.

I am sure you will appreciate that I am likely to improve my interview response rate if I am able to fit in with the respondent's convenience. I hope my response has assured you that I have recognised the significance of the health and safety issue you have raised, and have the experience and techniques that reduce risk to a minimum.

Thank you for your interest in my study. Please let me know if you need any further information.

Ahmad Al-Nawafleh
PhD Student,
School of Nursing (Room B56)
Faculty of Medicine and Health Sciences
University of Nottingham
QMC, Nottingham, NG7 2HA
E-mail: ntxahaa@nottingham.ac.uk

Request for approval of amendments

Ref No.: D/4/2006

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Medical School Ethics Committee
Division of Therapeutics & Molecular Medicine
D Floor, South Block
Queens Medical Centre
Nottingham
NG7 2UH

23 June 2006

Dear Prof. Bradshaw

Ethics Reference No: D/4//2006
Study Title: Nurse Migration Pathways
Lead Investigator: Mr Ahmad H Al-Nawafleh, PhD Student
Co Investigators: Prof Veronica James, Professor of Nursing, School of Nursing, Dr Milika Matiti, Lecturer, School of Nursing.

Following the early implementation of the above proposal approved by the Medical School Ethics Committee, I am writing to apply for slight variations to the protocol. Following feedback from some respondents, the variation is intended to:

- a) make contact easier and more convenient for respondents in relation to the survey
- b) improve the return rate for the survey.
- c) meet participant demands for joint interviews.

Points a) and b).

The snowball survey is going well. However, it has been brought to my attention that some of participants who are willing to respond to the questionnaire for the survey have lost the posted questionnaire and they have requested another copy by email. Once I have sent it to them they replied by email instead of printing and posting it. This response is also coincident with requests by email for the information sheet and the questionnaires by others to invite their friends, as they consider that more convenient both to receive and return.

In terms of alterations, this would mean that I will send the study package electronically by email to a nurse who requests it in that form. Then he or she may forward it to his or her friends and colleagues who may reply to me directly. I will have no knowledge of the email address of the contacts, which will be made direct through the 'participant'. They will, of course, be under no obligation to respond by email or by post.

Point c)

I have found that on arrival at an interview, two nurses willing to take part have been present. On one occasion this was a husband and wife, and I had not known the wife was a nurse. On another occasion, a nursing friend had joined my contact. In both circumstances it would have been rude to refuse a joint interview. I would like to add this variation to ethical approval. I am aware that this will need to be

reflected in the data analysis. Having said this, I am aware that this is not an unusual occurrence in qualitative research, and often yields rich data as the participants discuss issues with each other as the questions are asked.

I do not believe these changes raise any additional ethical issues.

I have provided with this form a copy of the amended study protocol highlighted the changes I have made.

I am sure you will appreciate that I am likely to improve my survey response rate, and my interview schedule if I am able to comply with respondents convenience. I hope my request has assured you that I have recognised the significance of the access convenience issue which some participants have raised.

Thank you for your interest in my study. Please let me know if you need any further information.

Ahmad Al-Nawafleh
PhD Student,
School of Nursing (Room B56)
Faculty of Medicine and Health Sciences
University of Nottingham
QMC, Nottingham, NG7 2HA
E-mail: ntxahaa@nottingham.ac.uk

Appendix 4: Communication, tools and forms for data collection



Please quote ref no:

Direct line/e-mail
+44 (0) 115 8230 907
tony.arthur@nottingham.ac.uk

Faculty of Medicine and Health
Sciences

Mr Craig Turton
Communications Department
Nursing and Midwifery Council
23 Portland Place
London W1B 1PZ

School of Nursing
Room B55a
B Floor
The Medical School
Queen's Medical Centre
Nottingham
NG7 2UH

Tel: +44 (0) 115 8230 907
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Dear Mr Turton

I understand that Mr Ahmad Al-Nawafleh has spoken to you about possible ways to access a sample of Jordanian nurses working in the UK. Ahmad is a PhD student from Jordan, who I am co-supervising with my colleague Dr Elizabeth Hart, and his study is attempting to explore the employment journey of Jordanian nurses from their home country to living and working in the UK.

I am writing to you to enquire whether or not it would be possible for the NMC to send out invitation letters to a sample of Jordanian nurses currently registered with the NMC. We would not expect you to provide us with any names or addresses but would provide you with letters of invitation for you to send to potential participants. We would supply prepaid addressed envelopes for nurses who wish to take part to contact Ahmad directly. The study will be qualitative and we would not anticipate you undertaking a large mailing.

I will be happy to provide you with more details if, at this stage, you feel that what we are proposing is feasible. Thank you for considering this request.

Yours sincerely

Dr Tony Arthur
Senior Lecturer

From: "Ahmad Al-Nawafleh" <ntxahaa@nottingham.ac.uk>
To: <Craig.Turton@NMC-UK.ORG>
Date: 26/06/2006 16:47:10
Subject: Jordanian nurses to participate a research

Dear Craig,

further to our previous communications, I would like to take you up on your kind offer to forward the questionnaires and research information sheets in their sealed envelopes to the 18 Jordanian nurses on the register. I have attached a copy of the envelop contents for your information and will include a paper copy with the envelopes for your records. The Letters will go by post to you June 30th 2006.

I have written a number on the envelope, which corresponds with the number on the questionnaire. Could you please keep a record of which individual nurse corresponds with each identification number? This is incase there is a low response rate and I need to contact them again to remind them.

I look forward to hearing from you once you receive the letters package

Yours Sincerely

Ahmad

Ahmad Al-Nawafleh
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E-mail: nawafleh@hotmail.com

>>> Craig Turton <Craig.Turton@NMC-UK.ORG> 15/06/2006 10:07:34 >>>
Dear Ahmad,

Further to our previous telephone conversation, I can now confirm that there are only 18 Jordanian nurses on the NMC's register. I'm happy to write to all of them on your behalf. Please send the letter and any enclosures to me at the Nursing & Midwifery Council, 23 Portland Place, London W1B 1PZ.

Regards,

Craig Turton
Senior Press & PR Officer

Appendix 4: communication, tools and forms for data collection

Interview eligible participants' contacts

First Name	Family Name	Telephone	E mail	Address	
				House no, Street, and City	Post code

(form no. (7))

Questionnaire Respondents' record

Receiving order number	Date	Questionnaire Serial number	Location of the participant	notes

Form no (6)

Interview checklist

Name of participant		
Initial phone call		
Digital recorder		
spare batteries		
Interview time and date		
Interview place		
Retuned questionnaire		

Form no (8)

Appendix 5: Data analysis using Nvivo 7

Screen snap: Coding using Nvivo 7

The screenshot displays the Nvivo 7 software interface. At the top, there is a menu bar (File, Edit, View, Go, Project, Links, Code, Format, Tools, Window, Help) and a toolbar with various icons. Below the toolbar is a search bar with the text 'Look for: Interview' and buttons for 'Find Now' and 'Clear'. On the left side, there is a 'Sources' panel showing a tree view of folders: Documents, Interview, Survey, Externals, Memos, Search Folders, and All Sources. Below this panel is a vertical navigation menu with icons for Sources, Nodes, Sets, Queries, Models, Links, Classifications, and Folders. The main area shows a table of interview data:

Name	Nodes	References	Created	Modified
Abdullah	46	109	21/11/2006 17:47	31/12/2007 10:42
Adeeb	28	94	21/11/2006 17:47	09/04/2007 18:42
Adel	39	117	21/11/2006 17:47	16/03/2007 12:04
Amal	47	112	21/11/2006 17:47	28/05/2007 04:00

Below the table, the 'Abdullah' source is selected, showing a list of text segments with speaker labels and highlighted text:

- doing more studies but it might be things that not related to nursing.
- Ahmad:** Okay
- Abdullah** If I start doing that I might stay here for another four or five years. But if not if I stay, if I'm doing nursing I don't think I will stay here for long time.
- Ahmad:** Yeah, so you said five years is there something behind five years, I mean after five years you probably think to go somewhere
- Abdullah** Well I always thinking of going back to Jordan.
- Ahmad:** Okay
- Abdullah**

On the right side of the main text area, there is a 'Coding Density' chart showing vertical bars of different colors (purple, blue, orange) representing the density of codes. The Windows taskbar at the bottom shows the Start button, several open applications (z:\analysis, 43:14 Expre..., thesis.nvp, Microsoft Office Word, Microsoft Office Excel), and the system tray with the time 10:44.

Themes and codes for ch7

chapter theme: post transition (away from home: status transformation and routes diversion)				
major themes	moderate themes	subthemes	subthemes	
future plans				
	achievements with implication in jordan			
	children and the family as reason to leave UK			
	diverted routes in the UK			
	future plans for moving to Gulf States			
	gaining British passport			
	plans for future			
		Plans if returned to jordan		
	possibility to go back to jordan			
	UK is a station not a destination			
		why nurses may not go back to jordan		
personal and social patterns				
	gendered work and life patterns			
		male life patterns		
		work and children issues		
			Jordanian male nurses view of working women	
	life in the UK			
		life quality in the UK		
		Muslim nurses need to justify their actions and explain them selves		
	network in the host country			
		relations and social life		
		relations with other jordanians		

	nurse expectations of his or her achievements if stayed in the source country			
	personality transformation			
		female personality transformations		
	savings			
		remittances		
	upset of public seems			
work patterns				
	gender issues in work place			
		female work conditions		
			adapting to English culture	
			female work patterns	
			head scarf	
		male work patterns		
	Host country nurse work patterns in contrast of the source country			
		career progress		
			achievements	
				Encouraging other Jordanians to work in the UK
				what missed if stayed in Jordan
				what nurses miss if they were not in the UK
			deskilling of nurses	
				working to maintain pin number
			equal opportunities	
				discrimination against international nurses

				nurse manager relations with subordinates
			turnover and mobility in the UK	
				challenges of moving job for international nurse within UK
		exposure to multicultural setting		
			monoculture workplace and Jordanian nurses reaction	
			Multi cultural patients	
			multicultural workplace	
		identifying previous malpractices after migration		
		work conditions in the UK		
			language as a challenge to communicate with patients	
			Muslim prayer times and the work	
			work patterns in nursing home	
				elderly nursing care
		work patterns in Gulf States		
	relations with colleagues and patients			

Jordanian nurses attributes before moving to the UK

Name	Age	Gender	Qualification	Institute	Experience (Jordan)	Total experience	Specialty	Employer	Place
Abdullah	31	male	Bachelor	University of Jordan	2	2	Oncology	Islamic Hospital	Jordan
Adeeb	35	male	Master	JUST		8	Trauma and Orthopaedics	DoH, Dubai	UAE
Adel	30	male	Master	University of Jordan	2	2	General	Amman Surgical Hospital	Jordan
Amal	38	female	Master	University of Jordan	6	13	General	DoH, Dubai	UAE
Ayman	28	male	Bachelor	University of Jordan	2	2	ICU	Al-Khalidi Medical Centre	Jordan
Hassan	36	male	Master	Anglia Poly University	NA	NA	NA	NA	NA
Ibrahim	33	male	Bachelor	JUST	5	6	Theatre	Ministry of Health	Jordan
Jawad	29	male	Diploma	Rufaida College	1	1	Cardiology	Jordan University Hospital	West Bank
Khaleel	29	male	Bachelor	University of Jordan	1	1	ICU	Al-Khalidi Medical Centre (private sector hospital)	Jordan
Laila	30	female	Master	JUST	1	4	Teacher	JUST	Jordan
Malek	29	male	Diploma	Nusaibah College	3	6	ICU		Dubai
Maram	30	female	Bachelor	University of Jordan	3	3	ICU	Arab Centre for Heart and Special Surgery	Jordan
Muhannad	34	male	Master	University of Jordan	2	6	ICU	MoH, Abu Dhabi	UAE
Muna	35	female	Diploma	Rufaida College	7	7	Medical	MoH	Jordan
Nurse 1	29	male	Master	University of Jordan	1	1	ICU	Islamic hospital	Jordan
Nurse 10	34	male	Bachelor	University of Jordan	6	6	A&E	NA	NA
Nurse 11	31	male	Master	JUST	3	3	CCU	A private	Jordan
Nurse 12	30	male	Bachelor	University of Jordan	2	2	ITU	Alkhalidi Medical Centre	Jordan
Nurse 13	28	male	Diploma	Rufaida College	2	2	General Medical Surgical	NA	NA
Nurse 14	37	male	Bachelor	University of Jordan	3	8	Haemodialysis	MoH, Abu Dhabi	UAE
Nurse 15	29	female	Diploma	Rufaida College	3	3	Neonatal ICU	NA	NA
Nurse 16	33	male	Bachelor	University of Jordan	5	5	Theatre	Islamic Hospital	Jordan
Nurse 17	41	male	Master	University of Jordan	12	12	Theatre	MoH	Jordan
Nurse 18	34	male	Bachelor	University of Jordan	7	7	ICU	MoH	Jordan
Nurse 19	28	male	Master	JUST	1	1	Coronary Care Nursing	Jordan University Hospital	Jordan

Jordanian nurses attributes before moving to the UK

Nurse 2	31	female	Bachelor	JUST	1	6	Child Health	Al Maktoom Hospital, Dubai	UAE
Nurse 20	39	male	Master	University of Jordan	5	15	ICU	Sultan Qaboos University	Oman
Nurse 21	29	female	Diploma	Rufaida College	3	3	Neonatal ICU	NA	NA
Nurse 22	40	male	Diploma	Institute of Nursing		11	ICU	Dubai Hospital, Dubai,	UAE
Nurse 23	40	female	Master	University of Jordan	9	16	ICU	Royal Hospital-Muscat	Oman
Nurse 24	40	male	Master	University of Jordan	4	18	CCU	The University of Jordan	Jordan
Nurse 25	29	male	Master	Middlesex University	1	1	ICU	the Islamic hospital	Jordan
Nurse 26	29	male	Bachelor	University of Jordan	1	6	Oncology	Al-Amal Centre	Jordan
Nurse 3	32	female	Master	University of Jordan	1	5	Medical Surgical	NA	UAE
Nurse 4	30	male	Master	JUST	3	3	ICU	Alkhalidi medical centre	Jordan
Nurse 5	29	male	Bachelor	University of Jordan	2	2	NA	ARAMCO	Saudi Arabia
Nurse 6	33	male	Bachelor	University of Jordan	7	7	Critical Care	NA	NA
Nurse 7	31	male	Bachelor	Applied Science University	3	3	ICU	NA	NA
Nurse 8	29	female	Diploma	Kingston University		0	NA	NA	NA
Nurse 9	33	female	Bachelor	JUST	5	6	Cardiac step downtelemetry unit	ARAMCO	Saudi Arabia
Radhi	35	male	Bachelor	JUST	3	7	Haemodialysis	MoH	UAE
Raed	30	male	Diploma	Rufaida College	2	2	Medical Surgical	Zayed Hospital	UAE
Saleh	35	male	Master	University of Jordan	6	6	ICU	private hospital	Jordan
Salem	29	male	Bachelor	JUST	2	2		Jordan University Hospital	Jordan
Sami	30	male	Master	JUST	1	4	ICU, CCU, A&E	Welcare Hospital, Dubai	UAE
Talal	27	male	Master	JUST	3	3	ICU	NA	NA
Tayseer	34	male	Bachelor	JUST	3	4	A&E	Arab Centre for Heart and Special Surgery	Jordan
Wejdan	32	female	Bachelor	JUST	2	2	Medical		
Wesam	34	male	Bachelor	JUST	4	4	Theatre	MoH	Jordan
Yahya	35	male	Diploma	Nusaibah College	7	7	Haemodialysis	MoH	Jordan
Ziad	36	male	Bachelor	University of Jordan	9	9	Theatre	MoH	Jordan

Peer reviewed conference presentations

As a result of this study, the following presentations took place during international conferences:

1. Abstract accepted under title of “Jordanian nurses in the UK: professional transformation and routes diversion” for presentation in the **1st ENQUIRE** Conference at the University of Nottingham, Nottingham, UK • June 17-18, 2008
2. “Migration Experiences of Jordanian Nurses Working in the UK” paper presented in **the Second JNC International Nursing Conference,- the less travelled road**. April 23rd -24th 2008, the University of Jordan, Amman, Jordan
3. . The impact of working and Studying Abroad: implications for the development of culturally congruent care. Joint presentation with Sheila Greatrex-White in **the 33rd Annual Conference of the Transcultural Nursing Society**, 19th - 21st September 2007, Bournemouth University, Bournemouth, UK
4. “Nurse Migration Pathways from Jordan to the UK: literature review” paper presented in **the 4th International Multidisciplinary Conference ‘Resourcing Global Health’**: 7th – 9th JUNE 2006, Glasgow Caledonian University, Glasgow, Scotland
5. “Migration Pathways from Jordan to the UK: methodology” paper presented in the **U21 Conference**; 13-15th Sep 2006, SoN, University of Nottingham Nottingham, UK.