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The lived experience of the Western Australian graduate registered nurse who is male

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**THE LIVED EXPERIENCE OF THE WESTERN  
AUSTRALIAN GRADUATE REGISTERED NURSE  
WHO IS MALE**

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Doctor of Philosophy

School of Nursing and Midwifery  
The University of Notre Dame, Australia

2017

## **Declaration of Authorship**

This thesis is the candidate's own work and contains no material which has been accepted for the award of any degree or diploma in any other institution.

To the best of the candidate's knowledge, the thesis contains no material previously published or written by another person, except where due reference is made in the text of the thesis.

**Dianne Juliff**

15.12.2017

## **Abstract**

Nursing professionals are ageing and alternate career opportunities for females threatens nursing workforce sustainability. Largely untapped human resource and underrepresented within nursing in Australia are men. Therefore, the attraction and retention of men into nursing is imperative for the profession to support a sustainable workforce.

A qualitative longitudinal phenomenological study, explored the lived experience of nine newly graduated registered nurses who are male during their first year in their professional-practice environment. The methodological approach that guided this study was Interpretive Phenomenological Analysis (IPA). The IPA enhanced the exploration of the lived experiences of these participants by investigating the meaning of such experiences and how these are made sense of. Moreover, the analysis focused on understanding how these nurses who are male perceived their lived experiences by the researcher; positioned within the study interpreting their perceptions in an attempt to find meaning behind their lived experiences.

Purposeful sampling, using a snowball technique, ensured expertise was obtained through the voiced experiences of the nine participants who are male and newly graduated. Data collection used both individual face-to-face interview phases and participant reflective diaries in line with important mile stones acknowledged during graduate nurse transition.

Phase one findings were the emergent theme motivators for entering nursing. Elicited responses identified the influence and support of significant others and career choice triggers such as observing nurses in action. Phase two findings indicated the importance of nurse leadership and collegial support. Nurse to nurse communication and workplace marginalisation proved challenging during this transition phase. Phase three produced professional practice reality in their quest to become a valued team member and their professional self. Overall, their journey began with their desire to help others, then being faced with the reality of needing others help to develop their own skills as a professional helper. And finally, self-actualisation of being a registered nurse.

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## List of Abbreviations

<b>AIHW</b>	Australian Institute of Health and Welfare
<b>DCP</b>	Department of Child Protection
<b>ED</b>	Emergency Department
<b>GRN</b>	Graduate Registered Nurse
<b>GRNs</b>	Graduate Registered Nurses
<b>GRNF</b>	Graduate Registered Nurse who is Female
<b>GRNFs</b>	Graduate Registered Nurses who are Female
<b>GRNM</b>	Graduate Registered Nurse who is Male
<b>GRNMs</b>	Graduate Registered Nurses who are Male
<b>HWA</b>	Health Workforce Australia
<b>IPA</b>	Interpretative Phenomenological Analysis
<b>NF</b>	Nurse who is Female
<b>NFs</b>	Nurses who are Female
<b>NM</b>	Nurse who is Male
<b>NMs</b>	Nurses who are Male
<b>PCA</b>	Patient Care Assistant
<b>RIASEC</b>	Realistic, Investigative, Artistic, Social, Enterprising, and Conventional
<b>RN</b>	Registered Nurse
<b>RNF</b>	Registered Nurse who is Female
<b>RNFs</b>	Registered Nurses who are Female
<b>RNM</b>	Registered Nurse who is Male
<b>RNMs</b>	Registered Nurses who are Male

## Glossary of Terms

<b>Registered nurse (RN)</b>	Refers to a person with appropriate educational preparation and competence to practise, who is registered under the National Law administered by the Australian Health Practitioner Regulation Agency to practise as a RN in Australia (HWA, 2012a).
<b>Graduate registered nurses (GRNs)</b>	Refers to registered nurses who are male (RNMs) and registered nurses who are female (RNFs) with eligibility for registration with the Nurses and Midwifery Board of Australia in Division One and who in their first year of professional-practice who have never been registered as a registered nurse in Australia or overseas, or never practiced as a registered nurse in Australia or overseas.
<b>Graduate registered nurses who are male (GRNMs)</b>	Utilised in this research to differentiate from ‘graduate registered NFs’ (GRNFs). This differentiation acknowledged previous studies that have challenged the use of the title ‘male nurse’ inferring that this title adds to the existing gender-bias and stereotyping outside and within the nursing profession (Herakova, 2012; HWA, 2012a; Rajacich, Kane, Williston, & Cameron, 2013).

## List of Publications

### Articles

Juliff, D., Russell, K., & Bulsara, C. (2017). The essence of helping: significant others and nurses in action draw men into nursing. *Contemporary Nurse*, 53(2): 156-166.

Juliff, D. (2017). Graduate nurses face frustration in gaining registered nurse experience. *News, Opinion, Top Stories, Workforce August 9*.

Juliff, D., Russell, K., & Bulsara, C. (2016). Male or nurse what comes first? Challenges men face on their journey to nurse registration. *Australian Journal of Advanced Nursing*, 34(2): 45-52.

Juliff, D., Russell, K., & Bulsara, C. (2015). The value of male faculty from the perspective of newly graduated male registered nurses. *Australian Nursing and Midwifery Journal*, 23(5): 25.

### Presentations

Juliff, D. (July 2017). *Nursing leadership influence on male graduate nurses retention experiences explored in the professional practice environment*, Sigma Theta Tau International, Honor Society of Nursing: 28<sup>th</sup> International Nursing Research Congress, Dublin Ireland.

Juliff, D., Russell, K., & Bulsara, C. (December, 2016). *Impact of male faculty on male undergraduate nurses' retention and formation of their professional identity*. Institute for Health Research (IRH) Symposium, Fremantle, Western Australia.



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