

# Access to information on the requirements to work as a nurse in Poland, provided to Ukrainian refugee background nurses by nursing self-government institutions. Word Wide Web Content Analysis

Dostęp do informacji dla pielęgniarek uchodźczyń wojennych z Ukrainy na temat prawa wykonywania zawodu pielęgniarki w Polsce udostępnianej przez organy samorządu zawodowego. Analiza zawartości stron internetowych

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A – Development of the concept and methodology of the study/Opracowanie koncepcji i metodologii badań; B – Query – a review and analysis of the literature/Kwerenda – przegląd i analiza literatury przedmiotu; C – Submission of the application to the appropriate Bioethics Committee/Złożenie wniosku do właściwej Komisji Biotycznej; D – Collection of research material/Gromadzenie materiału badawczego; E – Analysis of the research material/Analiza materiału badawczego; F – Preparation of draft version of manuscript/Przygotowanie roboczej wersji artykułu; G – Critical analysis of manuscript draft version/Analiza krytyczna roboczej wersji artykułu; H – Statistical analysis of the research material/Analiza statystyczna materiału badawczego; I – Interpretation of the performed statistical analysis/Interpretacja dokonanej analizy statystycznej; K – Technical preparation of manuscript in accordance with the journal regulations/Opracowanie techniczne artykułu zgodnie z regulaminem czasopisma; L – Supervision of the research and preparation of the manuscript/Nadzór nad przebiegiem badań i przygotowaniem artykułu

## STRESZCZENIE

### DOSTĘP DO INFORMACJI DLA PIELĘGNIAREK UCHODŹCZYŃ WOJENNYCH Z UKRAINY NA TEMAT PRAWA WYKONYWANIA ZAWODU PIELĘGNIARKI W POLSCE UDOSTĘPNIANEJ PRZEZ ORGANY SAMORZĄDU ZAWODOWEGO. ANALIZA ZAWARTOŚCI STRON INTERNETOWYCH

**Cel pracy.** Celem pracy była ocena czy Naczelna Izba Pielęgniarek i Położnych (NIPiP) jak i Okręgowe Izby Pielęgniarek i Położnych (OIPIP) podejmują działania w zakresie informowania na temat uproszczonej procedury uzyskiwania prawa wykonywania zawodu (PWZ-UP) przeznaczony dla pielęgniarek uchodźczyń z Ukrainy (UKR-N).

**Materiał i metody.** Analizie poddano informacje związane z PWZ-UP przeznaczone dla UKR-N, dostępne na stronach internetowych NIPiP oraz OIPIP. Badania realizowane były w dwóch etapach: 1) analiza treści przeznaczonych dla UKR-N i umieszczonych na oficjalnej stronie NIPiP; 2) sprawdzenie na ilu stronach internetowych OIPIP znajdują się informacje przeznaczone dla UKR-N oraz jaka jest ich jakość.

**Wyniki.** Analiza treści informacji związanych z procesem uzyskiwania PWZ-UP publikowanych na stronach internetowych NIPiP i OIPIP wykazała, że jakość przekazu tych informacji jest zróżnicowana i zmienna w czasie. Siedem OIPIP nie udostępniło na stronach internetowych żadnych informacji, a trzy OIPIP zmodyfikowały i/lub usunęły informacje dla UKR-N ze strony internetowej w czasie prowadzenia obserwacji. Zdecydowana większość OIPIP udostępniła informacje, które mogą być uznane jedynie za częściowo satysfakcjonujące.

**Wnioski.** Informacje przeznaczone dla UKR-N, związane z procesem uzyskiwania PWZ-UP, udostępniane przez NIPiP oraz OIPIP na ich stronach internetowych wymagają modyfikacji, zarówno w zakresie treści, jak i formy ich prezentacji.

## Słowa kluczowe:

samorząd pielęgniarek, Polska, pracownicy medyczni ze statusem uchodźcy, Ukraina, analiza jakościowa zawartości stron internetowych

## ABSTRACT

### ACCESS TO INFORMATION ON THE REQUIREMENTS TO WORK AS A NURSE IN POLAND, PROVIDED TO UKRAINIAN REFUGEE BACKGROUND NURSES BY NURSING SELF-GOVERNMENT INSTITUTIONS. WORD WIDE WEB CONTENT ANALYSIS

**Aim.** The aim of the study was to determine whether the National Chamber of Nurses and Midwives (NIPiP), as well as the District Chambers of Nurses and Midwives (OIPIP), undertake activities to inform Ukrainian war refugees - nurses (UKR-Ns) about the simplified work permit procedure.

**Material and methods.** We analysed work permit related information for UKR-Ns available on the NIPiP and OIPIP websites. The research was conducted in two stages: 1) content analysis of information for UKR-Ns posted on the official NIPiP website 2) quantitative and qualitative analysis of information for UKR-Ns on official OIPIP websites.

**Results.** The analysis of information on work permits demonstrated that its content and the way in which this information was communicated varied greatly over time. Seven OIPIs did not publish any information on the procedure of obtaining work permits by UKR-Ns and for three OIPIs, access to information was modified and/or removed from the website at the time of the observation undertaken. The vast majority of OIPIs provided information that could only be considered as partly relevant.

**Conclusions.** The information for UKR-Ns, regarding the process of obtaining work permits, published by the NIPiP and OIPIs on their official websites requires modification, both in terms of content and form.

**Key words:** nurses self-government, Poland, refugee medical professionals, qualitative analysis of world wide web content, Ukraine

## INTRODUCTION

Russia's invasion of Ukraine in February 2022 has resulted in the largest refugee crisis in Europe since the World War II. At present, there are 1.5 million war refugees from Ukraine (UKR) residing in Poland. Under the Polish as well as international law, a refugee must be granted refugee status in accordance with the United Nations Geneva Convention of 28 July 1951 and hold a Geneva Travel Document. Temporary protection or subsidiary protection is also possible [1]. Due to the arrival of the largest ever wave of refugees from Ukraine in Poland, new forms of protection have also been implemented, i.e. the UKR status (UKR – the abbreviation used in official legal acts) for war refugees from Ukraine who are not refugees under the Geneva Convention [2].

Nowadays, the vast majority of UKRs have both a residence permit and a work permit. This also applies to medical professionals, including nurses (UKR-Nurses – UKR-Ns). They are subject to a simplified work permit procedure (UP) and requirements to work as a nurse [2]. The Ministry of Health (MZ) data show that 1,000 UKR-Ns have already used this opportunity in the course of the year, and this number is growing [3]. At present, following the deregulation of the Polish law and requirements on the employment of UKR-Ns in health care entities [4], if they qualify for it, persons who wish to undertake work as a nurse need to comply with formalities. Firstly, they need to obtain a work permit issued by the MZ. Secondly, they need to obtain a work permit from the respective District Chamber of Nurses and Midwives (OIPIP) [2,5]. The detailed course of the simplified procedure, together with the required documents, is shown in Fig. 1.

Apart from the MZ, it is the respective OIPIs that play a fundamental role in issuing work permits for UKR-Ns. Hence, widely available information on how OIPIs operate in this regard should be available in a way that is comprehensive and accessible to UKR-Ns.

Furthermore, it is worth mentioning that OIPIs are supervised by the National Chamber of Nurses and Midwives (NIPiP) [6]. This organisation participates in issuing a work permit for UKR-Ns only in an appeal procedure, when a given OIPIP has not issued a work permit within a statutory deadline [7]. Nevertheless, the NIPiP, being an institution of the professional self-government of nurses and midwives in Poland, should also educate and inform UKR-Ns how to obtain a work permit.

The above-presented assumptions gave rise to the research presented in this paper.

## AIM

We wanted to determine whether the NIPiP and the OIPIs, as the professional nurses' and midwives' self-government institutions, undertake activities to inform UKR-Ns about the simplified procedure for obtaining work permits.

In our study, we sought to answer three research questions:

RQ1. Is there any, and if so, what information related to the procedure of obtaining work permits by UKR-Ns, available on the NIPiP website, and how is it presented?

RQ2. Is the information related to the procedure of obtaining work permits by UKR-Ns available on the websites of all forty-five OIPIs, and how is it presented?

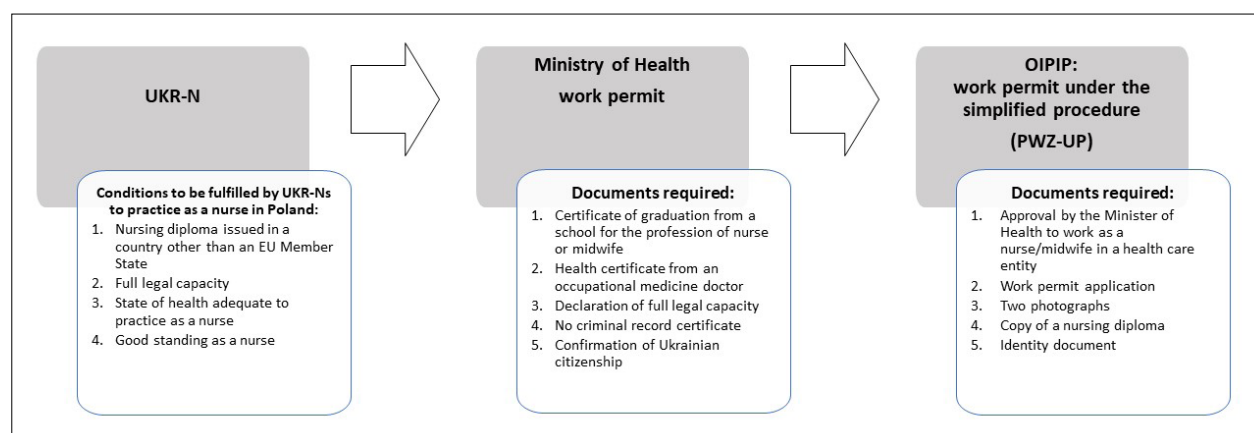


Fig 1. Simplified procedure for obtaining work permits from the Minister of Health and from the respective District Chamber of Nurses and Midwives

RQ3. What is the quality of the information for UKR-Ns made available on the OIPiP websites?

## MATERIALS AND METHODS

### Data Collection

The study was conducted between 1<sup>st</sup> December 2022 and 18<sup>th</sup> March 2023, nine months after UKR-Ns were allowed to take up employment in the Polish health care system under the simplified work permit procedure. The preliminary assumption was that, by this time, the NIPiP and OIPiPs would have prepared and published a comprehensive set of information for UKR-Ns.

Stage one of the study, the purpose of which was to answer RQ1, involved an analysis of the content for UKR-Ns posted on the official NIPiP website [8].

Stage two, the purpose of which was to answer RQ2, involved verifying how many official OIPiP websites provided information on the simplified procedure for obtaining work permits and the quality of this information. The website addresses of the aforementioned OIPiPs were taken from the NIPiP official website [8]. Stage two of the research was carried out at two time points: between February 1<sup>st</sup> and 7<sup>th</sup>, 2023 (1<sup>st</sup> evaluation), and three weeks later, between March 1<sup>st</sup> and 7<sup>th</sup>, 2023 (2<sup>nd</sup> evaluation) in order to monitor over-the-time changes in the posting of relevant information.

In the course of the stages mentioned above, the researchers used the Delphi method to develop a set of key elements that should be included on the websites of NIPiP and OFPs in order to make it easier for UKR-Ns to find the information necessary for them to obtain their PWZ-UP. Each of the five researchers, individually and independently, based on their experience and knowledge, identified what data would be most useful to UKR-Ns. The researchers then met and jointly discussed the points developed by each of them and agreed on a final version of the criteria to assess whether the information contained on the UKR-Ns and PCPs' websites could be considered useful and relevant.

### Analysis

Two leading researchers (IC and JG) independently screened the NIPiP website (RQ1) and the websites of the forty-five OIPiPs (RQ2 and RQ3) on two occasions, following a pre-defined study protocol, which comprised four questions concerning the analysed content (see Tab. 1).

■ Tab. 1. Questions in the study protocol concerning the analysed content found on the official NIPiP/OIPiP websites

Question
1. Did the NIPiP/OIPiP website contain information on the simplified procedure for work permits for UKR-Ns?
2. How could this information be accessed?
3. What information was available?
4. Was this NIPiP's / OIPiP's own information or were there some other materials available as well?

NIPiP - National Chamber of Nurses and Midwives  
OIPiP - District Chambers of Nurses and Midwives

Subsequently, the two leading researchers (JG and IC) categorised the content and form of access to information and assessed inter-rater reliability. In the case of doubt, a debate was held with the other authors. Finally, the two leading researchers established, by consensus, a codebook with two categories of access to information (Tab. 2.) and 3 categories of content concerning the simplified procedure for obtaining work permits (Tab. 3.).

■ Tab. 2. Type of access to information concerning the simplified work permit procedure made available by the NIPiP and OIPiPs

Category	Access to information by means of
1	NIPiP or OIPiP homepage: a clearly visible tab in Ukrainian or a banner (in the Ukrainian national colours)
2	other than the NIPiP or OIPiP homepage (e.g. News)

NIPiP - National Chamber of Nurses and Midwives  
OIPiP - District Chambers of Nurses and Midwives

■ Tab. 3. Type of content concerning the simplified work permit procedure

Category	Content available
1	a link to the OIPiP subsite containing OIPiP's own materials
2	a correct and active link to the website of the MZ containing announcements about work permits for UKR-Ns
3	a correct and active link to the NIPiP's website containing announcements about work permits for UKR-Ns

NIPiP - National Chamber of Nurses and Midwives  
OIPiP - District Chambers of Nurses and Midwives  
UKR-Ns - Ukrainian war refugees – nurses  
MZ – Ministry of Health

A problem-based Delphi-method discussion was then conducted by the authors of the publication, experienced researchers in the field of nursing, to establish criteria for assessing the quality – usefulness and relevance – of the published information. As a result, three key criteria were identified:

1. information in the form of a clearly noticeable tab in Polish and/or Ukrainian or a banner (e.g. in the national colours of Ukraine), on the NIPiP or OIPiP homepage,
2. all information related to the simplified work permit procedure placed in one section of the website,
3. the information should include:
  - a) list of necessary documents to be submitted to OIPiP
  - b) templates for the above-mentioned documents
  - c) contact data (phone number and e-mail address) where additional information may be obtained in Polish or Ukrainian
  - d) the opening hours of the OIPiP administrative office and office hours for enquiries
  - e) information on possible forms of document submission: in person or by post
  - f) the address of the OIPiP where the documents should be sent
  - g) guidelines how to find the OIPiP office (e.g. a map).

A three-level criterion-based scale was agreed upon to assess the quality of the information available (Tab. 4.).

■ Tab. 4. Scale and criteria for assessing the quality of information on work permits for UKR-Ns, published on the OIPiPs' websites

Scale	Criteria
Not relevant	No information
Partly relevant	Information that does not meet all three key criteria concurrently: 1. information in the form of a clearly noticeable tab in Polish and/or Ukrainian, on the NIPiP or OIPiP homepage 2. all the information related to the simplified work permit procedure placed in one section of the website 3. comprehensive content (see above).
Relevant	Information that meets all three key criteria: 1. information in the form of a clearly noticeable tab in Polish and/or Ukrainian, on the NIPiP or OIPiP homepage 2. all the information related to the simplified work permit procedure placed in one section of the website 3. comprehensive content (see above).

NIPiP - National Chamber of Nurses and Midwives  
OIPiP - District Chambers of Nurses and Midwives  
UKR-Ns - Ukrainian war refugees – nurses

Then the quality of the content and access to the information were assessed using the previously developed criteria.

**Ethical considerations**

As agreed by the Bioethics Committee of the Medical University of Warsaw (Warsaw, Poland), due to the research methodology used and the nature of the data analysed, the study did not require the approval of the Bioethics Committee [9,10].

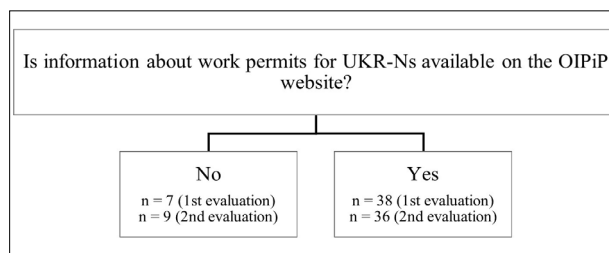
**RESULTS**

Our study showed that the NIPiP homepage contains a link (in Ukrainian) to the NIPiP subpage for UKR-Ns and that a separate tab contains the following information:

1. contact email address to the NIPiP (specifically for communication with UKR-Ns);
2. NIPiP's stance on the dramatic situation in Ukraine due to the outbreak of war (available in Polish and Ukrainian);
3. regulations for taking up work in nursing in force before and during the COVID-19 pandemic;
4. regulations for the recognition of a nursing diploma obtained in a non-EU country (description in Polish and Ukrainian);
5. information on how to obtain a work permit, available in Polish (link to the MZ and templates to download);
6. a Polish-Ukrainian medical dictionary (downloadable file);
7. MZ announcements and information about the National Health Fund helpline (available in Polish and Ukrainian);
8. job offer in Germany (available in Polish and Ukrainian).

As regards the forty-five OIPiPs, our study showed that the available information varied greatly and varied over time.

Seven OIPiPs provided no information on their websites regarding the work permits for UKR-Ns. In case of three OIPiPs, the information about work permits was removed from the respective websites during our study. Detailed results are shown in Fig. 2.



■ Fig 2. Provision of information on work permits for UKR-Ns by OIPiPs

Next, an analysis was performed of the form in which information on work permits for UKR-Ns was made available. In case of twenty six OIPiPs the information about work permits for UKR-Ns were in the form of banner or link on the OIPiPs homepage. Ten OIPiPs provided a banner or link elsewhere then on the homepage.

Next, content analysis of the official OIPiP websites was performed. In most cases, the information on the OIPiPs websites was in the form of link to the NIPiP or MZ website with work permit announcements for UKR-Ns. The full information about the work permit procedure for UKR-Ns on the OIPiP website was only in the case of four OIPiPs. On the websites of the seven OIPiPs, it was also possible to find a link to the MZ website, with outdated announcements. Detailed results are shown in Tab. 5.

■ Tab. 5. Type of information about work permits for UKR-Ns made available by OIPiPs

Access to information about work permits for UKR-Ns	
Banner or link on the OIPiP homepage (n = 26)	Banner or link elsewhere than on the OIPiP homepage (n = 10)
Information about the work permit procedure for UKR-Ns on the OIPiP website n = 3	Information on the work permit procedure for UKR-Ns, on the OIPiP website n = 1
Link to the MZ website, with announcements on work permits for UKR-Ns n = 15	Link to the MZ website, with work permit announcements for UKR-Ns n = 4
Link to the MZ website, with outdated announcements n = 5	Link to the MZ website, with outdated announcements n = 2
Link to the NIPiP website, with work permit announcements for UKR-Ns n = 23	Link to the NIPiP website, with work permit announcements for UKR-Ns n = 7

NIPiP - National Chamber of Nurses and Midwives  
OIPiP - District Chambers of Nurses and Midwives  
UKR-Ns - Ukrainian war refugees – nurses  
MZ – Ministry of Health

The final stage of the analysis was to assess the quality of the available information. The vast majority of OIPiPs (n = 37 in the 1<sup>st</sup> evaluation and n = 36 in the 2<sup>nd</sup> evaluation) provided information that could only be considered as partly relevant. During the 1<sup>st</sup> evaluation only one OIPiP provided information that meets all three established key criteria. In 2<sup>nd</sup> evaluation none of the OIPiPs websites provided information that could be considered relevant. Detailed results are shown in Tab. 6.

■ Tab. 6. Assessment of the quality of information on work permits for UKR-Ns, available on OIPiP websites, along with the number of OIPiPs that meet the established criteria

Assessment	Criteria for assessment	Number of OIPiPs	Number of OIPiPs
		1 <sup>st</sup> evaluation: February 2023	2 <sup>nd</sup> evaluation March 2023
Not relevant	No information	7	9
Partly relevant	Information that does not meet all three key criteria concurrently	37	36
Relevant	Information that meets all three key criteria	1	0

NIPiP - National Chamber of Nurses and Midwives  
 OIPiP - District Chambers of Nurses and Midwives  
 UKR-Ns - Ukrainian war refugees – nurses  
 MZ – Ministry of Health

## DISCUSSION

The Supreme Chamber of Nurses and Midwives (NIPiP) and the District Chambers of Nurses and Midwives (OIPiPs) are the most important organs of professional self-government overseeing the nursing profession in Poland [6]. These institutions are directly (OIPiP) and indirectly (NIPiP) involved in issuing work permits to UKR-Ns. Therefore, based on both their statutory obligations and professional solidarity, their activity after the outbreak of the war in Ukraine should involve an extensive information campaign for UKR-Ns about practicing nursing in Poland.

Modern technology allows us to quickly and easily access information anywhere and anytime, mostly at no additional cost. A successful information campaign requires both appropriate content and form.

Faced with the growing number of UKR-Ns planning to work in Poland, we analyzed both the content and the form of information work permits for UKR-Ns on the NIPiP and OIPiP websites. Our assumption was that the time elapsed between Russia's invasion of Ukraine (nine months) and the adoption of legislation on work permits for UKR-Ns was sufficient for the NIPiP and OIPiPs to prepare comprehensive information.

However, the analysis showed that the information for UKR-Ns that is available online is only partially satisfactory.

Several key factors need to be considered when assessing expectations regarding both the content and the form of information on work permits for UKR-Ns. Needs analysis is of utmost importance as UKR-Ns are a refugee group forced to flee their country in a hurry. Unlike economic

migrants, they were not planning to change their place of work. They lack knowledge about the health care system in Poland, the regulations for the nursing profession or the professional self-government of nurses and midwives in Poland. The NIPiP provides a large amount of information for UKR-Ns on its website, which may be regarded as good practice; however, key information related to obtaining work permits was only available in Polish. This may constitute a significant obstacle for UKR-Ns. In addition, the link provided on the NIPiP website to the MZ website redirects the user to the Polish-language version. This is particularly surprising as the MZ website offers the necessary information in Ukrainian.

We consider it necessary for the already available information to be supplemented with explicit information that work permits are issued to UKR-Ns by one of the forty-five competent OIPiPs, based on the location of the workplace. It seems crucial for this information to be available in Ukrainian on the sub-page containing announcements for UKR-Ns. Having obtained a work permit from the MZ, individuals intending to practice nursing are obliged to report to the competent OIPiP to obtain permission to work as a nurse. However, UKR-Ns often do not know who to contact and where to go. As the MZ is based in Warsaw, UKR-Ns are often unaware that relevant district OIPiPs are based in other cities. The information about the forty-five district OIPiPs is available on the NIPiP website but only in Polish, in a separate tab, and it does not specify that they are the institutions competent for issuing permits to work as a nurse in Poland [8].

The language barrier is another key factor. Currently, under the simplified work permit procedure, UKR-Ns are not obliged to confirm formally their knowledge of the Polish language in any form, e.g. by means of a certificate. As the Polish language proficiency may vary greatly among UKR-Ns, all information concerning the work permit procedure should be prepared both in Polish and in Ukrainian. In this case, good practice is followed by the NIPiP, which provides a tab in Ukrainian on its homepage. This tab redirects the user to a Polish-Ukrainian sub-page. However, an analysis of OIPiP materials showed that only seven OIPiPs provide announcements in Ukrainian, which is highly unsatisfactory. We should emphasize at this point that some Ukrainians, in particular those from the eastern regions of this country (home area for the persons currently residing in Poland with the UKR status), have used Russian until only recently both in everyday life and as the official language [11]. Yet, due to political correctness and solidarity with Ukraine, it would be inappropriate to require of organizations representing public interest, such as the NIPiP and the OIPiPs, to publish information in Russian. Hence, the language barrier is an objective and significant factor hindering access to information.

For the reasons outlined above, it seems crucial for tabs or banners to be created on the homepage of a given OIPiP to redirect users to detailed information. Only 26 OIPiPs had such tabs or banners. Another 10 OIPiPs offered the information for UKR-Ns but on more difficult-to-find subpages. A detailed analysis showed that the

information was available in the News section, but placed usually with a much earlier date, e.g. March 2022, thus accessing it would require a time-consuming and thorough search of the website, which is impossible for a person who does not speak Polish. Such access to information may only be assessed as partially satisfactory, as one of the key conditions for effective communication of information for UKR-Ns, i.e. placing it on the OIPiP homepage, was not met in this case.

What is concerning is that the vast majority of OIPiPs only redirect the UKR-Ns to the MZ or the NIPiP websites. This does not qualify as providing comprehensive information because the MZ only provides instructions with respect to its part of the procedure.

The NIPiP website offers information on the work permit procedure, a list of the documents required and templates for applications. However, there are a few important elements missing that may be of use to the UKR-Ns, apart from the above-mentioned information on the necessity to report to the competent district OIPiP. The authors are of the opinion that in order for the information about the OIPiP to be satisfactory, it should also include a telephone number and e-mail address where additional information can be obtained in Polish and/or Ukrainian, information about the office working hours and the office hours for applicants, information about acceptable forms of document submission (in person or by post), the OIPiP's address to which the documents should be sent, and information on how to get to the office (e.g. a map) in the event one wishes to submit the documents in person. Since this information is relevant only to a given OIPiP, there is no reason for it to be placed on the NIPiP's website.

As has already been mentioned beforehand, the content available on OIPiP websites and intended for UKR-Ns varies greatly. In many cases ( $n = 12$ ), key information on the work permit procedure was unavailable, but a great deal of other, also important information, was available, yet not directly related to the work permit procedure. On analyzing web pages content in detail, one may have the impression that the available information is rather chaotic and randomly posted.

As a good practice, an example can be given of one OIPiP, which, during the 1st evaluation, provided comprehensive information on the work permit procedure for UKR-Ns on its website. On the mentioned website, information could be found in the form of a clearly noticeable tab in Ukrainian, which enabled UKR-Ns to quickly find out where exactly they could get the information they needed. All the PWZ-UP issues were in one place and presented in an understandable way the next steps UKR-Ns should take for this purpose. However, during the 2nd evaluation, it became apparent that the OIPiP website described above had removed the section intended for UKR-Ns. In the authors' opinion, there is a need for a large-scale educational campaign, both for UKR-Ns about the functioning of the health care system in Poland and the steps to be taken in order to obtain the right to practice the profession, as well as for Polish nurses, employers or representatives of various institutions organising assistance to refugees, on the possibilities of professional support for UKR-Ns.

Finally, it is important to emphasize the fact that, under the current Polish law, units of the professional self-government of nurses and midwives (e.g. NIPiP and OIPiPs) are obliged to carry out the procedure of obtaining work permits by UKR-Ns. However, they are not under any legal obligation to undertake further activities, e.g. education or information regarding UKR-Ns. The undertaking of such activities would rather stem from a desire to demonstrate professional solidarity and international integrity of the nursing community, pursuant to the provisions of Article 4, Chapter 2 of the Act on the Self-Government of Nurses and Midwives, which indicates that the tasks of the professional self-government of nurses and midwives include, among others, „*integrating the nursing and midwifery community*” [6]. In our opinion, the provision of easily accessible and comprehensive work permit related information in Ukrainian would certainly be a step towards the integration of the nursing and midwifery community and precisely the implementation of those provisions.

### Strengths

This is the first study to analyze both content and form of information on obtaining work permits by UKR-Ns.

The results may constitute a valuable source of information to be immediately applied in practice. There is an urgent need for OIPiPs to undertake actions to modify and improve the content, as well as facilitate access to information on work permits for UKR-Ns. The key features of an exemplary solution in this respect have been identified, which could be taken into account during the implementation of corrective measures, in line with *evidence-based public health policy practice*.

### Limitations

The authors of the study are fully aware that the content on the websites is of a dynamic nature and may be subject to ongoing modification, as expected by UKR-Ns. For this reason, in order to minimize this limitation, the analysis was conducted nine months after Russia's invasion of Ukraine, assuming that this amount of time would be sufficient for the NIPiP and OIPiPs to produce comprehensive information. However, the results of the analysis proved otherwise. For this reason, the above-mentioned limitation does not seem to apply to the research results presented in this paper.

Furthermore, the presented results are limited to the analysis of the OIPiP website content only. It should be remembered that OIPiPs may also provide information to UKR-Ns through other means, e.g. in person or over the phone. However, in the authors' opinion, the existing language barrier works in favour of communication through the website, especially given the limited human resources of the OIPiPs and the availability of Ukrainian speakers.

### Further research

The study presented in this publication should be followed up mainly to assess whether the unsatisfactory content and form of information result from objective difficulties, e.g. lack of funding for additional OIPiP activities, lack of additional administrative staff, or some other factors.

## CONCLUSIONS

In conclusion, one would have expected sufficient time to have passed for the organizations of the professional self-government of nurses and midwives to produce comprehensive information on work permits for UKR-Ns. However, this information still requires modification both in terms of its content and the form of its publication online. Lack of access to essential information, or insufficient access to it, may make it much more difficult, or even impossible, for UKR-Ns to obtain work permits. It is of particular importance to standardize the content of the announcements by the OIPiPs. Access to information appears to be no less important. With the growing number of UKR-Ns interested in taking up employment in the Polish health care system, there is a strong need to have a tab or banner on the homepage of each of the OIPiPs, e.g. in the national colours of Ukraine's flag and available in Ukrainian. The provision of comprehensive and understandable information would be beneficial for both sides: it would improve the quality of documents submitted by UKR-Ns, which would then accelerate administrative work in OIPiPs. Also, it would make it easier for UKR-Ns to enter the profession to reduce nursing staff shortages in Poland.

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