

Review

Sodimu et al. *Glob. South Health Horiz.* 2026 2(2):63-70

[10.63950/gshh.2026.2.2.43](#)

Box 1: Practice Recommendations for Healthcare Systems

1. Prayer Facilities

- Designate quiet, clean spaces for prayer accessible to all staff
- Allow flexible break times to accommodate five daily prayers
- Provide ablution facilities (*wudu*) near prayer spaces

2. Ramadan Support

- Offer flexible scheduling options during Ramadan
- Provide nutritional guidance and meal support for fasting staff
- Consider lighter duties or reduced hours during fasting periods
- Educate managers on Ramadan requirements and potential fatigue

3. Cultural Competence Training

- Develop education programmes on Islamic perspectives of care
- Train all staff on Muslim cultural and religious practices
- Address misconceptions and stereotypes
- Include Islamic perspectives in diversity and inclusion training

4. Peer Support Programmes

- Establish peer-support groups for Muslim nurses
- Create mentorship schemes incorporating Islamic values of *ukhuwwah*
- Encourage reflective practice rooted in compassion and service
- Provide platforms for sharing experiences and moral dilemmas

5. Anti-Discrimination Policies

- Implement robust anti-discrimination policies and reporting mechanisms
- Provide training addressing unconscious bias
- Investigate and address discrimination complaints promptly
- Foster inclusive work environments respectful of religious identity

6. Spiritual Care Integration

- Integrate spiritual care into institutional policies
- Include chaplaincy or spiritual support services
- Train managers to address the spiritual needs of staff
- Recognise spiritual wellbeing as essential to professional health



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