

MASTER TRAINER FOR PAPUA NEW GUINEA, NATIONAL DEPARTMENT OF HEALTH,

PRECEPTORSHIP PROGRAM

WORKSHOP TWO: 4TH- 8TH May 2026 | Holiday Inn, Port Moresby

Workshop

The Master Trainer Preceptorship Program workshop is part of the Strengthening Health Workforce Education (SHWE) Program in Papua New Guinea (PNG) being implemented by the WHO Collaborating Centre for Nursing, Midwifery, and Health Development at the University of Technology Sydney (WHO CCNMH UTS). The SHWE Program is sponsored by the Australian Government's Department of Foreign Affairs and Trade (DFAT) under the PNG-Australia Partnership. The PNG National Department of Health (NDoH) is a key SHWE program partner with close collaborative involvement in this workshop aimed at revising their existing Preceptorship Program.

The goal and purpose of this workshop was to review, strengthen, and validate the Master Trainer Preceptorship Program content to ensure it is fit-for-purpose, nationally relevant, and aligned with PNG health workforce priorities.

The workshop aimed to strengthen the capacity of nursing and midwifery preceptors by developing a structured program that equips master preceptors to both mentor junior preceptors and preceptees effectively in clinical and community health settings. Expected outcomes included a reviewed and strengthened Master Trainer Preceptorship Program that is relevant to PNG, aligned with NDoH priorities, ready for further development toward finalisation and implementation.

In attendance were:

1. **Mary Kililo - Acting Chief Nursing and Midwifery Officer (Acting CNMO)**
2. **Julie Dopsie – Technical Officer, Pre-service and In-service Training, PNG NDoH**
3. **Manasa Moya - Senior Lecturer, Lae School of Nursing**

4. **Bernadette Wageg - Lecturer Undergraduate, St Mary's School of Nursing, Divine Word University Rabual Campus**
5. **Oscar Karatu - Lecturer, St Barnabas School of Nursing**
6. **Bing Tutus - Nursing Education, Training Co-ordinator attached to Angau Hospital Morobe PHA. Lae**
7. **Amos Kupa - Kumginae School of Nursing & Community Health Worker (CHW) Training School**



Workshop attendees with Ms Mary Kililo (Acting CNMO), Mrs Julie Dopsie (PNG NDoH), and Christabel Millar (WHO CCNMH UTS)

Day 1: Walkthrough - First Draft of Master Preceptorship Program's Framework and Design

The workshop was opened by Mrs. Julie Dopsie who outlined the purpose and scope of the workshop with all current members of the Master Preceptorship Working Party.

The session was facilitated by Christabel Millar (Lecturer, WHO CCNMH UTS). A structured walkthrough of the first draft of program content was commenced, which progressed into a thorough peer review and quality assurance process to systematically examine and discuss the 3-day program content.

The group initially reviewed the overall structure of the program (e.g.s., alignment, scaffolding of activities, sequence and flow) and assessed whether the program content was appropriate, relevant and fit for purpose. For instance, the program was aligned to the **Papua New Guinea's National Health Plan 2021 - 2030** and **Papua New Guinea Nursing Council, (2002) Nursing Competency Standards**, ensuring consistency with national workforce strategies and priorities.

Day 2: Continuum Review of Program Content

The workshop was opened by Ms. Julie Dopsie and followed by a morning prayer, a reflection of the previous day's activities and an overview of Day 2's work. The team focused on ensuring the **accuracy and constructive alignment** of program content by reviewing against current Papua New Guinea national clinical guidelines and protocols, verifying evidence-based practices, and confirming relevance for master trainers. The group then reviewed **consistency across modules**, ensuring terminology, definitions, and key concepts were culturally and appropriately aligned; structures and formats were standardised; and that sequencing supported logical learning progression.



Group work with Ms Mary Kililo (Acting CNMO) and Christabel Millar (WHO CCNMH UTS)

Day 3: Review of Training Approach and Delivery Methods

The day opened with remarks, prayer, and a recap of Day 2's learnings, before moving into sessions on **facilitation and mentorship methods**. A background update on what current clinical preceptorship 'looks like' in practice in PNG was discussed, giving invaluable information to the working party developers. The subject of the PNG 2002 Nursing Competency Standards has been a universal topic of conversation within the working party. The group voiced the need for further teaching, learning and clinical application of these standards to be integrated into the training program. The program developers have facilitated this by designing two primary activities which have been integrated into the program, titled as follows: **Papua New Guinea Nursing Competency Standards: Deconstructing and Building Understanding** and **Papua New Guinea Nursing Competency Standards in Action: Assessing a Clinical Skill**.

The majority of learning activities throughout the program are learner-centred. Facilitation aims to be via participant group work, highlighting the importance of peer collaboration and feedback, alongside class reflection in strengthening competence and confidence within the participant groups and overall master preceptorship role.

Day 4: Collaborative Development and Structuring of Training Activities

The day began with opening remarks, prayer, and a recap of Day 3's work, before moving into **collaborative development of master trainer program activities**. Participants worked in pairs to refine program activities, revise any applicable participatory learning methods (case studies, role plays, group discussions), and validate outputs across groups to ensure consistency and quality.

Thereafter, the focus shifted to detailed **constructive alignment** of all activities, ensuring scaffolding of learning activities had a logical progressive format, correct time allocation and were applicable to the 'master' level of preceptor roles and responsibilities.

A review of **PowerPoint formatting and standardisation** was conducted, agreeing on consistent headings, fonts, visuals, and key messages, and reinforcing the principle that slides should support,

not replace participant-centred facilitation and learning.

The day concluded on the importance of **learner-centred and evidence-based teaching** within the 3-day program, and the necessity to deliver and sustain this approach guided by an iterative process of ongoing refinement.

Day 5: Clinical Assessment Planning and Pilot Preparation

The day opened with remarks, prayer, and a recap of Day 4, before moving into the design of a **two-day clinical competency – based assessment plan** for the Master Preceptorship Program. The team reviewed the structure and purpose of the assessment component, defined objectives, competencies, and expected outcomes, and discussed schedules, activities, and assessment methods. Tools such as clinical competency checklists, observation forms, and logbooks were identified as essential.

A focus shifted to the **development of clinical assessment tools and processes**, ensuring they were competency-based, practical, measurable, and applicable to clinical settings. Alignment with supervision and mentoring practices was emphasised, and roles and responsibilities of master preceptors were clarified.

The afternoon concluded with planning for the **August pilot run**, agreeing on timelines, roles, and priority actions within the working part membership. Coordination and follow-up mechanisms were established, alongside discussions on accreditation and the formal rollout of the Master Preceptorship Program, targeted for late 2026 to early 2027.

Week's Process

Special acknowledgement is extended to Ms. Mary Kililo, Acting CNMO for PNG, and Ms. Julie Dopsie, Technical Officer at PNG NDoH, whose participation during the workshop week enhanced the collaborative process.

- The **working party reviewed Draft 1** of the Master Preceptorship Program and endorsed the overall content and flow.

- **Minimal amendments** were required, with revisions focused on **PNG-specific feedback**, which was particularly valued.
- Activities were confirmed to run at **six hours of teaching and learning per day**.
- **Formatting requests** were accommodated.
- Christabel Millar will deliver **Draft 2 by end June 2026**, ahead of a potential revisit to PNG in August, aligning with UTS Fast Track Program facilitation.



Preceptorship group with Christabel Millar (WHO CCNMH UTS)

Optimal Plan of Action

- **August 2026:** Christabel Millar to present Draft 2 during UTS Fast Track facilitator visit; pilot run of the three-day teaching content by program participants.
- **Post-August 2026:** Formatting of facilitator and participant manuals, followed by submission to **NDoH for accreditation**.
- **Late 2026/ Early 2027:** Potential official rollout of the program, with Christabel Millar supporting the PNG teaching team.