

Strengthening Health Workforce Education (SHWE) Program in Papua New Guinea (PNG) – Stage 2

Brief 12: UMHS at UTS Partnership Development Workshop 2 held at the University of Technology Sydney

Monday 18th of May to Friday 22nd of May 2026

Purpose:

This brief reports on the 2nd workshop in a series of 4 workshops hosted at UTS for nursing and midwifery educators, aimed at further developing the partnership between the Division of Nursing and Midwifery (DoNM) at UMHS, the School of Nursing and Midwifery (SoNM) in the Faculty of Health UTS and the WHO CCNMH, strengthening the Sister School relationship. Seven educators from the DoNM at UMHS (6 female, 1 male) participated in this workshop, with Dr Jan Forber, Ms Christabel Miller and Dr Carolyn Hayes from the WHO CCNMH UTS team facilitating.

Background:

The second Partnership Development Workshop delivered under the Strengthening Health Workforce Education (SHWE) Program in Papua New Guinea (PNG) was held at the University of Technology Sydney (UTS). This Program is funded by the Australian Government's Department of Foreign Affairs and Trade (DFAT) and delivered by the WHO Collaborating Centre for Nursing, Midwifery & Health Development at UTS (WHO CCNMH UTS) in partnership with the PNG National Department of Health (NDoH), and the University of Medicine and Health Sciences (UMHS). The SHWE initiative aims to build the capacity of PNG's nursing and Community Health Worker (CHW) educators to deliver high-quality, contemporary, and inclusive health professional education.

Stage One of the SHWE Program centred on the development and delivery of revised Nursing and Community Health Worker (CHW) curriculums that were implemented in 2024. Stage Two continues to build capacity to plan and deliver these new revised education programs and effectively conceptualise and design new post-graduate diploma programs.

The international partnership (Sister School model) between the University of Medicine and Health Science (UHMS) (formerly the School of Medicine and Health Sciences at UPNG) and the WHO CCNMH and Faculty of Health, UTS guides this collaborative work to improve the quality of education of health professionals across PNG.

With regards to the new UMHS, in October 2025, the PNG Parliament passed a bill to establish the country's first-ever University of Medicine & Health Sciences. This new university is expected to be fully operational by 2030 and will take over the functions currently managed under the School of Medicine and Health Sciences, UPNG.

The second stage of the SHWE Program will continue to support, build and strengthen post-graduate programs, research and teaching capacity within Nursing and Midwifery within the new structures in UMHS.



Workshop participants from UMHS with facilitators from the WHO CCNMH UTS Ms Christabel Miller, Dr Carolyn Hayes and Dr Jan Forber.



Small group work with the UMHS educators

Partnership Development Workshop 2

Workshop Goal: to advance the design for the Postgraduate Diploma Program and development of accreditation documentation and to further strengthen collaboration between DoNM at UMHS, SoNM FoH UTS, and the WHO CCNMH UTS.

Objectives:

The workshop objectives were to:

- Work collaboratively on the development of frameworks, subjects and accreditation documentations for the proposed Postgraduate Diploma Program;
- Develop and track learning outcomes aligned to professional standards which are reflected in the subject content and assessment tasks;
- Establish a clear action plan for continued program development, completion and accreditation submission;
- Further develop and formalise the partnership between the two Schools of Nursing & Midwifery and the WHO CCNMH.

Overview:

For the duration of the workshop, daily activities were guided by themes chosen to advance the development of the Post Graduate Diploma Program. Each day was coordinated by WHO CCNMH curriculum advisers Dr Jan Forber, Dr Carolyn Hayes and Ms Christabel Millar. The day concluded with a reflection and wrap-up session, during which key decisions were documented and areas requiring further development were identified.

Day 1: Program Level Considerations

The workshop commenced with a welcome to UTS and establishment of the expectations and target outcomes for the week. A recap of the proposed postgraduate program was conducted, identifying the intended target learners and the workforce needs the Graduate Diploma Program aims to address, with the group seeking consensus on these points. Participants examined current challenges and barriers that may impact program structure, development, and implementation. This ensured that early decisions considered contextual realities to give a strong foundation for subsequent curriculum design.

The day continued with a practical workshop on writing meaningful and measurable learning outcomes at program and subject levels using Bloom's taxonomy and principles of constructive alignment. Participants then refined the overarching program components, including the program purpose, program learning outcomes, and graduate attributes. Final thoughts were given to structuring the postgraduate diploma streams and beginning subject design and development in preparation for Day 2.

UMHS educators from the DoNM Mrs Lilian Temo and Ms Paula Aines



Day 2: Subject Level Development

UTS facilitators led presentations and discussions focused on advancing subject level design and development. Participants began collaboratively mapping indicative content for each course/subject/unit, ensuring both academic expectations and industry requirements were addressed.

The group was engaged on principles of assessment design with the concepts of constructive alignment, authenticity, and the management of student and teacher workloads. These discussions enabled participants to critically consider how assessment strategies can effectively measure learning outcomes while maintaining academic rigour and real-world applicability.

The afternoon session built on previous work to review coherence across units and streams, dedicated to continuing subject development, with participants progressing course/subject/unit learning outcomes, content/topics and assessment ideas. The day concluded with a wrap-up session with peer review of outputs so far, progress against target outputs and next steps.



UMHS educators from the DoNM Ms Gracelyn Potjepat and Ms Nikki Joseph with Ms Christabel Millar (WHOCCNMHUTS)

Day 3: Assessment Design

Participants worked collaboratively to design assessment strategies included drafting assessment descriptions and ensuring clear alignment between assessment tasks and both unit and program learning outcomes. They explored effective use of marking criteria, such as transparent and meaningful rubrics to promote consistency and clarity in grading. Practical aspects were discussed, such as submission requirements, appropriate weightings and the rationale underpinning each task, ensuring a balanced assessment approach that supports student learning.

Dr. Caroline Havery facilitated a thought-provoking presentation on assessment design in the context of Generative Artificial Intelligence (GenAI). This raised discussions around academic integrity, authenticity, and evolving assessment practices.

Participants met with Faculty of Health, UTS colleagues over a networking lunch. The day concluded with a progress discussion and peer review session, where groups presented their draft units.



UMHS educator from the DoNM Ms Gebo Nanu with Dr Carolyn Hayes (WHOCCNMHUTS)

Day 4: Review and Forward Planning

Day 4 included discussions on requirements of the accreditation process and the key documentation needed for submission and program approvals. Participants also continued to develop the subjects for the various 'streams' within the Post Graduate Program including; rationales, program structure and sequencing, learning outcomes, and assessment strategies. Groups began combining their drafted sections into consolidated "progress update" documents to identify gaps, inconsistencies, and areas needing further development.

The workshop concluded with a reflective session in which participants assessed overall progress, identified next steps, and developed a timeline and action plan to finalise documentation and guide continued development. Participant feedback was also gathered to inform future workshops and ensure ongoing improvement of the program development process.

Day 5: Consolidation and Planning

The final day of the workshop was a self-directed day for participants to consolidate the weeks work and to develop a plan for progressing the work between workshops. Timelines were agreed upon for participants to share their consolidated works with the UTS Team on their return to PNG.



Workshop participants from the DoNM at the UMHS, with staff from the WHO CCNMH and FoH UTS.

Workshop & Visit Outcomes:

Initial feedback from participants at the end of the workshop was very positive and it was generally agreed that workshop objectives had been met. Participants felt highly motivated about their return to PNG and continuing the development work.

Next steps:

Following this workshop, members of the WHO CCNMH team will meet with the UMHS nursing and midwifery educators and their colleagues in PNG in August to continue this work and plan for the remainder of 2026. Further Partnership Development workshops are planned to be held at UTS for UMHS colleagues. Collaborative work continues through the ongoing international partnership to further improve the quality of education for nurses and CHWs across PNG.