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WORLD HEALTH ORGANIZATION COLLABORATING CENTRE FOR NURSING, MIDWIFERY & HEALTH DEVELOPMENT
BUILDING HEALTH LEADERSHIP AND CAPACITY IN THE WESTERN PACIFIC REGION

Provision of technical support to the Vanuatu College of Nursing Education for the development and accreditation of nursing curriculum

In-country visit by WHO CC UTS Team – 19 to 28 February 2020

The Vanuatu Ministry of Health (MoH) and the Vanuatu College of Nursing Education (VCNE), with support from the Australian Government through the Department of Foreign Affairs and Trade (DFAT), are continuing to work with a team of education experts from the WHO Collaborating Centre (WHO CC UTS) at the University of Technology Sydney, to develop and upgrade the national nursing curriculum for accreditation and implementation.

The Vanuatu MoH is working to strengthen nursing education to improve health outcomes and promote equitable access to affordable, quality health care as part of the Government National Sustainable Development Plan.

The team from the WHO CC UTS are working in close collaboration with staff from the VCNE as the primary provider of health care educational services in Vanuatu, MoH staff and other stakeholders to provide technical support and advice to facilitate the development and implementation of the Bachelor of Nursing (Conversion), the three year Bachelor of Nursing (BN) degree planned for implementation from 2021, and associated professional development programs. The BN (Conversion) course builds on the knowledge and skills nurses hold from their Diploma of Nursing qualification, strengthening capability and qualifications of the participants as a form of professional development.

Training facility at Northern Provincial Hospital, Santo

During consultation with key stakeholders including the BN Steering Committee, it was identified that nurses would benefit from training in the area of clinical teaching and learning to improve confidence and competence in providing clinical supervision to staff and students in their health services. The MoH has also requested these opportunities for training support be provided to regional provinces as a priority. In line with these priorities, a contract variation was requested by WHO CC UTS to deliver a clinical learning and teaching workshop at the Northern Provincial Hospital (NPH) in Luganville, Espiritu Santo.

This in-country visit therefore focussed on meetings with colleagues and key stakeholders in Port Vila, preparation and delivery of a workshop at the NPH in Sanma Province, and provided an opportunity to interview key

stakeholders in the province to collect data and inform the project monitoring and evaluation (M&E).

In-Country Activities

Team members from UTS WHO CC - Expert Curriculum Adviser Professor Lin Lock, Educational Support Adviser Ms Lisa Townsend, and Project Manager Ms Amanda Neill - spent time in Port Vila and Luganville from 19th to 28th February.

Port Vila

Initially whilst in Port Vila, the WHO CC UTS team met with a range of key stakeholders for updates on program progress and developments.

At VCNE, the team was invited to join the regular planning meeting with the Principal Nurse Educator (PNE) Mrs Evelyne Emil, and Dr Geoff Clark and Ms Jackie Mundy from the Vanuatu Health Program (VHP) where they discussed ways that WHO CC UTS can continue to support the College with accreditation and curriculum development. An additional meeting was then held with educators who have a direct role in writing subject teaching resources for the new BN course, to plan and prepare for writing workshops to be held in VCNE in March and other in-country inputs over the coming four months.

Lin and Lisa, with Evelyne Emil met with Mr Sam Samuele from the Vanuatu Qualifications Authority (VQA) for an update on progress and future requirements for accreditation of the BN (Conversion) and BN programs.

When meeting with Mr Cassidy Vusi from the Vanuatu Health Program, (VHP), and Mr Robinson Charlie, MoH Procurement Officer and Ms Rebecca Laken, Acting Principal Planner from the MoH Policy and Planning Unit, evaluation and contractual issues were discussed including the delayed execution of the Contract Variation request from August 2019, and issues that may potentially impact sustainability and success of the project.

Participants at the Clinical Learning and Teaching workshop at the NPH, Luganville, Sanma Province

A BN Steering Committee meeting was also held on the final day of the visit in Port Vila where members were updated on the Santo workshop and progress with the accreditation of the BN (Conversion) and BN programs, and BN developments.

Ms Tousei Lesteour (NPH), Prof Lin Lock (WHO CC UTS), Dr Andy Ilo (NPH), with Ms Amanda Neill and Ms Lisa Townsend (WHOCCUTS)

Luganville

On arrival on Santo, members of the WHO CC UTS team were taken on a site visit to the Provincial Hospital (NPH) by Ms Tousei Lesteour (Nursing Services Manager), and met with senior staff including Dr Andy Ilo (Medical Superintendent) and other hospital personnel on duty. Preparation for the upcoming workshop took place at the VHTI facility in the NPH grounds.

Clinical learning and teaching workshop

This two day workshop was opened by Ms Tousei Lesteour with a prayer, and delivered by Professor Lin Lock and Ms Lisa Townsend at the Vanuatu Health Training Institute (VHTI) venue located in the grounds of NPH and focused on the development of nurses and nursing practice through the refinement of clinical teaching and learning skills. Twenty senior nurses (15 female, 5 male) attended from 5 provinces in Vanuatu (12 representing Sanma province, and 2 from each of the

Participants at the Clinical Learning and Teaching workshop taking place at the Northern Provincial Hospital, Luganville, Sanma Province, Vanuatu, with A/Professor Lin Lock, Ms Lisa Townsend from WHO CC UTS.

remaining outer provinces of Torba, Penama, Malampa and Tafea).

The workshop encouraged nurses to review their roles and responsibilities for the development of less experienced and/or less skilled colleagues. The first day's topic Reflection on Teaching and Learning allowed participants to review their current practice for clinical learning, and establish personal learning goals for their ongoing development. The process of learning within the clinical practice environment, the examination and application of clinical teaching theory, and ways of teaching a clinical skill through linking skills to concepts and competence were covered. Activities identified tools that could be used in practice, relating them to existing standards and professional roles.

During Day Two of the workshop, processes and strategies relating to assessment and feedback were covered, including supporting staff to develop confidence in managing challenging situations and staff who are not performing well. A variety of strategies including group work, role play and class discussions meant that participants were actively involved in all sessions. A workshop evaluation was undertaken and the workshop was concluded with the presentation of certificates.

A review of workshop evaluation responses indicated that participants rated the workshop as good to excellent, with 90% rating the learning activities used very positively, however the workshop was seen to be too short. Of the topics covered, participants stated that working with poorly performing nurses (or students) was particularly beneficial and suggested deeper exploration of this topic.

<u>Monitoring & Evaluation</u>

Amanda Neill undertook data collection for project M&E, meeting with and interviewing a variety of key stakeholders during her time in Sanma Province. They included some workshop participants from a range of provinces, and NPH staff including Dr Andy Ilo, Ms Tousei Lesteour, Mr Lester Dingley (Health Information Officer), Ms Sala Nial (Finance Administration) and Ms Regina Heheina (Pharmacist).

This provided a unique opportunity to gain insight into the needs, issues and challenges faced by health care providers in provincial Vanuatu. Some of the priority issues reported included: the need for continued

support for CPD for nurses and midwives, the importance of the implementation of a three year BN program and possible delivery of another BN (Conversion) program, the reactivation of the training facility at NPH for health worker training; and the need for an increase in numbers and strengthened quality in the nursing workforce. Many of these were common to all provinces represented.

This first visit in 2020 by the WHO CC UTS team to Vanuatu follows a series of in-country visits in 2018 and 2019 for provision of technical support by the WHO CC UTS Team to strengthen the quality of nursing education in Vanuatu.

It is hoped that the collaborative relationships established during this work will benefit the nursing profession and the people of Vanuatu.

The Clinical Teaching and Learning workshop participants

Prof Lin Lock and Amanda Neill with Tousei Lesteour at NPH

Participants and group work at the workshop