UTS: HEALTH

WORLD HEALTH ORGANIZATION COLLABORATING CENTRE FOR NURSING, MIDWIFERY AND HEALTH DEVELOPMENT

World Health Organization
Western Pacific Region

UTS
UNIVERSITY OF TECHNOLOGY, SYDNEY

WHO CC UTS Report 2015

This is a report on activities during 2015 of the:
World Health Organization Collaborating Centre for Nursing, Midwifery and Health Development

TABLE OF CONTENTS

TABLE OF CONTENTS *1*

OPENING MESSAGE *2*

WHO CC UTS HIGHLIGHTS - 2015 ..... *3*

Outcomes of the Maternal and Child Health Initiative **3**

WHO WE ARE AND WHAT WE DO *4*

Key Strength Areas **4**

Terms of Reference **4**

Governance & Networks **5**

KEY ACTIVITIES IN 2015 ..... *5*

Improving health system outcomes by building capacity for innovative policy development and enhancement of quality of health care **5**

Strengthening cross-sectoral relationships to ensure supportive regulatory frameworks, research-based education, faculty development and quality of education to support improved service provision and population health outcomes **9**

Promoting and supporting the national, regional and international development of nursing and midwifery health systems strengthening, including human resources for health **12**

Strengthening maternal and child health care standards and services by increasing capacity of the maternal health workforce, including improved midwifery education and practice. **15**

Other work carried out in 2015 ..... **22**

CENTRE STAFF AND AFFILIATES *22*

Centre Staff **22**

Advisory Board **25**

Consultants, students and interns **25**

For more information about the WHO CC UTS please visit www.health.uts.edu.au/whocc **25**

OPENING MESSAGE

Welcome to the 2015 Annual Report of the World Health Organization Collaborating Centre (WHO CC UTS) for Nursing, Midwifery and Health Development.

We became the Secretariat of the Global Network of WHO Collaborating Centres for Nursing and Midwifery in 2015, since then we have published a dedicated website and two LINKS Magazines which were distributed online to all members. These contain information on members' strengths and priority areas. We continue to welcome submissions from all members for this networking magazine.

Our 2015 Annual Report showcases projects and initiatives undertaken that are in line with our Terms of Reference (TORs). The TORs were devised in collaboration with WHO Western Pacific Regional Office:

- Improving health system outcomes by building capacity for innovative policy development and enhancement of quality of health care.
- Strengthening cross-sectoral relationships to ensure supportive regulatory frameworks, research-based education, faculty development and quality of education to support improved service provision and population health outcomes.
- Promoting and supporting the national, regional and international development of nursing and midwifery health systems strengthening, including human resources for health.
- Strengthening maternal and child health care standards and services by increasing capacity of the maternal health workforce, including improved midwifery education and practice.

We look forward to continuing to work together on projects that focus on strengthening the health care systems of our Asian Pacific neighbours.

Professor John Daly and Ms Michele Rumsey

Professor John Daly RN, PhD, MACE, AFCHSM, FRCNA Dean, Faculty of Health, Head, WHO Collaborating Centre for Nursing, Midwifery & Health Development

Ms Michele Rumsey Director of Operations and Development, WHO Collaborating Centre for Nursing, Midwifery and Health Development, Faculty of Health, University of Technology, Sydney

WHO CC UTS HIGHLIGHTS - 2015

Outcomes of the Maternal and Child Health Initiative

The Maternal and Child Health Initiative (MCHI) in PNG concluded as planned at the end of 2015. Throughout the four years of the Initiative, the WHO Collaborating Centre at UTS provided recruitment and employment, mentoring and support as well as monitoring and evaluation.

Led by the PNG National Department of Health in collaboration with the WHO CC UTS with Professor Caroline Homer as the Initiative Director, and funded by the Australian Government, the project also received support and advice from the World Health Organization PNG office.

As of November 2015 there were 402 midwives registered in Papua New Guinea compared to 152 in 2012. The first two years of the MCHI (Phase One - 2012 to 2013) contributed to increasing the quality of midwifery education in PNG and more midwives graduating in these two years than the previous decade.

The Initiative will continue to have an extremely positive impact on PNG's high rates of maternal and child death through improvements to the standard of midwifery clinical teaching and practice in four midwifery schools in PNG, and the quality of obstetric care in two regions of PNG.

Young mother and baby in Papua New Guinea

WHO CC UTS will continue to work into 2016 with nursing, midwifery and community health workers in PNG to improve population health outcomes. Continuing projects include monitoring and evaluating the Reproductive Health Training Unit, developing curriculum for nursing and community health worker training institutes and advising on regulation for the Nursing Council of PNG.

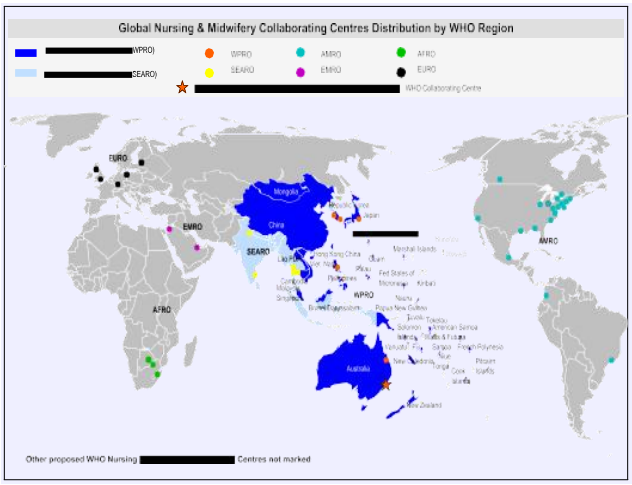
WHO WE ARE AND WHAT WE DO

Background

The Faculty of Health at UTS was awarded World Health Organization (WHO) Collaborating Centre status in January 2008 and was redesignated in January 2012 for a further four years.

Our WHO Collaborating Centre for Nursing, Midwifery and Health Development forms part of an international collaborative network of more than 40 centres which support and undertake projects in support of the World Health Organization's programmes at national, regional and international levels.

The WHO CC UTS is one of seven nursing and midwifery WHO Collaborating Centres in the WHO Western Pacific Region. This region encompasses 37 member states.



Key Strength Areas

The WHO CC UTS key strength areas are to improve health, workforce, policy and service delivery throughout Asia/Pacific by: technical advice, research, policy analysis, consultancy, advocacy, training and skills development in the following areas:

> Leadership capacity development to improve health service outcomes
> Innovative approaches to education of health professionals
> Human resources for health policy analysis
> Health workforce research and advice
> Primary health care provision
> Non-communicable diseases (NCD)
> Maternal and child health (MCH)

Terms of Reference

The purpose of the WHO CC UTS in 2012-2016 is to support WHO by:

1. Improving health system outcomes by building capacity for innovative policy development and enhancement of quality of health care
2. Strengthening cross-sectoral relationships to ensure supportive regulatory frameworks, research-based education, faculty development and quality of education to support improved service provision and population health outcomes.
3. Promoting and supporting the national, regional and international development of

nursing and midwifery health systems strengthening including, human resources for health.

4. Strengthening maternal and child health care standards and services by increasing capacity of the maternal health workforce, including improved midwifery education and practice.

Governance & Networks

The WHO CC UTS has professional staff, and a number of other support and academic staff from the Faculty and University work with the WHO CC UTS as projects arise. A Management Committee oversees the work of the Centre and an Advisory Board which includes regional senior nursing and midwifery officers, UTS academic staff, and other health service professionals, leaders and policy makers from Samoa, New Zealand and Australia and the non-governmental organisation World Vision Australia.

Core partnerships have also been formed with the South Pacific Chief Nurse and Midwifery Officers' Alliance (SPCNMOA). The WHO CC UTS acts as the secretariat for SPCNMOA. Other strong links exist with Pacific Forum, Australian Aid, NZAID, the Australian Department of Health, International Council of Nurses, International Confederation of Midwives, Asia Pacific Emergency and Disaster Nursing Network (APEDNN), Asia-Pacific Action Alliance on Human Resources for Health (AAAH), Pacific Human Resource for Health Alliance (PHRHA) and other national, international and regional Professional Associations.

KEY ACTIVITIES IN 2015

Improving health system outcomes by building capacity for innovative policy development and enhancement of quality of health care

South Pacific Chief Nursing and Midwifery Officers Alliance Secretariat

The South Pacific Chief Nursing and Midwifery Officers' Alliance (SPCNMOA) was formed in 2006 with the support of WHO. The WHO CC UTS was asked to be the Secretariat of the SPCNMOA in 2008. Seven years later, the relationship between SPCNMOA and the WHO CC UTS remains strong with numerous collaborative capacity building activities which includes the Australian Awards Fellowships occurring annually since 2009.

Throughout 2015, WHO CC UTS has been supporting the SPCNMOA to develop background documentation regarding SPCNMOA and WHO Human Resources for Health Strategy 2030, thereby encouraging SPCNMOA members to become more involved in global HRH debate/strategy.

A representative of SPCNMOA attended the International Council of Nurses Convention in Seoul, Republic of Korea 2015, a prestigious and important event for networking amongst leaders and policy makers in health. SPCNMOA also sent representatives to the annual regional Asian Pacific Emergency Disaster Nursing Network Meeting.

WHO CC UTS will support the SPCNMOA to host its next biennial meeting in October 2016 in the Solomon Islands.

Since the SPCNMOA was formed in 2006 the WHO CC UTS has observed its members' confidence, leadership skills and motivation develop. It is a collaboration that continues to grow, set strategic directions and actions for relevant work in the region.

DFAT Australian Awards Fellowship

The WHO CC UTS successfully hosted another round of the Australia Awards Fellowships Round 15 (AAF), funded by the Australian Government in 2015. This year, there were two Fellows from each of the following countries: Cook Islands, Kiribati, Niue, Papua New Guinea, Tonga and Vanuatu.

The Fellowships program is conducted in collaboration with the SPCNMOA and is intended to build leadership capacity in midwifery and nursing in the Pacific region. In 2015, the program was held in June at UTS and was again a success with a variety of speakers contributing to the event. Fellows created an action plan relevant to the healthcare system needs of their respective countries. Once again, the fellows provided much positive feedback:

"This is a very good program that supports Pacific Island Nations in providing information and assistance to develop a project plan to address issues in the health care setting. I would like to encourage the continuation of this project in years ahead."

AAF Round 15 Fellow, 2015 (Niue).

The WHO CC UTS remains in contact with the fellows as they implement their action plans formulated during the AAF Program in Sydney.

The DFAT AAF program strengthens regional relationships and builds leadership capacity in participating countries. These aims are achieved by working closely with the counterpart organisation, SPCNMOA, and

AAF Fellows and Mentors at UTS 2015.

senior nurses and midwives in Pacific countries to develop and provide regional skills development programs.

Projects from the 2015 AAF include:

- Strengthening palliative care services
- Guidelines on support supervisory tools
- Standard operating procedures: triage outpatient department Niue Hospital
- Preceptorship training
- Development of Tongan Nurses Code of Ethics
- Staff attitudes to work

The WHO CC UTS is continuing to receive positive feedback from participants of the AAF program, and has already witnessed career successes from previous fellows who have attained high level nursing and midwifery positions.

The impact of these courses and events will aid the ongoing aim of the WHO CC UTS to build leadership capacity within the region. New leadership relationships have been formed at country and regional levels through this program. With continuing programs, a critical mass of nursing and midwifery leaders across the South Pacific countries can be attained. There are now two established programs – leadership and faculty development – further courses can be implemented as required. Projects will continue to be aligned with WHO strategic directions for strengthening nursing and midwifery services, particularly those related to universal health coverage.

Conference of the International Society for Integrated Disaster Risk Management

Dr Angela Dawson from WHO CC UTS was invited to present the findings of the Interagency Working Group (IAWG) on reproductive health in humanitarian settings global evaluation as part of an expert panel at the 6th Conference of the International Society for Integrated Disaster Risk Management in Delhi in October. IAWG is a broad-based, highly collaborative coalition committed to expanding and strengthening access to quality reproductive health (RH) services for persons affected by conflict and natural disaster.

The panel session "Building Resilience by Addressing Sexual and Reproductive Health Needs" was chaired by Anjali Sen, the Regional Director of International Planned Parenthood Federation (IPPF), a global service provider and a leading advocate of sexual and reproductive health and rights. Other panellists in the session were Nimisha Goswami (project specialist humanitarian response in public health SPRINT initiative, a program funded by DFAT), Aditi Ghosh (Emergency Response Manager for SPRINT Initiative) and Priya Marwah (Humanitarian Response Coordinator UNFPA).

WHO CC UTS played a key role in one of the seven studies undertaken as part of this research designed to identify existing reproductive health services, quantify progress, document gaps and determine

direction for future programs, advocacy and funding. The evaluation identified current trends and gaps of reproductive health in crises, and lays out recommendations for various actors like international and national governments, humanitarian agencies, non-government organisations and other civil society organizations for mainstreaming sexual and reproductive health in emergency management plans.

The impact of these courses and events will aid the ongoing aim of the WHO CC UTS to build leadership capacity within the region.

Asian Pacific Emergency Disaster Nursing Network (APEDNN)

The APEDNN meets annually to network with colleagues from across the region, share ideas and further the work of emergency and disaster nursing. The WHO CC UTS as Secretariat to SPCNMOA continues to support the APEDNN and in 2015 conducted a region-wide survey on disaster relief. The survey aimed to find out which Pacific Island Countries provide disaster relief in any form either through financial support, human resources for health, and/or structural support. The WHO CC UTS provided the findings of this survey for the APEDNN meeting.

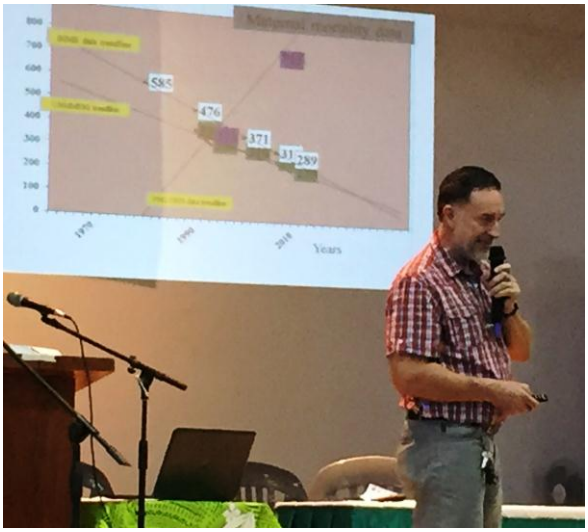
Collaborating between nursing and midwifery leaders such as SPCNMOA and APEDNN is important so that discussions around lessons learned can continue. This exchange of knowledge influences the skill and availability of the health workforce when natural disasters occur.

Medical Society of Papua New Guinea Symposium

Ms May Lamont, Soroptimists International; Ms Maria Rumints, RHTU; Ms Jodi Thiessen, WHO CC UTS; Ms Bertha Tivut, RHTU at the Medical Symposium Port Moresby PNG

Michele Rumsey, Director of Operations and Development, and Jodi Thiessen, Project Manager attended the 2015 Medical Society of Papua New Guinea Medical Symposium in September, Port Moresby. The theme was "Advancing Women's Health Through Innovation" and was the first time since 1991 women have been the focus of discussion. Many of the presentations outlined achievements and challenges in advancing women's health, capacity building and training, rural health and sexual and reproductive health. The event was timely with maternal mortality rates in PNG being reported to be one of the worst in the world.

WHO CC UTS interviewed many attendees of the symposium regarding the health workforce and reproductive health issues in Papua New Guinea to further the monitoring and evaluation of the Reproductive Health Training Unit.



Prof Glen Mola, presenting at the Medical Symposium, PNG

PNG Schools of Nursing and Community Health Worker Principals meeting

Principals of all Schools of Nursing and Community Health Worker (CHW) Training Institutes in Papua New Guinea met in February 2015 in Port Moresby to discuss quality improvement of their institutes, supported by the National Department of Health (NDoH) and DFAT. The objective of the meeting was to produce the Quality Improvement Plans as recommended in the 2012/2013 NDoH/DFAT Diagnostic Audits of the institutes. The five day workshop was facilitated by Michele Rumsey, who assisted in the conducting of the 2012 Diagnostic Audits; and Jodi Thiessen.

Key recommendations made by the Principals included: i) Need to review nursing and CHW curriculums in line with the new National Health Plan 2011-2020; ii) Need for ongoing preceptorship training, iii) Need for a stronger partnership with NDoH.

Strengthening cross-sectoral relationships to ensure supportive regulatory frameworks, research-based education, faculty development and quality of education to support improved service provision and population health outcomes

Midwifery curriculum review PNG

WHO CC UTS supported by Associate Professor Lin Lock, with partners were integral to the rewriting of the national midwifery curriculum to better prepare midwives to care for the childbearing women of PNG. The curriculum has been prepared to meet international standards as set out by the International Midwives Collaboration. As such it has been extended from 12 to 18 months. The midwifery curriculum has been accepted by the PNG Nursing Council. .

A revised midwifery curriculum for the Papua New Guinean context will ensure midwives graduate with skills that meet international benchmarks but are also culturally appropriate. This in turn will improve maternal and neonatal health.

Scaling-Up Nursing through Global Nursing/Midwifery Faculty Development

Drawing on findings from a faculty development needs analysis requested by WHO, a DFAT faculty development program is being developed for PNG.

A scaling-up strategy is required in PNG to increase the number and quality of

midwifery, nursing and CHW educators in the short-medium term. In order to achieve this, the WHO CC UTS has developed a short course to further strengthen faculty capacity to include components specific to nursing, midwifery and CHW education.

This short course is in response to the urgent need for nursing, midwifery and CHW educators, preceptors, clinical tutors, student assessors to develop skills and knowledge in higher education teaching and learning.

The original research included an assessment survey which addressed faculty and educators' needs in the Pacific and South East Asian regions. This survey was developed in line with the WHO Global Standards for the Initial Education of Professional Nurses and Midwives. Surveys have been collected in the South Pacific and all of the nursing and midwifery schools in Papua New Guinea.

Consultancy with the School of Nursing, Fiji National University

The School of Nursing at the Fiji National University is the premier Nursing School in the Pacific region with a long and distinguished history. Since its amalgamation with the University, the Nursing School has developed several academic programs that have now been running for over four years. An external review by a panel of three experts in 2014 made a number of recommendations to improve the curriculum and continuing professional development at the School. In 2015 academic Professor Di Brown from WHO CC UTS provided technical advice in responding to the recommendations of the review and to assist in the development of an implementation plan.

The School of Nursing staff were assisted in the development of an implementation plan. As part of this plan they would like to maintain their links to the WHO CC UTS with a view to developing some longer term mentoring and development strategies.

Ensuring the University is delivering academic programs that continue to meet international standards and turn out highly skilled nursing and midwifery graduates will contribute to improved health outcomes across the Pacific region.

Regulation Advisor PNG

In 2014 and 2015 Michele Rumsey acted as an Advisor, with Dr Nina Joseph Acting Registrar Nursing Council of PNG, to review the regulation processes for PNG nursing and midwifery. This work led to the WHO CC UTS being appointed as advisors to the Medical Board of PNG for the regulation of doctors, health extension officers and community health workers.

Key outcomes from this work include:

- streamlining the registration process and conducting an extensive review of the register and the number of registered practitioners in PNG
- development of new and revised Nursing Council documentation

- developing a Nursing Council Website with relevant Nursing Council forms in 2015 http://www.health.gov.pg/pages/nursing.htm

Regulation of nurses and midwives in PNG will impact on safety of care and workforce planning.

Ms Michele Rumsey, WHO CC UTS; Mr Pascoe Kase, Secretary for Health, PNG; Dr Nina Joseph, Acting Registrar PNG Nursing Council

International Council of Nurses

The 2015 International Council of Nurses (ICN) International Conference and Council of National Representatives (CNR) Meeting was held in Seoul, Republic of Korea, with the theme 'Global Citizen, Global Nursing'. Plenary sessions explored the importance of cross-cultural understanding and global cooperation in nursing.

Senior staff from the WHO CC UTS including Professor John Daly and Ms Michele Rumsey attended the Conference. Professor James Buchan organised and led a workshop on nurse workforce sustainability and was a plenary speaker on the effective use of nurse workforce data for policy and planning. The meetings provided opportunities for global nursing leaders to identify the profession's priorities and future directions. The ICN Conference is an opportunity to build relationships and disseminate nursing knowledge and leadership across specialties, cultures and countries. WHO CC UTS' attendance ensures we are part of these important conversations and able to advocate for nurses and midwives in the Western Pacific Region.

Ultimately the ICN aims to advance and improve the coverage and quality of health services by demonstrating the nursing contribution to the health of individuals, families and communities.

UTS Development Network

The UTS Development Network in collaboration with Australian Council for International Development meets four times a year to discuss development issues, cross-cultural partnerships, regional and global strategies for development. Michele Rumsey and Jodi Thiessen are members of this group and regularly invited to present experiences gained through their projects and research.

Promoting and supporting the national, regional and international development of nursing and midwifery health systems strengthening, including human resources for health

European Commission Mobility of Health Professionals (MoHProf) research

The Mobility of Health Professionals (MoHProf) was a research project funded by the European Commission and led by the German Academy of Medical Science. The objective was to apply new research methods to generate a scientific evidence base for informed policy decisions on the mobility of health professionals. The Asian Research Team included India, Philippines and Australia, with staff at the WHO CC leading the Australian research. In 2015, a paper from this research was authored by Michele Rumsey, Jodi Thiessen, James Buchan, and John Daly and published in the International Journal of Nursing Studies, titled *The Consequences of English Language Testing for International Health Professionals and Students: an Australian Case Study*. The published article on English Language testing can be found at http://www.ncbi.nlm.nih.gov/pubmed/26129763

A summary report of Mobility of Health Pofessionals can be found at http://www.springer.com/medicine/book/978-3-642-34052-9.

WHO CC UTS global involvement in human resources for health

Professor James Buchan is the Adjunct Professor of the WHO CC UTS, and specialises in developing strategic intelligence and policy advice at national level and internationally on the HRH implications of health sector reorganisation and healthcare reform; performance management, labour market analysis; and skill mix/ extended roles.

In 2015, Prof Buchan acted as a WHO supported consultant advising the Ministry of Health in Malaysia on the development of a HRH Masterplan for the country; contributed to a high level policy round table on the recruitment and retention of primary care workers in remote areas in China and advised the Ministry of Health in Moldova on the development of a national HRH strategy. He was also involved in the program of work on HRH for the WHO Offices for South East Asia region, and for Europe including developing a policy report on health workforce sustainability for the WHO Europe Regional Committee in Lithuania. He also undertook consultancies for World Bank in India and advised on organisation and remuneration of primary care workers in Latvia.

Secretariat of the Global Network of WHO Collaborating Centres for Nursing and Midwifery

The Global Network of WHO Collaborating Centres (WHOCCs) for Nursing and Midwifery Development is a network comprising of WHO Collaborating Centres from the six regions of WHO, who focus on nursing and midwifery. Founded in 1988 the Network strives to enhance the collaborative activities

Prof John Daly, Prof Caroline Homer, Dimity Feifer, Hon Tanya Plibersek MP, Ms Michele Rumsey and Prof Attila Brungs celebrate WHO CC UTS' election as Global Secretariat of the WHO CC Network at the University of Technology Sydney

of Nursing and Midwifery Collaborating Centres, supporting WHO's efforts toward universal health coverage.

In June, the WHO CC hosted an official event to celebrate its election as Global Secretariat of the WHO CC Network at the University of Technology Sydney and a photo exhibition capturing some of the Western Pacific Region's midwives and nurses in action. The event was opened by UTS Vice-Chancellor Professor Attila Brungs and the Hon Tanya Plibersek MP, Deputy Leader of the Australian Federal Opposition. The attendees also included representatives from the World Bank, the Australian Department of Foreign Affairs and Trade, World Vision and Chief Nurses from the Pacific Island Countries.

As Global Secretariat, in 2015 WHO CC UTS built a website http://www.globalnetworkwhocc.com/ and produced two editions of Links Magazine in order to promote our members' collaborative activities and disseminate relevant information on nursing and midwifery.

Seventy- five percent of WHO CCs in the Network have now participated in a survey to map the breadth and focus of WHO CC programs in different countries.

The mission of the Secretariat is to build upon the structure and work developed by the previous Secretariats and disseminate information about and for Nursing and Midwifery Collaborating Centres.

Sigma Theta Tau International's (STTI) 43rd Biennial Convention in Las Vegas, USA

In November 2015, Michele Rumsey represented WHO CC UTS at this international nursing conference which is held every two years. The Convention theme for 2015 was 'Serve Locally, Transform Regionally, Lead Globally'. Sessions aimed to explore innovative strategies to promote excellence in global nursing.

Dr Martha Hill, GAPFON; Ms Michele Rumsey, WHO CC UTS; Dr Hester Klopper, GAPFON; Ms Cynthia Vlasich, STTI; Dr Cathy Catrambone, STTI

Ms Rumsey attended on behalf of WHO CC, facilitated a side meeting of WHO CCs at the event and also attended a meeting of representatives from the Global Advisory Panel on the Future of Nursing.

STTI's Conferences are world renowned and WHO CC UTS's participation increases our standing and visibility with international peers, providing a platform to advocate for Western Pacific nurses and midwives.

In-house consultation on strengthening health-workforce policy and education in the Western Pacific Region.

In December 2015, Michele Rumsey participated in a consultation at WHO regional headquarters in Manila with various health policy representatives from across the Region. Discussions took stock of progress in implementing regional and global strategies and initiatives on health workforce planning, regulation and education.

Priorities for 2016-2017 work on health workforce policy, education and capacity building to be supported by the WHO Regional Office for Western Pacific Region were agreed upon.

Global Network Side Meetings

Several Global Network side meetings were held in 2015, including one attached to the International Confederation of Midwives (ICM) conference in Japan, another attached to the International Council of Nurses (ICN) conference in the Republic of Korea and a third attached to the STTI conference in Las Vegas. Each meeting led to fruitful discussion of work in progress and of plans for future projects.

It is hoped that this exchange of information will assist the GNWHOCCs to gain a better understanding of work being undertaken and to consider potential collaborative work in the future.

Panel Discussion WHO Headquarters

Ms Michele Rumsey, Prof Caroline Homer and Prof John Daly, Faculty of Health and WHO CC UTS

WHO CC UTS led a panel discussion on the future of the nursing and midwifery workforces at WHO headquarters in Geneva in January 2015. The discussion focussed on what is required of the nursing and midwifery workforce for universal health coverage. Panellists of the discussion included: John Daly, Secretary General, Global Network of WHO CCs for Nursing and Midwifery; Head,

WHO CC UTS. Michele Rumsey, Assistant Secretary General, Global Network; Director of Operations, WHO CC UTS. Caroline Homer, Assistant Secretary General, Global Network; Director, Centre for Midwifery, Child and Family Health.

A discussion on the strategic directions for nursing and midwifery allowed collaboration and enabled WHO CC UTS to ensure its work is in line with global directions. Collaborating with WHO headquarters will allow the WHO CC UTS to remain in-line with WHO global strategies and directions.

WHO Expert Advisory Group Meeting

In March 2015, Professor Jim Buchan, participated in the convening of a WHO Expert Advisory Group Meeting to address the relevance and effectiveness of the WHO Global Code of Practice on international recruitment of health personnel, representing the WHO CC UTS. The meeting, which took place in Geneva, produced an executive report to be presented to the World Health Assembly in May.

Strengthening maternal and child health care standards and services by increasing capacity of the maternal health workforce, including improved midwifery education and practice.

Maternal and Child Health Initiative Papua New Guinea

The Maternal and Child Health Initiative (MCHI) in PNG concluded its contract at the end of 2015. It was rolled out in two phases – Phase One from 2012 -2013 and Phase Two from 2014 to 2015. The WHO Collaborating Centre at UTS has provided recruitment and employment, mentoring and support and also monitoring and evaluation for the Initiative during this time. One to one and group mentoring and support to the MCHI team was provided by Adjunct Professor Pat Brodie and Ms Alison Moores.

The Initiative was led by the PNG National Department of Health in collaboration with the WHO CC UTS with Professor Caroline Homer as the Initiative Director, and funded by the Australian Government. The World Health Organization PNG provided technical support and advice.

In 2015, the WHO UTS CC continued extensive Monitoring and Evaluation of the MCHI, collecting data from:

- Over 30 interviews with stakeholders including PNG educators, obstetricians, clinicians, students and NDoH staff

WHO CC UTS Maternal and Child Health Initiative team: Ms Michele Rumsey, Ms Amanda Neill, Dr Christine Catling, Prof Caroline Homer, Prof Pat Brodie, Ms Alison Moores

- 3 focus groups, each with 22 participants (including course coordinators, CMFs and MCHI obstetricians) each
- Monitoring reports collected from each midwifery school every four months
- Rural reports were also completed by each midwifery school following rural placements – one comprehensive report each year.

Monitoring and evaluation work has been led by Amanda Neill, Project Manager WHO CC UTS. Longer-term evaluations will need to address changes in the rate of skilled birth attendants, maternal mortality ratio and rates of neonatal mortality and stillbirth.

As of November 2015 there are now 402 midwives registered in Papua New Guinea compared to 152 in 2012.

The first two years of the MCHI (Phase One - 2012 to 2013) contributed to increasing the quality of midwifery education in PNG and more midwives graduating in these two years than the previous decade.

Phase Two (2014 to 2015) saw the continuation of this work - incorporating lessons learned through monitoring and evaluation of Phase One, while strengthening successful strategies already in place.

The Initiative will continue to have, a positive impact on PNG's high rates of maternal and child death through improvements to the standard of midwifery clinical teaching and practice in four midwifery schools in PNG, and the quality of obstetric care in two regions of PNG.

Longitudinal study of midwifery graduates in PNG

As part of the MCHI, WHO CC UTS in collaboration with the PNG National Department of Health has conducted a longitudinal study to track midwifery graduates from the 2012 and 2013 cohorts. A mixed methods approach was used with surveys, interviews and focus groups. The aim of the study is to track workforce participation trends and experiences in PNG midwifery graduates, and identify personal and organisational factors that influence the workforce participation of these graduates.

Data were collected from graduates and their managers and supervisors. The study was led by Alison Moores, Caroline Homer and the team at the WHO CC UTS and we also have a research team in PNG including Ms Mary Killilo, Dr Nancy Buasi, Dr Nina Joseph and Paula Puawe. Ethical approval was granted by both UTS Ethics and Medical Research Advisory Committee in PNG.

This study is significant as it represents the first ever study to examine the workforce experiences and outcomes of midwifery graduates in PNG. The findings from this study will be important for relevant stakeholders to guide and inform midwifery education programming in Papua New Guinea and the development of supportive

strategies for new graduate midwives. The findings will also assist in the workforce development strategies provided by the NDoH, PNG Midwifery Society and other groups.

PNG Maternal and Child Health Initiative (MCHI) Workshops

Ms Mary Kililo, National Department of Health, with the course coordinators and educators, Clinical Midwifery facilitators, and MCHI obstetricians (Ann Yates missing from photo)

The PNG Maternal and Child Health Initiative (MCHI) held three workshops in 2015 in Madang, Sogieri and Port Moresby. The focus of each ranges from antenatal care to strengthening competency assessment skills in midwifery education. Over 30 educators, clinicians, counterparts and leaders as well as representatives from the MCHI team including four clinical midwifery facilitators, one clinical midwifery educator and one of the obstetricians attended the workshops which ran over 2 to 3 days each. The workshops were supported by Adjunct Professor Pat Brodie and Ms Alison Moores from the WHO CC and co-organised and conducted with the PNG national midwifery educators.

Feedback from workshop participants was extremely positive and further workshops are planned for later in the year.

The workshops allow participants to share knowledge, information and hands on training on ways to strengthen maternal and child health in PNG, as well as strategise potential interventions for the future.

The MCHI Initiative aims to improve the standard of midwifery clinical teaching and practice, and improve quality of care through clinical mentoring, supervision, and teaching.

Research on Maternal and Neonatal health outcomes

Professor Caroline Homer is part of a team recently awarded a NHMRC Project Grant to undertake a study in PNG titled 'Point-of-care diagnosis of sexually transmitted infections to improve maternal and neonatal health outcomes in resource-limited, high-burden settings'. The study is led by Dr Andrew Vallely from the Kirby Institute (UNSW) and the PNG Institute for Medical Research and includes researchers from The Macfarlane Burnet Institute for Medical Research and Public Health.

This will be the first effectiveness trial of novel, newly-available, easy to use, and highly accurate point-of-care (POC) assays for STIs. The outcomes of the study will lead to information for trained health staff to make correct diagnoses and provide curative treatment during routine antenatal visits.

Asia Pacific Midwifery Workforce Workshop

On March 2-4 2015, the H4+ (UNAIDS, UNFPA, UNICEF, UN Women) partnership, along with the WHO, the World Bank, and the International Confederation of Midwives (ICM) hosted a workshop in Bangkok, Thailand to discuss issues facing midwives in the region. Senior leaders in midwifery education and regulation came together to share experiences and discuss the findings from recent evidence and international movements supporting the advancement of maternal and newborn health. Professor Caroline Homer and Ms Florence West from the WHO CC UTS presented and co-facilitated this event, delivering sessions explaining the impact of care by midwives, and the importance of stabilising under- and over-medicalisation of midwifery in the region. The workshop was also a platform for the launch of the State of the World's Midwifery 2014 report, which highlights the diversity of issues affecting midwifery across the region.

Outcomes of the workshop included the improved understanding of similarities and differences in midwifery issues between countries in the Asia Pacific region. The delegation participated in lively discussions regarding issues affecting midwifery workforce development to increase the availability, accessibility, acceptability and quality of care for women and children.

Reproductive Health Training Unit Monitoring and Evaluation Workshop, PNG

A Reproductive Health Training Unit has been established as a unique public-private partnership in PNG between the National Department of Health PNG, DFAT, and Oil Search Health Foundation. WHO CC UTS is conducting monitoring and evaluation of the RHTU to make transparent its strengths and weaknesses and ensure ongoing effectiveness. Monitoring and evaluation commenced at inception in 2013 and will continue until 2016. Two annual reports have been developed through interview and consultation with the partners of the RHTU, provincial stakeholders and participants. Further interviews were conducted with course participants and supervisors in 2015 to monitor the Knowledge, Attitude and Practice changes which have occurred through the RHTU courses.

Increasing the quality and quantity of reproductive health workers in PNG will improve population health in line with WHO strategic directions. Conducting in-depth

Ms Christine McCracken, Mr Alfred Mark and Ms Peiru Buluke from RHTU with Jodi Thiessen, WHO CC UTS

interviews with the major stakeholders throughout the project will not only provide monitoring of the progress, views and experiences of these key people, but will also provide a mechanism for information sharing.

International Confederation of Midwives meeting

ICM is an international federation with membership from more than120 midwifery professional organisations across 102 countries. This year's theme of the ICM Asia Pacific Regional Conference was "Midwifery Care for Every Mother and Their Newborn" held in Japan. The three day conference was attended by a number of the WHO CC UTS team as well as colleagues form the MCHI in PNG.

International Confederation of Midwives (ICM) Inaugural Stakeholder's Engagement Meeting 2015

Adjunct Professor Pat Brodie from the WHO CC UTS attended the International Confederation of Midwives (ICM) Inaugural Stakeholder's Engagement Meeting 2015 in The Hague, Netherlands.

The objectives of the meeting were to bring together diverse stakeholders from the non-government organization and private sector communities who share a goal to improve the health and wellbeing of women and babies and, to share ICM Strategic Directions 2014-2017 such as: Identify common goals and objectives; explore with participating organizations how they might contribute to the achievement of ICM strategic objectives; ascertain areas of mutual interest for collaboration and engagements; begin discussion on the formation of new, strengthening of existing partnerships; share ICM achievements to date and discuss work through the lens of the global reproductive, maternal, newborn, adolescent and child health (RMNACH) architecture and Sustainable Development Goals (SDGs).

Frances Day-Stirk, President of ICM opened the proceedings and Frances Ganges, CEO of ICM outlined the key achievements, in particular the forging of new partnerships, memorandum of understandings and specific project agreements; for example the development of a film on normal birth with Medical Aid films.

One of the key challenges noted at the meeting was how to encourage governments to take responsibility for maternal and newborn health in their own countries. As the United Nations development framework moves from Millennium Development Goals to Sustainable Development Goals 2030 keeping midwifery high on the agenda is imperative.

Development of a Regional Roadmap on Strengthening Midwifery to Improve Maternal and Newborn Health

Florence West, Research Officer, WHO CC UTS, attended the Regional Meeting for Strengthening Midwifery to Improve Maternal and Newborn Health in New Delhi

Regional meeting on strengthening midwifery to improve maternal and newborn health, 11-13 August 2015, New Delhi, India

recently. This workshop was hosted by the WHO South East Asia Regional Office and supported by the International Confederation of Midwives.

Items discussed included the midwifery needs in the transition between MDGs and SDGs; challenges to midwifery in the South-East Asian Countries; strengthening midwifery policy, education, service and quality. A draft Regional Roadmap was written on strengthening midwifery to improve maternal newborn health.

Over 55 delegates from 10 countries attended the workshop, enabling meaningful discussions and group work towards a roadmap on regional objectives and strategies in SEARO countries. Being involved in important regional work leads to better and more sustainable collaborations.

4th Arab States Midwifery Conference

Professor Caroline Homer, was part of a core group who wrote the State of the World's Midwifery Report (SoWMy2014) in 2013-2014 with UNFPA, WHO and ICM. In early 2015, UNFPA's Arab States Regional Office (ASRO) commissioned a report to analyse and better understand the state of midwifery in selected countries in the region representing the region's diversity. Seven of the 13 remaining countries, (Djibouti, Egypt, Iraq, Morocco, Somalia, Sudan and Yemen) were already included in the main SoWMy 2014 report, ASRO expanded the same survey to the remaining 6 countries (Algeria, Jordan, Lebanon, Oman, Palestine and Tunisia). These six countries were asked to complete the SoWMy questionnaire - covering the midwifery workforce, education, regulation, professional associations, policy and planning frameworks, and progress since 2011 - and their responses were added to those from the original seven countries, to enable an analysis of the state of midwifery across the region.

The State of Midwifery in Selected Arab Countries, was launched at the meeting in Cairo by UNFPA, ICM and WHO. The 4 day workshop then concentrated on achieving these outputs:

- Improved understanding of the development of the midwifery workforce and the SoWMy2014 country data
- Improved understanding of the similarities and differences between countries in SoWMy2014 and what drives the differences
- Discussed country-specific midwifery workforce development strategies and policy options
- Developed TORs for establishing a regional midwifery network
- A workshop report with recommendations for action

Meetings like this enable a better understanding of midwifery capacity regionally and for WHO CC UTS to keep abreast of policies and frameworks concerning health care practice globally.

Midwifery in the South Pacific – A snapshot gap analysis of education, regulation and professional association

Strengthening midwifery is a priority on the regional and global health development agenda as investments in this area are considered to be the most cost effective solution contributing to meeting global sexual, reproductive, maternal and newborn health initiatives especially moving towards Global Health 2030. The State of the World's Midwifery 2014 was commissioned by WHO, UNFPA and ICM to explore the barriers, challenges and solutions to the availability, accessibility, acceptability and quality (AAAQ) of midwifery services in 73 low to middle income countries. Professor Caroline Homer was part of the Core Writing Team.

In the South Pacific Region, only Papua New Guinea and the Solomon Islands were included in SoWMy2014. This means that there is little known on the state of midwifery in the other small South Pacific Island countries.

WHO CC UTS is exploring the current situation of the education, regulation and association of midwives in 12 small Pacific island countries to determine the gaps in these areas. This study is in the final stages and will be complete in 2016.

Quality of Care through the respect, safety and empowerment of midwifery personnel: Systematic Review of interventions to overcome barriers to the provision of quality of care by midwifery personnel

Professor Caroline Homer, has worked with Fran McConville of the Department of Maternal, Newborn Child and Adolescent Health (MNCAH) and her team, to undertake a systematic review to explore the effective interventions to address barriers faced by midwifery personnel in providing care.

A previous systematic mapping conducted by WHO/MCA confirmed that barriers are not

only professional, but relate closely to socio-cultural and gender-based norms, negative institutional hierarchies as well as severe economic constraints. The work led by the WHO CC led on from this and sought to identify key interventions. The findings of the review were presented at WHO headquarters at a midwifery workshop in December 2015. This work is currently being developed for publication.

Ms Michele Rumsey and visiting fellow Regina Lee from PolyU, Hong Kong who worked with Dr Angela Dawson UTS

Other work carried out in 2015

WHO CC UTS has many dealings with WHO WPRO, WHO Headquarters particularly in their role as Secretariat for the Global Network of WHO CCs. These collaborations and relationships continue to grow stronger.

WHO CC UTS Regional Updates

The WHO CC UTS keeps stakeholders and other interested colleagues partners and organsiations in the region up-to-date with development news, events, and donor activities in the region. Published approximately three times a year, this email report has an ever increasing list of recipients. WHO CC UTS communicates not only through the Regional Updates but through their website http://www.nmh.uts.edu.au/whocc/

CENTRE STAFF AND AFFILIATES

Centre Staff

The WHO CC UTS has a small core staff; however, for each project/event we are able to draw on the skills and expertise of staff from:

- UTS: Health
- SPCNMOA and relevant WHO Collaborating Centres regionally and globally
- Regional and global partners in a range of institutions within the health industry,
- Academics, researchers and health care professionals affiliated with the WHO CC UTS.

Further, we have numerous consultants and interns that contribute to making the Centre a great success.

Professor John Daly RN PhD FRCNA is Head of the World Health Organization Collaborating Centre at UTS and Dean of the Faculty of Health (Appointed May, 2008). He has extensive experience as an educational

administrator and leader in nursing and health. John is an active researcher and he has published widely on leadership in nursing and health, nursing education, cardiovascular health, role transition in nursing, aged care, cross-cultural nursing and nursing workforce issues. He has undertaken consultancy work with a number of agencies including the World Health Organization. In addition he is a Past Chair of the Global Alliance for Leadership in Nursing Education and Science, a Past Chair of the Council of Deans of Nursing & Midwifery (Australia and New Zealand) and he has served on many committees and working parties with national and international organisations including Sigma Theta Tau International and the International Network for Doctoral Education in Nursing. In 2008 John was awarded the title Emeritus Professor by the University of Western Sydney for distinguished service to the University and contributions to the discipline and profession of nursing at national and international levels. He is currently Editor in Chief of Collegian, the refereed journal of the Royal College of Nursing.

Michele Rumsey is Director of Operations and Development of WHO CC UTS. Michele is an experienced international health care consultant and policy expert. She has expertise in nursing ethics, human resources for health, consumer participation and nursing regulation in the Western Pacific, South East Asian Region and Europe. Recent human resources for health projects have included working in the Pacific to develop Country HRH policies and action plans and working with the World Health Organization to develop regional human resources for health minimum data sets. Michele won a High Commendation UTS Social Inclusion Award in 2014.

Professor Caroline Homer is Associate Head of WHO CC UTS and the Director of the Centre for Midwifery, Child and Family Health. She has been involved in the development and evaluation of midwifery and maternity services in Australia and in in a number of other countries in the Asia Pacific region, including Papua New Guinea, Samoa and Timor Leste. This work has focussed on strengthening midwifery capacity and skills, in supporting the development of midwifery education and evidence-based practice. She was an author in the Lancet Series of Midwifery and the 2014 State of the World's Midwifery Report.

Jodi Thiessen is a Project Manager for the WHO CC UTS. Jodi has worked for a decade in the international development field for several United Nations agencies in particular the World Food Programme. She brings skills gained in her background as a journalist to the fore for many cross-cultural projects undertaken by the WHO CC UTS.

Amanda Neill is a Project Manager with postgraduate studies in Population Health and Nutrition and a Master's degree in International Social Development. The main focus of her work with WHO CC and UTS Faculty of Health is managing international

consultancies and research projects and monitoring and evaluation work with the PNG Maternal and Child Health Initiative.

Juliana Jo is a Project Administrator for the WHO CC at UTS. Juliana was born in Indonesia and came to Australia as a student in 2003. She has since gained a great deal of experience in both the public and private sectors and she is passionate about health issues, particularly in developing countries.

Alison Moores is a clinical midwife with a postgraduate degree in public health. She has 15 years in midwifery education and has worked internationally as both a midwife and midwifery mentor. She now works closely with PNG midwives on the Maternal and Child Health Initiative as a mentor.

Professor Pat Brodie AM is a midwifery advisor on the Maternal and Child Health Project. Pat has more than 30 years' experience as a midwifery leader in Australia and internationally and in the past 5 years has worked on the projects in PNG, most recently she is Midwifery Advisor including on the PNG Maternal and Child Health Initiative and the Reproductive Health Training Unit.

Dr Angela Dawson is a monitoring and evaluation advisor on the Maternal and Child Health Initiative in Papua New Guinea. She has over 17 years' experience in the areas of international primary health care workforce development, health promotion and health communication.

Associate Professor Linette Lock works on both curriculum development and the Australian Awards Fellowship, collaborating with Fellows through mentorship and ongoing contact.

Professor James Buchan has thirty years' experience of policy advice, consultancy and research on human resource for health (HRH) issues, specializing in national policies and strategies. He is an Adjunct Professor at the WHO Collaborating Centre specialising in health workforce strategic intelligence, analysis and planning; HRH policy development and implementation; and labour market analysis. Professor Buchan has extensive experience as invited/ keynote speaker at national/ international conferences on health and health workforce issues.

Professor Elizabeth Sullivan is a public health physician and Professor Public Health with over 25 years' experience at a national and international level as a medical epidemiologist specialising in the fields of maternal and child health and sexual and reproductive health. In late 2015, she changed roles from Associate Dean (Research), Faculty of Health to Assistant Deputy Vice Chancellor Research. She is highly experienced international researcher and leads a research stream in population and health services research. She has a particular interest in vulnerable reproductive populations, safe motherhood, justice and Aboriginal health and the development of health information systems.

Management Committee

Professor John Daly, Ms Michele Rumsey, Professor Caroline Homer, Professor James Buchan and Professor Elizabeth Sullivan

Advisory Board

Includes **Professor John Daly, Michele Rumsey, Professor James Buchan** and the following:

Honorary Professor Sally Redman, Director, Sax Institute Public Health, School of Public Health
Professor Jill White, Dean, Sydney Nursing School, University of Sydney
Dr Rosemary Bryant, Chief Nurse and Midwifery Officer Commonwealth Government, Department of Health
Dr Jane O'Malley, Chief Nurse Ministry of Health New Zealand
Adjunct Professor Pelenatete Stowers, Chief Nurse Ministry of Health Samoa
Adjunct Professor Debra Thoms, Chief Executive Officer at Australian College of Nursing
Sue England, Maternal, Newborn & Child Health Technical Director World Vision International.

Consultants, students and interns

We would like to acknowledge the help, dedication and hard work of our interns in 2015 Somuny Lim, Burcu Ersoy and Jenny Jung.

We would also like to thank the many collaborators and presenters at our numerous meetings during 2015 and the many WHO Collaborating Centres that we have an ongoing relationship with.

For more information about the WHO CC UTS please visit www.health.uts.edu.au/whocc