UTS
UNIVERSITY OF TECHNOLOGY SYDNEY

UTS: FACULTY OF HEALTH

ANNUAL REPORT 2017

WHO COLLABORATING CENTRE FOR NURSING, MIDWIFERY AND HEALTH DEVELOPMENT

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CENTRE DIRECTOR'S MESSAGE

Opening Message

Welcome to the 2017 Annual Report of the World Health Organization Collaborating Centre for Nursing, Midwifery and Health Development at University of Technology Sydney (WHO CC UTS).

Our 2017 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 and continue to strengthen WHO work in the region.

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, WHO Collaborating Centre for Nursing, Midwifery and Health Development, Faculty of Health, University of Technology, Sydney

OBJECTIVES

Background

The WHO Collaborating Centre for Nursing, Midwifery and Health Development at the Faculty of Health, UTS was awarded World Health Organization (WHO) Collaborating Centre status in January 2008 and was redesignated in January 2016 for a further four years.

Our WHO Collaborating Centre at UTS (WHO CC UTS) forms part of an international collaborative network of more than 40 centres that support and undertake projects in support of the World Health Organization's programs at national, regional and international levels in nursing and midwifery.

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.

Terms of Reference 2016-2020

The purpose of the WHO CC is to support WHO by:

- Facilitating networking, collaboration and communication among Chief Nursing and Midwifery Officers in South Pacific as well as for the Global Network of WHO CC for Nursing and Midwifery Development.
- Capacity building to strengthen health systems and human resources for health to respond to priority health challenges.
- Contributing to strengthen health workforce regulation and education toward improving quality of services.
- Strengthening the capacity of the maternal health workforce through improved midwifery education and practice to improve maternal and child health services.

Governance and 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. We have an Advisory Board which includes regional senior nursing and midwifery officers, UTS academic staff, other academic institutions, health service professionals, leaders and policy makers from Solomon Islands, Tonga, New Zealand and Australia and global organisations such as the World Bank.

Core partnerships have also been formed with the South Pacific Chief Nurse and Midwifery Officers' Alliance (SPCNMOA) through the Centre's work as the Secretariat for SPCNMOA. Other strong links exist with Pacific Forum, Department of Foreign Affairs and Trade (DFAT), Ministry of Foreign Affairs and Trade, Australia (MFAT), the Australian Department of Health, International Council of Nurses (ICN), International Confederation of Midwives (ICM), the Asia Pacific Emergency and Disaster Nursing Network (APEDNN), Asia-Pacific Action Alliance on Human Resources for Health (AAAH), Pacific Community (SPC), World Health Organization in all regions, Sigma Theta Tau International (STTI), World Bank, and other national, international and regional Professional Associations.

HIGHLIGHTS FOR THE YEAR

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. The relationship between SPCNMOA and the WHO CC UTS remains strong and collaborative with the SPCNMOA gaining in confidence and strength with each year.

Outcomes: Throughout 2017, WHO CC UTS has supported the SPCNMOA members to become more involved in global HRH debate/strategy. Importantly, for the first time WHO CC UTS represented SPCNMOA at the regional Director of Clinical Services meeting and Heads of Health meeting which are held annually in Fiji. These regional meetings are where Pacific heads' of clinical services and Ministers' of Health convene to make decisions on health workforce, services, regulation and education are made. Important strategic meetings that feed into the Pacific Health Ministers meetings and the World Health Assembly. It was agreed SPCNMOA will have three funded representatives at these annual meetings, this will allow nursing and midwifery, the largest health cadres, to have a strong voice and involvement regionally. This will take effect in 2018.

Six teleconferences were held with the SPCNMOA throughout 2017, chaired by Michael Larui, National Head of Nursing, Solomon Islands. In line with recommendations from the Biennial SPCNMOA Meeting held in November 2016 in the Solomon Islands, two working groups were established with members from SPCNMOA and South Pacific Nursing Forum (SPNF) including regulators and Chief Nursing and Midwifery Officers. These working groups

SPCNMOA members developed a paper that prioritised issues in relation to regulatory mechanisms to facilitate clinical experiences for health workers through country to country agreements. This submission was presented at the Pacific Health Ministers Meeting in the Cook Islands in August 2017.

Global Network of World Health Organization Collaborating Centres for Nursing and Midwifery

The WHO CC UTS continued its role as Secretariat for the Global Network of WHO Collaborating Centres for Nursing and Midwifery (GN WHO CC) and 2017 saw much activity related to health and the SDGs, linking to current strategies and potential future collaborations for the Network members and partners.

The Secretariat facilitated networking between centres and partner organisations, and the sharing of information and resources by producing publications, online newsletters and maintaining the GN WHO CC website. There was also a focus on planning for the GN WHO CC meetings and global conference to be held in Cairns, Australia in July 2018.

The WHO CC UTS was represented at various international conferences and facilitated side meetings wherever possible. These events included:

- The 70th World Health Assembly in Geneva, Switzerland (May 2017)
- The International Council of Nurses (ICN) Biennial Congress in Barcelona, Spain (May 2017)
- The International Confederation of Midwives (ICM) Congress in Toronto, Canada (June 2017)
- The CGFNS International 40th Anniversary Celebration and 9th International Distinguished Leadership Symposium in Philadelphia, USA (September 2017)
- ICN Policy Round Table Philadelphia, USA (September 2017)
- WHO regional committee 68, held in Brisbane, where Elizabeth Iro, Secretary of Health from Cook Islands, announced as WHO Chief Nurse (November 2017)
- The Fourth Global Forum on Human resources for Health in Dublin, Ireland (November 2017)
- South East Asian Region meeting on Human Resources of Health (2017)
- Keynote at Nursing Workforce conference in South Korea (2017)

The Executive Committee for the GN WHO CC played an active role during 2017, meeting as scheduled and overseeing the election and awarding of the role of GN WHO CC Secretariat 2018-2022 Johns Hopkins University Collaborating Centre for WHOCC for Nursing Information, Knowledge Management and Sharing. We would like to thank the Executive Committee who have helped us coordinate the Network through regular meetings.

Outcomes: A formal GN WHO CC side meeting was held alongside the International Council of Nurses (ICN) Biennial Congress in Barcelona, Spain on the 30 May 2017. There was a good response to the meeting from the Global Network, with 29 members attending the meeting from 18 WHO Collaborating Centres, representing four of the six WHO regions around the world. Senior representatives from WHO Geneva, WHO regional offices, and GN WHO CC partner organisation Sigma Theta Tau International (STTI) were also present. The Secretariat Report was presented by the GN WHO CC Assistant Secretary General Ms Michele Rumsey that included a summary of resolutions of relevance from the 69th World Health Assembly held in May 2017. Congratulations were extended to the newly elected WHO Director-General Dr Tedros Adhanom Ghebreyesus. A letter was sent to the new WHO Director-General asking and advocating for a Chief Nurse at the global level within WHO and re-instating the Global Advisory Group for Nursing and Midwifery Development (GAGNM).

In addition, GN WHO CC members conducted a Symposium at the International Confederation of Midwives (ICM) Congress in Toronto, Canada (June 2017) which brought together midwifery leaders. The symposium was led by Cardiff University and included UTS, University of Chile and University of Manchester as well as colleagues from WHO, UNFPA and other WHO CCs with midwifery activities. . Delegates decided to establish a GN WHO CC Midwifery Network following the ICM Symposium.

GN WHO CC members also met at the CGFNS International 40th Anniversary Celebration and 9th International Distinguished Leadership Symposium in Philadelphia, USA (September 2017), and the Fourth Global Forum on Human Resources for Health in Dublin, Ireland (November 2017).

Products and Resources: As GN WHO CC Secretariat, the WHO CC UTS produced two editions of the Links Magazine in May and December 2017. In addition, regular Global Network and Regional Updates were circulated to GN WHO CC members, and other colleagues in the Pacific and around the world three times a year with resources, consultations, upcoming meetings, WHO job postings and other news and events.

GN WHO CC Executive Committee: The GN WHO CC Executive Committee met five times during the year. In addition to regular business, the Committee, with Secretariat coordination, oversaw the election the GN WHO CC Secretariat 2018-2022. The Secretariat facilitated an online survey for the election with Collaborating Centres from all WHO regions represented in the final ballot votes.

Global Network of WHO CC for Nursing and Midwifery website

A website has been developed and maintained for the Global Network of WHO CC for Nursing and Midwifery - http://www.globalnetworkwhocc.com/. This website describes what the Network is, what they do and keeps the Network members updated with all news and information. The website has been visited more than 7,000 times since 2015.

70th World Health Assembly, Geneva

The WHO CC UTS as the Secretariat of the Global Network attended meetings before and during the World Health Assembly (WHA) and had the opportunity to hear countries' responses to the resolutions debates during the WHA.

Outcomes: In May 2017, member states of the World Health Organization came together for the 70th World Health Assembly (WHA). Member states voted in a new Director General, who took office on the 1st of July 2017. The new Director General is Dr Tedros Adhanom Ghebreyesus, a candidate who stated in his election speech that he would 'commit to having a senior level staffing person representing the nursing community on [his] team at WHO' during his tenure.

During the WHA, the World Health Organization Centre for Nursing, Midwifery and Health Development (WHO CC UTS) was represented at side meetings and collaborations by Professor John Daly, Dean of the Faculty of Health and Head of the WHO CC UTS and Ms Michele Rumsey, Director of WHO CC UTS. These were important events, with the purpose of advocating for the nursing and midwifery profession on a global scale.

One important agenda item for the 70th WHA was the approval of WHA Resolution 13.1, an item which was supported by the International Council of Nurses. The document urged WHO to commit to a Five-Year action plan and to clearly map and articulate the alignment between the recommendations of the United Nations High-level Commission on Health Employment and Economic Growth and the thematic areas of the Global Strategic Directions for Strengthening Nursing and Midwifery 2016-2020 document.

Nursing Now Campaign

Nursing Now is a campaign in partnership with WHO and International Council of Nurses, and will be launched early 2018. In 2017, in the lead up to the global launch WHO CC UTS has collaborated closely with the campaign providing research and surveys from the Global Network of WHO CCs to enrich their knowledge and build connections.

Outcomes: At the World Health Assembly in 2017, Lord Crisp presented his work on the 'Triple Impact of the Development of Nursing' outlined by the All Party Parliamentary Group (APPG) on Global Health Report. A member of the WHO CC UTS, Adjunct Professor James Buchan was

one of the expert witnesses to the APPG. The Nursing Now campaign is based on this report which proposes that the development of nursing worldwide will lead to 'improved health, the promotion of gender equality and increased economic growth' on a global scale.

Nursing and Midwifery in the History of the World Health Organization 1948–2017

In 2017, WHO published Nursing and Midwifery in the History of the World Health Organization 1948-2017 – an important document outlining progress made by using chronological and thematic approaches to chart the key historical timelines and events that have shaped the nursing and midwifery policy discourses.

Outcomes: WHO CC UTS had input into this historical document, providing information on the WHO Collaborating Centres and networks. The document shows not only how WHO influenced the development of nursing and midwifery but also how nursing and midwifery influenced the development of WHO. Over the years, nurses and midwives have contributed to major global health landmarks, like the eradication of small pox and the dramatic reductions in maternal and child mortality that have occurred in many countries.

Heads of Health

The Heads of Health is an annual meeting held in Fiji, of Health Ministers' from the Pacific who convene to make regional decisions on health workforce and health priorities. In 2017, WHO CC UTS represented the SPCNMOA, nursing and midwifery at the Director of Clinical Services (DCS) Meeting at Heads of Health (supported by the South Pacific Community (SPC) and WHO).

Following the presentation all countries present at the meeting (22) voted to have SPCNMOA as part of regional infrastructure and recommended representatives from SPCNMOA to be an integral part DCS with four funded SPCNMOA positions to be included in 2018.

The 12th Pacific Health Ministers Meeting

The 112th Pacific Health Ministers Meeting was held in Cook Islands 28-30 August. The Chief Nurse of Cook Islands, Ms Ngakiri Teaea, a previous participant in WHO CC leadership program, presented a resolution from the South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA) to the 12th Pacific Health Ministers Meeting, representing the nursing and midwifery leaders working in Governments across the South Pacific in 14 Pacific Island Nations.

Outcomes: From a nursing and midwifery perspective, health workforce strategic planning and policy discussions with all health professional groups are vital to meet evolving and unmet

population health service needs. The balance between the value of registered qualified and non-registered unqualified nurses and midwives has an impact on the quality of healthcare, and requires careful exploration, planning and action. Each country's legislation and regulations impact on nursing and midwifery services, and the gaps and barriers in the legislation must be properly understood. Ms Teaea advocated for a regional body to oversee regional Regulation Standards and Accreditation frameworks to address some of these gaps so as to:

- provide clear educational pathways, with post-graduate education to strengthen regional and national health workforce;
- strengthen mechanisms to enable registered nurses, midwives and educators to gain clinical experience through country to country agreements;
- provide a regional alignment of standards and competencies across the Pacific;
- streamline curricula allowing mutual recognition between countries;
- explore country educational hubs for specialisation.

Many of these issues have been under discussion for many years and at the 9th Pacific Health Ministers Meeting 2011. The SPCNMOA could be the body to develop a regional regulation framework for nursing and midwifery professional competencies, standards for educational accreditation.

Sixty-Eighth Session of the WHO Regional Committee for the Western Pacific

Mrs Elizabeth Iro from the Cook Islands Ministry of Health was appointed the new Chief Nurse for the World Health Organization (WHO). This exciting development was announced during the Sixty-Eighth Session of the WHO Regional Committee for the Western Pacific by the WHO Director-General, Dr Tedros Adhanom Ghebreyesus.

Outcomes: Mrs Iro has been a close colleague and friend of the WHO CC UTS, and long-standing member of the South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA) since its inception in 2004 in the Cook Islands. This position of Chief Nurse at WHO has been vacant since 2010. The reinstatement of this position and the appointment of Mrs Iro indicates the value that the new WHO Director-General, Dr Tedros, places on the nursing and midwifery professions globally.

PNG Health Practitioners Registration System Launch

Through the WHO CC UTS regulation advisory work in Papua New Guinea, a new health practitioner's registration database, a vital source of information for health workforce planning in Papua New Guinea, was launched on November 1, 2017.

Outcomes: The new database holds details of all registered nurses and midwives in Papua New Guinea, including new and overseas nurses and midwives. Previously these professionals were recorded in a paper-based system which was outdated and inaccurate. There were many people recorded more than once, or nurses and midwives who had retired or moved away were still on the record. There was very little knowledge of who and how many health workers were available in Papua New Guinea.

The Nursing Council has also now undertaken the majority of accreditation audits for existing and proposed Diploma of General Nursing programs. The Nursing Council conducted 25 visits to 14 Institutes, and met with over 2,000 stakeholders and associated facilities.

Because of the major reform of the Nursing Council and updated information available, it is now known that 6,271 practitioners are registered with the Nursing Council, well below the WHO recommended threshold of 45 health workers per 10,000 population). Including new graduates, 4,566 of these are registered nurses, 721 are registered midwives and 1,427 are nurse aides. Also, it is known that while graduates receive certificates following graduation from their School of Nursing, many have travelled back to provinces making access to this certificate difficult. PNG Nursing Council staff and board members travelled to six Schools of Nursing at the end of 2017 to distribute Provisional Registration certificates at time of graduation.

Nursing Schools have increased from 7 to 13 and Midwifery Schools from 4 to 5 over 5 years (since 2012). This work has been supported by the WHOCC UTS and funded by the Department of Foreign Affairs Australia.

See full story here: https://www.uts.edu.au/research-and-teaching/our-research/who-collaboratingcentre/news/png-health-practitioners

See PNG news coverage here: https://postcourier.com.pg/new-health-care-registration-systemlaunched/

COLLABORATIONS

As Global Network Secretariat of the Global Network of World Health Organization Collaborating Centres, WHO CC UTS has had working relationships with all the 44 nursing and midwifery WHO CCs in 2016 and special relationships with the following universities:

- James Cook University, Australia
- St. Luke's College of Nursing Tokyo, Japan
- University of the Philippines, Manila, Philippines
- Research Institute of Nursing Care for People and Community, Akashi, Japan
- Hong Kong Polytechnic University, Hong Kong, China
- Shandong University, Jian, China
- John Hopkins University, Baltimore, USA
- Albion Street Centre, Sydney, Australia
- University of Sao Paulo, Ribeirao Preto, Brazil
- College of Health Sciences, MoH, Manama Bahrain
- Glasgow Caledonian University, Glasgow, Scotland
- Center on Health Workforce Policy and Planning, Instituto de Higiene e Medicina Tropical, Universidade Nova de Lisboa, Portugal
- Mahidol University, Bangkok, Thailand
- Chiang Mai University, Chiang Mai, Thailand
- Yonsei University, Seoul, Republic of Korea

WHO CC UTS has worked closely with United Nations Population Fund (UNFPA), Western Pacific Regional Office (WPRO), South East Asia Regional Office (SEARO), WHO PNG Office, WHO Fiji Office and many connections with WHO staff in the Geneva Office. Due to the status of Secretariat of the Global Network of WHO CCs for Nursing and Midwifery, the WHO CC UTS also now collaborates more widely with other regions of WHO.

Core partnerships have also been formed with the South Pacific Chief Nurse and Midwifery Officers' Alliance (SPCNMOA) through the Centre's work as the Secretariat for SPCNMOA. Other strong links exist with Pacific Forum, Australian Department of Foreign Affairs and Trade (DFAT) Australia, Ministry of Foreign Affairs and Trade (MFAT) New Zealand, the Australian Department of Health, International Council of Nurses (ICN), International Confederation of Midwives (ICM), the Asia Pacific Emergency and Disaster Nursing Network (APEDNN), Asia-Pacific Action Alliance on Human Resources for Health (AAAH), Pacific Community (SPC),

World Health Organization in all regions, Sigma Theta Tau International (STTI), World Bank, and other national, international and regional Professional Associations.

UTS Development Network

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

Outcome: In 2017 WHO CC UTS attended group discussions on Sustainable Development Goals (SDGs) and the future of funding for SDG conferences.

Networking

As part of the role of Global Network WHO CCs Nursing and Midwifery, WHO CC UTS attended and presented at Cardiff University's School of Healthcare Sciences launch of the WHO Collaborating Centre for Midwifery Development on April 3rd 2017. The prestigious event was attended by nearly 100 guests, representing UK academia and healthcare practice, as well as Collaborating Centre colleagues from Chile, Lithuania and Australia.

Presentations were given by distinguished guests: the Welsh Health Secretary Vaughan Gething; Professor James Buchan, Senior Advisor for Human Resources for Health, WHO Europe and Adjunct at WHOOCC; Distinguished Professor Caroline Homer, Associate Head, WHO CC for Nursing, Midwifery and Health Development (UTS) and Professor Jean White, Chief Nursing Officer of Wales. The new centre is the only midwifery collaborating centre in the WHO European region.

The educational preparation, professional regulation and scope of practice of European midwives varies widely. The Cardiff University Collaborating Centre will play an important role in addressing those inequities by providing WHO with technical advice and consultancy, as well as generating and disseminating evidence. It will contribute to scaling up and transforming midwifery education across the 53 Member States of the WHO Europe region.

WHO CC UTS has worked closely with, WPRO, SEARO, WHO PNG Office, WHO Solomon Islands, WHO Samoa, WHO Kiribati and WHO FIJI Office and many connects with WHO staff in the Geneva Office. Due to the status of Secretariat of the Global Network of WHO CCs for Nursing and Midwifery, the WHO CC UTS also now collaborates more widely with other regions of WHO.

WHO WPRO HRH officer Indrajit Hazarika has coordinated a regional discussion group with 9 WHO Collaborating Centres who are working in the area of human resources for health. Discussion areas include:

- 8th Biannual GCNMOs meeting
- Nursing Now! campaign
- Updates on WHO Code of Practice
- Meeting on Health Professional Education Reforms in Transitional Economies
- 3rd WHO CC Forum

Regional Updates

Regional Updates were sent four times to 1500 recipients each time. The Regional Updates include not only work being undertaken by the WHO CC UTS but also:

- Links to upcoming events relevant to nursing and midwifery
- Links to the latest WHO documents
- Publications of interest

Feedback from the Regional Updates continue to be positive with a growing list of recipients every year.

CENTRE STAFF

Centre Staff

The WHO CC UTS has a small core staff, and for each project/event we undertake 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 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 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 WHO to develop regional human resources for health minimum data sets. Michele won a High Commendation UTS Social Inclusion Award in 2014.

Distinguished Professor Caroline Homer AO 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 Cambodia, 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, including monitoring and evaluation work with the PNG Maternal and Child Health Initiative.

Adjunct 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 was Midwifery Advisor including on the PNG Maternal and Child Health Initiative and the Reproductive Health Training Unit.

Associate Professor Angela Dawson is a public health social researcher who worked as 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.

Adjunct 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 Fiona Brooks is Professor of Child and Family Health. She has been principal investigator for WHO Health Behaviour in School-aged Children study (HBSC) for England and an expert advisor across various government department son Adolescent Health. She is a member of the international advisory board of Health Education Research, associate editor of the International Journal Health and Social Care in the Community and co-editor of the publication Key Data in Adolescence. She has authored on various topics and has founded UK charity The Association for Young People's Health (AYPH).

Rebecca Binnie is the Project Administrator working across all Centre projects. She has worked in the university sector for many years, bringing her research and organisational skills to support all WHO CC UTS work.

Somuny Lim is a medical doctor from Cambodia who has worked closely with regulation work being conducted in Papua New Guinea with both the Nursing Council and Medical Board. He conducts quantitative research and analysis for the WHO CC UTS.

Management Committee

Members: Professor John Daly, Ms Michele Rumsey, Professor Caroline Homer, Professor James Buchan and Professor Fiona Brooks.

Advisory Board

Members include Professor John Daly, Michele Rumsey, Professor James Buchan, Professor Fiona Brooks and the following:

Adjunct Professor Debra Thoms, Chief Nurse and Midwifery Officer Commonwealth Government, Department of Health and Ageing
Dr Jane O'Malley, Chief Nurse Ministry of Health New Zealand
Mr Michael Larui, Chief Nursing and Midwifery Officer Solomon Islands (Chair SPCNMOA)
Dr Amelia Afuha'amango, Chief Nurse and Midwifery Officer, Tonga
Professor Joel Negin, International Public Health, Deputy Head of School (School of Public Health USyd)
Professor Jill White, past Dean Sydney Nursing School
Susan Ivatts, Senior Health Specialist, Health, Nutrition and Population, World Bank
Sue England, Maternal, Newborn & Child Health Technical Director World Vision International
Adjunct Professor Pat Brodie, Professor of Midwifery, UTS

Consultants, students and interns

We would like to acknowledge the help, dedication and hard work of our interns in 2017, Poornima Sharma, and Moralene Capelle.

We would also like to thank the many collaborators and presenters at our numerous meetings during 2017 and the many WHO Collaborating Centres with whom we have an ongoing relationship.

GRANTS

Summary of WHO CC UTS Grant Activity

ACTIVITY 2017	FUNDING SOURCE(S)
Reproductive Health Training Unit (RHTU) Monitoring and Evaluation	Oilsearch Foundation
Australia Awards Fellowships Follow-up Leadership Research	Australian Department of Foreign Affairs and Trade
Regional Regulation Papua New Guinea	Australian Department of Foreign Affairs and Trade
Technical Support – Papua New Guinea Medical Board - APW	World Health Organization
South Pacific Chief Nursing and Midwifery Officers Alliance	Australian Nursing and Midwifery Federation (ANMF) Midwifery Council of New Zealand (MCNZ) WHO Western Pacific Regional Office (The Philippines) WHO Fiji South Pacific Office (Fiji) WHO Collaborating Centre for Nursing, Midwifery and Health Development at the University of Technology, Sydney (WHO CC UTS) in-kind contribution
Global Network of WHO Collaborating Centres for Nursing and Midwifery	Member WHO CC contributions, UTS in-kind contribution
Pacific Open Learning Health Net	WHO
Provision of Technical Support to Strengthen the Quality of Midwifery Education in Cambodia	UNFPA

PUBLICATIONS

Books and Book Chapters

Rumsey, M. (2017) Global Health and Nursing in *Contexts of Nursing* 5th Edition. Eds John Daly, Sandra Speedy and Deborah Jackson. Elsevier Health Sciences.

Journal Articles

Adams E, Maier C, Buchan J, Cash- Gibson C (2017) Good Practice Brief: Advancing the role of nurses and midwives in Ireland: Pioneering transformation of the health workforce for noncommunicable diseases in Europe . World Health Organisation
December 2017

Buchan J, Kluge H, Perfilieva G (2017) Future human resources for heath - today's priority. Investment in the health workforce can yield returns in improved population health, wealth and well-being. WHO Public Health Panorama, 3, (3), September.

Homer CSE, Turkmani S, Rumsey M. (2017) The State of Midwifery in small island nations of the South Pacific. *Women and Birth* 30 (3): 193 – 199.

Lopes, S. C., Guerra-Arias, M., Buchan, J., Pozo-Martin, F., & Nove, A. (2017). A rapid review of the rate of attrition from the health workforce. Human resources for health, 15(1), 21.

Pozo-Martin, F., Nove, A., Lopes, S. C., Campbell, J., Buchan, J., Dussault, G., ... & Siyam, A. (2017). Health workforce metrics pre-and post-2015: a stimulus to public policy and planning. Human resources for health, 15(1), 14.

Praxmarer-Fernandes[1], S., Maier, C. B., Oikarainen, A., Buchan, J., & Perfilieva, G. (2017). ORIGINAL RESEARCH Levels of education offered in nursing and midwifery education in the WHO European region: multicountry baseline assessment. PANORAMA, 418.

Thiessen, J., Bagoi, A., McCracken, C., Homer, C., & Rumsey, M. (2017) Making change and sustaining new learning after reproductive health training in Papua New Guinea**.** ***Pacific Journal of Reproductive Health*****.** 1 (6)**.** http://journals.sfu.ca/pjrh/index.php/pjrh/article/view/61

CONFERENCE PRESENTATIONS

International Council of Nurses Congress Barcelona, Spain

A Global Network for WHOCCs side meeting was held where a presentation was made by WHO CC UTS to Ms Annette Mwansa Nkowane as she has recently left the WHO Nursing and Midwifery Health Workforce Department. She was thanked for her years of passionate advocacy for nursing and midwifery within WHO and the support of the Global Network for WHOCCs. At the meeting she noted the importance of human resources for health and implementation of the outcomes of the United Nations' High-Level Commission on Health Employment and Economic Growth (CHEEG) (WHA70 13.1).

Professor James Buchan organised a session at ICN Barcelona which focused on nursing workforce sustainability, including engagement with partner organisations- CGFNS, WHO Observatory and ILO.

Director of Clinical Services Meeting and Heads of Health Meeting

WHOCC UTS had the opportunity to present at the Director of Clinical Services Meeting which precedes and influences the Heads of Health meeting held in Fiji in 2017. The SPC (Pacific Community) facilitates the Heads of Health meeting which brings together Health Ministers from all the Pacific Islands to discuss regional health strategies. One key resolution at the Heads of Health Meeting was that the South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA) would be represented in all future Director of Clinical Services meetings. This will allow SPCNMOA to represent issues and strategies for nursing and midwifery. It was also recommended that training providers strengthen the provision of specialised nursing through curriculum reviews and nurse Practitioners across the region; and that countries provide clinical nursing career pathways.

Australasian Aid Conference

As in previous years, the 2017 Australasian Aid Conference brought together researchers from across Australia, the Pacific, Asia and beyond who are working on aid and international development policy to share insights, promote collaboration, and help develop the research community. With 500 people registering in 2017, the AAC has established itself as Australia's premier aid and development conference. Michele Rumsey, Director of WHO Collaborating Centre, and Amanda Neill, Program Manager, presented research and projects carried out in Papua New Guinea on health system strengthening. Continuing to collaborate and show

leadership in this field with peers and other health care workers in the region is an important strategy of the WHO CC UTS to implement health workforce policies and strategies.

Fourth WHO Global Forum on Human Resources for Health, Dublin

The Fourth Global Forum on Human Resources for Health held in November 2017, provided key opportunities for all stakeholders to discuss and debate innovative approaches towards advancing the implementation of the Global Strategy and the Commission's recommendations, and show a collective commitment to developing and making available the workforce required to deliver the Sustainable Development Goals: http://www.un.org/sustainabledevelopment/sustainabledevelopment-goals/

Michele Rumsey, Director of WHO CC UTS presented on a global panel: Role of Health Personnel Regulation in Accelerating Progress towards Universal Health Coverage) UHC and SDGs outlining political and social trends and global, regional, national and local governance trends. She also attended a wide variety of sessions around the themes of health regulation and workforce development, meeting with several partner organisations.

Professor James Buchan organised and chaired a session on new roles in HRH, and chaired a session on advanced practice nurses and skill mix in Europe

Health Policy Summit

International Council of Nurses held a Health Policy Summit in Philadelphia alongside the CGFNS International 40th Anniversary Celebration and Leadership Symposium. It was a great opportunity for networking, discussion and the exchange of ideas from around the world.

Outcomes: The Summit brought together international experts including: Honourable Helen Clark, Director SPC Colin Tukuitonga and UN Deputy High Commissioner for Human Rights Kate Gilmore. Director WHO CC UTS Michele Rumsey was invited to the high level round table discussions on mental health, aging and climate change.

A member of the WHO CC UTS, Adjunct Professor Buchan is a Senior Advisor on Human Resources for Health at the WHO European Regional Office. CGFNS International named Professor Buchan as the 2017 Adele Herwitz Scholar. Prof. Buchan, a health economist has a longstanding career in advancing the nursing profession through his research and advocacy for the global nursing workforce. The Adele Herwitz Scholar Award acknowledges the accomplishments of global leaders dedicated to the advancement of nursing scholarship worldwide.

International Confederation of Midwives 18 to 22 June 2017

At the ICM Congress in Toronto in June 2017, the WHO CC Global Network hosted a symposium called “Improving midwifery through global partnerships: working through the WHO Collaborating Centres”.

Speakers at the ICM Congress were: Distinguished Professor Caroline Homer from the WHO Collaborating Centre for Nursing, Midwifery and Health Development at UTS Sydney; Professor Billie Hunter from the new WHO Collaborating Centre for Midwifery Development at Cardiff University; Associate Professor Lorena Binfa of the WHO Collaborating Centre for Development of Midwifery at the University of Chile, Santiago and; Professor Dame Tina Lavender from the WHO Collaborating Centre for Global Women’s Health, Manchester University.

The purpose of the symposium was to demonstrate how WHO collaborating centres contribute to improving sexual, reproductive, maternal and newborn health for women and adolescents, by providing examples from three collaborating centres working on midwifery projects in different global regions. The symposium began with an overview of the role played by collaborating centres, followed by presentations from Directors of three centres who describe their collaborating centre goals, current activities and achievements, and future plans. Finally, common themes were identified in these initiatives, noting any distinctive elements, and discussion on how this partnership contributes to midwifery education, practice and policy globally. The meeting agreed to establish a Global Midwifery Network as a means to help the WHO CCs involved in midwifery-specific activities to collaborate, network and support one another.

Pacific Society for Reproductive Health

Professor Caroline Homer represented the WHO CC UTS at the biennial conference of the Pacific Society for Reproductive Health held in July 2017 in Port Vila, Vanuatu.

Caroline facilitated a 3-day Research Workshop before the conference and then was a keynote speaker. Her paper focussed on the midwifery workforce in the small island Pacific Nations and she presented data on the number of midwives in the 12 countries as well as their education and regulation systems. She also attended a Technical Advisory Committee meeting with UNFPA providing advice on the forthcoming State of the Sexual, Reproductive, Maternal, Newborn and Adolescent Health Workforce in the Pacific which will be conducted later this year.

RESEARCH AND/OR CONSULTATION PROJECTS

Australian Awards Fellowship

Since 2009, 114 participants have completed a Health System Strengthening program at WHO CC UTS, under the Australia Awards Fellowship funded by DFAT. Many of these fellows have progressed to positions of greater influence in their countries. In 2017, eight countries were visited to follow-up on projects and provide support to previous Australia Awards Fellowship participants.

Outcomes: Major research has been carried out, 140 research participants were interviewed including fellows and senior health professionals (such as health ministers, secretary for health, chief nurses) in Solomon Islands, Nauru, Kiribati, Samoa, Tokelau, Vanuatu, Tuvalu and Fiji. Qualitative data from this follow-up visit will be further analysed in months to come. As part of the Health System Strengthening leadership research, individual projects are developed with in-country mentors who are members of the South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA) in high-level positions in their home countries.

The leadership program has far and long reaching effects as the participants are able to facilitate skills-transfer with in-country colleagues, continue to network with regional country counterparts and contribute at the strengthening of health systems in their home countries.

Pacific Open Learning Health Net Review

The WHO CC UTS has recently completed an in-depth review of the Pacific Open Learning Health Net (POLHN) for the World Health Organization (WHO). This review was initiated by the WHO Division of Pacific Technical Support who requested the WHOCC UTS evaluate POLHN and provide recommendations for the online learning network, and its monitoring and evaluation process for the next five years.

Outcomes: The Pacific Open Learning Health Net went live in 2003 as a result of preliminary discussions at the Pacific Health Minister's Meetings in 1999 and 2001 as an open learning service for healthcare professionals in the Pacific. Today it is an important learning and professional development resource for Pacific health workers. There have been many changes in the context in the POLHN operating environment, such as the increase in availability of short courses through global e-learning environment, increase in the Pacific region's capacity to study online, and changes in external funding for POLHN.

The WHO CC UTS team used a mixed-methods approach that incorporated quantitative and qualitative data collection such as online metrics, document reviews, student and focal point online surveys and interviews and/or focus groups with relevant stakeholders. The team visited seven Pacific countries (Solomon Islands, Samoa, Nauru, Kiribati, Fiji, Tuvalu, Vanuatu) and interviewed over 150 stakeholders that included: WHO POLHN past and present staff, POLHN centre focal points, Ministry of Health staff including Health Ministers and Secretaries for Health, country staff from Department of Foreign Affairs and Trade (Australia), educational institute staff and students, end users/students of POLHN; and global e-learning experts.

- Data and findings were discussed with WHO technical staff and key stakeholders during the Heads of Health Meeting (Suva, Fiji – 24th to 27th April 2017), and with the Regional Director of WHO Western Pacific Regional Office, and incorporated into a final report and recommendations. Despite challenges, the WHO CC team found that POLHN has managed to successfully bridge several gaps in provision of education for the health workforce in the Pacific, it provides and has resulted in:
- 15 countries, 54 POLHN Learning Centres, 318 working computers are managed by country Ministries of Health who support 52 country focal points to coordinate POLHN.
- Thousands of short courses are also now provided by WHO and three other partners: Lippincott Nursing Centre, Medscape, and Global Health eLearning Centre.
- 362 students have graduated from post-graduate courses through FNU via POLHN since 2008.
- A recognised lack of medical laboratory assistants in the Pacific is being addressed with 91 students having graduated from Pacific Paramedical Training Centre.
- A recognised lack of dental hygienists is also being addressed through Penn Foster with 22 graduates.

• 75% of students surveyed have remained in their own countries during and following POLHN study.

• 87% of POLHN post-graduate students stated that involvement in POLHN courses has been very/extremely useful for their health sector position.

Regulation Advisor PNG

Since 2014, WHO CC UTS Director, Michele Rumsey worked as an Advisor, with Dr Nina Joseph, Registrar Nursing Council of PNG, to review the regulation processes for Papua New Guinea nurses and midwives. 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.

Outcomes:

- Review Trust Account for PNG regulation
- 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 PNG Nursing Council documentation
- developing a Nursing Council Website which now hold relevant Nursing Council forms
- providing information on PNG health workforce
- review Health Practitioners legislation

WANTAIM: Women and Newborn Trial of Antenatal Interventions and Management

Professor Caroline Homer is part of a team awarded a NHMRC Project Grant and a DFID/MRC/Wellcome Trust Global Health Grant from the UK 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 Burnet Institute and UTS. More information is available here: https://kirby.unsw.edu.au/project/wantaim-women-and-newborn-trial-antenatal-interventions-and-management

Outcome: The trial commenced in Madang in late 2017 after significant planning and preparation. It is anticipated that the trial will take at least 4 years.

Reproductive Health Training Unit Monitoring and Evaluation, PNG

A Reproductive Health Training Unit was 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 conducted monitoring and evaluation of the RHTU to make transparent its strengths and weaknesses and ensure ongoing effectiveness. M&E commenced at inception in 2013 and continue throughout 2016, with 2017 dedicated to writing final reports and publishing. This process started with an initial monitoring and evaluation workshop and interviews with the RHTU partnership and other stakeholders such as provincial partners and National Department of Health.

Outcome: Three annual reports have been developed through interview and consultation with the partners of the RHTU, provincial stakeholders and participants. In 2017 a Knowledge, Attitude

and Practice survey was analysed and published in the Pacific Journal for Reproductive Health http://journals.sfu.ca/pjrh/index.php/pjrh/article/view/61

The final report is available on the DFAT website: http://dfat.gov.au/about-us/publications/Pages/png-reproductive-health-training-unit-monitoring-evaluation-report.aspx

Update of the ICM's Essential Competencies for Basic Midwifery Practice

During 2016 and 2017, the International Confederation of Midwives (ICM) undertook a project to update the ICM's Essential Competencies for basic midwifery practice.

This project was conducted d by a team of researchers led by Professor Michelle Butler at the University of British Columbia (UBC) in Canada, working with a wider Core Working Group comprising members of the ICM's ESC Competencies and Standards Section, the ICM Board and midwifery education leaders across ICM's regions.

Outcome: The WHO Collaborating Centres are well represented in this project. As part of the WHO Collaborating Centre UTS, Professor Caroline Homer and Associate Professor Lorena Binfa of the WHO Collaborating Centre for Development of Midwifery at the University of Chile, Santiago were part of the Core Working Group.

A report on the project was presented at the ICM Council meeting in June 2017 and further work has bene subsequently undertaken.

Midwifery Education and Career Pathways in Cambodia (UNFPA)

The UNFPA country office in Cambodia commissioned Professor Caroline Homer (Associate Head: WHO CC) to undertake a project to review the Midwifery Education and Career Pathways in Cambodia. The project commenced in July 2016 and was completed in March 2017.

Outcome: A desk-top review was conducted. This review completed prior to the site visit in September and a there have been several clarifications and amendments since submission of this report.

A mission visit to Cambodia was attended by Professor Homer from 11-17 September 2016. Briefings and meetings were held with the UNFPA team. A number of meetings were held including with Dr Touch Sokneang (Human Resources Department, MoH), Dr Mey Sambo (Personall Department, MoH), WHO team (including Dr Peter Miller), the ASSIST team for regulation (Dr Alyson Smith and her team) and leaders from the Cambodian Midwifery Council (Ms. Hem Navy, Ms. Yeath Thida, Ms. Ban Borey).

A Consultative Workshop on Developing Midwifery Education Pathway was held on the 15 September 2016 at the Sunway Hotel. This was co-hosted and jointly-led between the Cambodian Midwifery Council and UNFPA. There were more than 50 attendees.

After the workshop, revised documents were provided to UNFPA in late October. These are being used for consultation with key stakeholders. Professor Homer returned to Cambodia for further meetings and to facilitate finalization of the documents in 2017.

Provision of Technical Support to Strengthen the Quality of Midwifery Education in Cambodia

In collaboration with the UNFPA Cambodia, and the Cambodian University of Health Sciences (UHS) and its Technical School of Medical Care (TSMC), a team from the University of Technology Sydney (UTS) Faculty of Health, through its WHO Collaborating Centre (WHO CC UTS), is providing technical support to strengthen midwifery education in Cambodia.

This work has come about as a result of the Cambodian Ministry of Health's Fast Track Initiative Roadmap for Reducing Maternal and Newborn Mortality 2016-2020, with its goals to further reduce maternal mortality to 130 maternal deaths per 100 000 live births, and to reduce neonatal mortality to 14 neonatal deaths per 1 000 live births by 2020.

One key component of this work is to upgrade the level of qualification for Cambodian midwifery educators from Associate Degree in Midwifery (ADM) to Bachelor of Science in Midwifery (BSM) through delivery of the approved Bridging Curriculum of the Ministry of Health, and also provide support and capacity building for national educators through a Team Teaching Workshop. This work will commence in 2018.

APPROVALS & OVERALL COMMENTS – CENTRE ANNUAL REPORT

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