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UNIVERSITY OF TECHNOLOGY SYDNEY

UTS: FACULTY OF HEALTH

ANNUAL REPORT 2018

WHO COLLABORATING CENTRE FOR NURSING, MIDWIFERY AND HEALTH DEVELOPMENT

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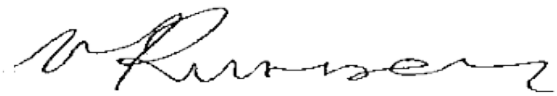
CENTRE DIRECTOR'S MESSAGE

Opening Message

Welcome to the 2018 Annual Report of the World Health Organization Collaborating Centre for Nursing, Midwifery and Health Development at University of Technology Sydney (WHO CC UTS).

Our 2018 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 to continue to strengthen WHO work in the region. The annual WHO CC UTS progress report has been submitted and approved by WHO.

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



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 (WHO CC UTS) was awarded World Health Organization (WHO) Collaborating Centre status in January 2008 and was redesignated as a Collaborating Centre in January 2016 for a further four years.

Our 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 including: American Samoa, Australia, Brunei Darussalam, Cambodia, China, Cook Islands, Fiji, French Polynesia, Guam, Hong Kong, China, Japan, Kiribati, Lao People's Democratic Republic, Macao, China, Malaysia, Marshall Islands, Federated States of Micronesia, Mongolia, Nauru, New Caledonia, New Zealand, Niue, Northern Mariana Islands, Palau, Papua New Guinea, Philippines, Pitcairn Islands, Republic of Korea, Samoa, Singapore, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu, Viet Nam, Wallis and Futuna

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 the 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

The WHO CC UTS has professional staff, and a number of support and academic staff from the Faculty and University also work with the WHO CC UTS as projects arise. A Management Committee oversees the work of the Centre. We have an Advisory Board that 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.

Redesignation

The WHO CC UTS will undertake the process of applying for redesignation as a WHO Collaborating Centre during 2019.

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 each year.

The Biennial SPCNMOA Meeting was held in Cook Islands in October 2018. The meeting was held alongside the South Pacific Nursing Forum to ensure nurses and midwives could attend both meetings if appropriate.

Attendees at the 2018 SPCNMOA Meeting held in the Cook Islands

The SPCNMOA meeting was held at the National Auditorium in Rarotonga, Cook Islands and attended by over 40 delegates from 17 member countries from SPCNMOA. Delegates included Chief Nurses or Chief Nursing and Midwifery Officers (CNMOs), educational representatives, regulation representatives and WHO regional staff and presenters.

The SPCNMOA planning group, with the support of the WHO CC UTS as Secretariat, co-coordinated the meeting via email and tele-conferences during the preceding months. The SPCNMOA meeting sought to build on the success of previous meetings (Cook Islands 2004, Samoa 2006, Sydney 2008, Auckland 2010, Melbourne 2012, Tonga 2014 and Solomon Islands 2016).

An Accreditation and Specialist Workshop took place prior to the official meeting commencement which was attended by 25 CNMOs or their representatives, regulators, educators from 17 Pacific Island Countries to discuss regional accreditation and associated issues. This workshop was

conducted by SPCNMOA and WHO CC UTS in partnership with the Australian Nursing and Midwifery Accreditation Council (ANMAC).

At this workshop recommendations were given to:

- Review each country's legislation and regulations impacting on nursing and midwifery services, understanding gaps and barriers to legislation. Especially:
    - Educational quality, accreditation, competencies, practice safety and standards at rural, remote, country, sub-regional and regional levels.
    - Examining and defining the scope of health assistant personnel's in the Pacific.
- SPC/WHO Directors of Clinical Services Meetings acknowledged the need for regional mechanisms for nursing and midwifery to provide continuing professional development, capacity building for training, protocols and standards development.

Specific outcomes from the Biennial SPCNMOA Meeting included:

1. The development of a strategy for establishing a regional mechanism for accreditation, CPD and standards development;
2. A deeper understanding of WHO approaches including integrated people-centred care.
3. The development of recommendations for PHC, clinical specialists and nurse practitioners.
4. A deeper understanding of emerging priorities for the region in line with UHC, such as emergency and disaster preparedness, AMR, and NCDs.
5. Recommendations developed for leadership and capacity building for the CNMO's network: roles and responsibilities of CNMOs; human workforce policies; health system strengthening; and SDG goals and beyond in the Pacific.
6. An understanding of the need to strengthen midwifery leadership in the Pacific.
7. A sharing of relevant and appropriate policies, tools and networks.

Recommendations from the Meeting included:

- An SPCNMOA working group work further on a strategy for a regional mechanism for accreditation, CPD and standards development
- SPCNMOA representatives to present a paper to SPC at Director of Clinical Services Meeting 2019 regarding clinical specialists and advanced nursing practice.
- The need to strengthen capacity, competence and resilience of emergency disaster nurses including psycho-social support in Pacific countries through a regional program.
- The need for a strategic pool of educated Pacific nurses to be located within region that are mobile and linked to National Emergency Disaster Response Teams.

- Funding to be sought to enable AAF Leadership & Capacity Building Program to continue in the Pacific.
- The need for continued support for midwifery and the important role it plays in child and maternal health.

The full brief of this work has been presented in a proposal to DFAT for the regional quality improvements program. This brief is available on the website www.spcnmoa.com

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 (GNWHOCC) 2014-2018 saw much activity related to health and the sustainable development goals (SDGs), linking to current strategies and potential future collaborations for the Network members and partners.

The Global Network of WHO Collaborating Centres for Nursing and Midwifery (GN WHO CC) brings together WHO Collaborating Centres from the six regions of WHO that focus on nursing and midwifery. Founded in 1988, the Network is now 30 years old. It has strived to enhance the collaborative activities of Nursing and Midwifery Collaborating Centres, supporting WHO's efforts toward universal health coverage (UHCs) and the SDGs.

As Secretariat for the GN WHO CC since 2014, the WHO CC UTS has worked to support the Network through its coordination and promotion of activities that link to current WHO strategies, and facilitating collaborations and developments for the Network members and partners.

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. In 2018, the Centre’s four year term as Secretariat ended and was handed over to Johns Hopkins University Collaborating Centre for WHO CC for Nursing Information, Knowledge Management and Sharing (www.globalnetworkwhocc.com)

Journal Editor in Chief

Professor James Buchan has recently been appointed as Editor in Chief of “Human Resources for Health” - the peer review online journal that is published in association with WHO. The journal aims to support and shape the growing focus on health workforce policy, profile, planning, and performance, and contribute to improved health care effectiveness and population health, equity, access, social inclusion, and economic growth.

GRANTS

Summary of WHO CC UTS Grant Activity

ACTIVITY 2018	FUNDING SOURCE(S)
Technical Support – Papua New Guinea Regulation Nursing /Medical Board - APW	World Health Organization Department of Foreign Affairs
South Pacific Chief Nursing and Midwifery Officers Alliance	Australian Nursing and Midwifery Accreditation Council (ANMAC) WHO Western Pacific Regional Office (The Philippines) WHO Samoa Office WHO Collaborating Centre for Nursing, Midwifery and Health Development at the University of Technology, Sydney (WHO CC UTS) in-kind contribution Pacific Community (SPC) University of Technology Sydney (UTS)
Global Network of WHO Collaborating Centres for Nursing and Midwifery	Member WHO CC contributions, UTS in-kind contribution
Provision of Technical Support to Strengthen the Quality of Midwifery Education in Cambodia	United Nations Population Fund (UNFPA)
Pacific Health Systems Review	Cardno Pty Ltd
Develop a Bachelor of Nursing (Conversion) and Bachelor of Nursing curriculum framework, Vanuatu	Government of Australia Department of Foreign Affairs and Trade (DFAT)
Health Workforce Strategic Plan, Kiribati	Specialist Health Service
Graduate Diploma and Masters in Clinical Nursing (Emergency) Fiji	Government of Australia Department of Foreign Affairs and Trade (DFAT)
Pacific Leadership Australian Awards Research	Government of Australia Department of Foreign Affairs and Trade (DFAT)
Pacific Online Learning Health Net (POLHN)	World Health Organization (WHO)
Reproductive Health Training Unit Monitoring and Evaluation, PNG	National Department of Health PNG, DFAT and Oil Search Health Foundation

CONFERENCE PRESENTATIONS

Transforming Primary Health Care through investment, Innovation and Collaboration, at APEC.

On August 16, Session 4 of the Asia-Pacific Economic Cooperation (APEC) High Level Meeting (HLM) opened with a panel of distinguished health professions including the Director of the WHO CC UTS Ms Michele Rumsey, Dr Bambang Wibowo, Directorate General Health Services, MoH Indonesia, Dr Melissa Wither, USC Institute for Global Health, Mr Andre Musto, Merck Group, Professor Ian Wron, Chair and Dr Lesley Mancuso, CEO JHPIEGO (*photo below*).

The Asia-Pacific Economic Cooperation is a forum for 21 Pacific Rim economies with the aim of enhancing economic growth and prosperity, and facilitating free and open trade and investment in the Asia-Pacific Region. Celebrating the 40th anniversary of the Alma-Ata Declaration, there was recognition of the inclusion of a variety of health workers such as nurses, midwives, auxiliaries and community health workers to expand primary care services and the APEC High Level Meeting provided a platform to focus on improving Public Health through investment, innovation and collaboration. By highlighting the continual commitment by industry professionals in supporting Universal Health Coverage (UHC), panellists deliberated the potential evolution of Primary Health by these means.

At the forefront of the discussion of UHC is the deficit of health care workers in the APEC region. The currently estimated 7.2 million shortage of health care workers is projected to grow exponentially to a deficit of 12.9 million health care workers by 2035.

To achieve UHC, access to health care must be widely available, health care workers must be well trained, culturally sensitive and competent.

Commonwealth Heads of Government Meeting

The Commonwealth Heads of Government Meeting (CHOGM) was held at Buckingham Palace, England in April 2018. Opened by Queen Elizabeth II it was an opportunity for global sharing across 53 member states of 2.4 billion people. As the Queen stated in her opening address, "By continuing to treasure and reinvigorate our associations and activities, I believe we will secure a safer, more prosperous and sustainable world for those who follow us".

Professor James Buchan of the WHO CC UTS, presented at CHOGM in London. His contribution to the session focused on UHC being "A Workforce Fit for Purpose". Professor Buchan spoke on the need to improve supply by training new workers and utilising current workers more effectively, to improve workforce accessibility and quality, and to align workforce policy, planning, regulation and management to support integrated teams.

2nd International Conference "Nurses Leading the Vision for Global Health"

In May 2018, in Beirut Lebanon, Professor James Buchan of the WHO CC UTS was a keynote speaker at the second International Conference Nurses Leading the Vision for Global Health, organised by the Order of Nurses of Lebanon and International Council of Nurses. Professor Buchan spoke on the critical contribution that the nursing workforce makes to the achievement of UHC.

International Council of Nurses Asia National Nurses Associations' Forum

In November 2018 Professor James Buchan, Adjunct Professor at the WHO CC UTS helped facilitate the International Council of Nurses (ICN) Asia Workforce Forum, held in Hong Kong. Senior staff from ten National Nursing Associations (NNA) participated in the meeting.

WHO Pacific Heads of Health Meeting

Following the WHO CC UTS WHO POLHN presentation, it was agreed in 2017 at the WHO / SPC Pacific Heads of Health meeting that nurses and midwives should be included in regional decision making discussions. This resulted in SPCNMOA members representing regional CNMOs and three representatives were funded by the Pacific Community (SPC) to attend the 2018 WHO DCS and Pacific Heads of Health meeting.

Senior health leaders from 22 Pacific Island countries and territories, along with regional and international health professionals, met in Fiji for the first Regional Medical Councils (RMC) Meeting (16 April 2018) and the Directors of Clinical Services (DCS) Meeting (17 April 2018).

Pacific Heads of Health Delegates

These meetings preceded the Pacific Heads of Health Meeting held on 18th and 19th April, 2018 organised by the South Pacific Community (SPC) with support from the Government of Australia, Government of New Zealand, World Bank and WHO. The meetings provide a forum to review issues and contribute towards decisions that impact regional health policy.

This is the first year that nurses and midwives have been formally represented at these meetings through the South Pacific Chief Nursing and

Midwifery Officers Alliance (SPCNMOA) and the American Pacific Nursing Leaders Council (APNLC). SPCNMOA Chair Michael Larui, and member Ms Ngakiri Teaea, along with Ms Antonnette Merur and Ms Lele AhMu from the APNLC and Ms Michele Rumsey, Director WHO CC UTS presented on issues for nursing and midwifery in the region with recommendations.

The following recommendations were prioritised to address ongoing challenges for Pacific nursing and midwifery and passed on to the Heads of Health for approval:

- revision of legislation and regulations relating to nursing and midwifery services;
- establishment of standards for educational quality, accreditation and continuing professional development;
- establishment of a regional registration framework for nurse practitioners and other specialist programmers;
- A regional meeting of Pacific nursing and midwifery leaders to be held to develop minimum standards in line with global standards.
- The need for a regional mechanism for nursing and midwifery to provide continuing professional development, capacity building for training, protocols and standards development.

A regional meeting was held in October 2018 alongside SPCNMOA Cook Islands to review these recommendations. Having a nursing and midwifery voice at important decision making meetings is vital for the future of the nursing profession in the region.

Australian Council for International Development

The Australian Council for International Development (ACFID) National Conference focusing on Human Rights in the 21st Century was held at the University of NSW (UNSW) from 30-31 October. Speakers included Ms Amanda Bartley, PwC Director Social Impact; Associate Professor Black; ChildFund Ms Olive Oa; Dr Penny Uther and Ms Michele Rumsey, Director WHO CC UTS.

Ms Michele Rumsey discussed work with the WHO Collaborating Centre and recent paper *The state of midwifery in small island Pacific nations.*

Ms Klara Henderson, Australian Doctors International, chaired the meeting to prompt vigorous discussion and exchange between all speakers and the audience

10th Asia Pacific Action Alliance on Human Resources for Health Workshop

Associate Professor James Buchan presented a keynote and facilitated working groups at the 10th Asia Pacific Action Alliance on Human Resources for Health Workshop, Hanoi, Vietnam, 21-23 October, 2018. This focussed on implementing the Global Strategy on Human Resources for

Health (HRH) and Workforce 2030. The objectives of the workshop were to update progress of global, regional and national movement on the WHO Code of Practice on the International Recruitment of Health Personnel and the WHO Global Strategy on HRH: Workforce 2030, with a focus on sharing lessons on implementing the global HRH strategy, its challenges and solutions to overcome them. Participants included a range of policy makers, planners and researchers from the member countries, and other stakeholders, including WHO, NGOs, and donor agencies.

The Asia Pacific Action Alliance on Human Resources for Health (AAAHRH) membership has increased to 17 countries; 8 from the South East Asia (SEA) region including Bangladesh, Bhutan, India, Indonesia, Myanmar, Nepal, Sri Lanka and Thailand, and 9 from the Western Pacific Region (WPR): Cambodia, China, Fiji, Lao PDR, Mongolia, Papua New Guinea, Philippines, Samoa and Vietnam. AAAHRH coordinates with partners to strengthen joint effort in advocating on HRH issues, provides technical support and augments country-level HRH development through regional collaboration.

Australasian Aid Conference

As in previous years, the aim of the 2018 Australasian Aid Conference was to bring 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.

Michele Rumsey, WHO CC UTS Director, 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.

International Council of Nurses World Health Assembly Network Lunch

Mrs Elizabeth Iro, Chief Nursing Officer at WHO and representatives at the ICN World Health Assembly Network Lunch

WHO CC UTS attended this annual event in 2018, which was especially energetic and enthusiastic with representatives from all the key stakeholder groups and WHO nursing staff. ICN, International Confederate of Midwives (ICM), Sigma Nursing (STTI), Nursing Now and WHO Chief Nursing Officer Mrs Elizabeth Iro welcomed and congratulated all the nursing representatives at this year's World Health Assembly.

RESEARCH AND CONSULTATION PROJECTS

Australian Awards Leadership Research

Since 2009, 114 participants have completed a Health System Strengthening program at WHO CC UTS, under the Australia Awards Fellowship funded by Department of Foreign Affairs and Trade, Australia (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. In 2018, these data have been analysed and preliminary findings show the participants in this program have been promoted to more leadership roles in their countries.

In follow-up visits, fellows were interviewed and focus groups held 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 Program, 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.

With the theme, ‘Health System Strengthening Nursing and Midwifery Leadership in the South Pacific’, the WHO CC UTS leads this study program that focusses on:

- Identifying local health priorities and strategies
- Developing an action plan on personal competence in plan management
- Data analysis and dissemination
- Leadership skills development
- Policy analysis
- Developing a peer support network between Fellows.

Report on nursing and midwifery for the World Innovation Summit for Health (WISH)

Adjunct Professor James Buchan was a member of the expert advisory group that developed the report for the World Innovation Summit for Health (WISH) Nursing and UHC 2020 Forum, which focused on setting out the arguments for investing in nursing and midwifery. The group was led by Lord Nigel Crisp, Co-Chair of Nursing Now, and Professor Sharon Brownie, Dean of the

School of Nursing at The Aga Khan University. The report: “Nursing and Midwifery: The Key to the Rapid and Cost-Effective Expansion of High-Quality Universal Health Coverage” shows that by redesigning health services at a national level to make better use of nurses and midwives, countries can achieve high quality, cost effective UHC and maximise their existing human resources.

Specialist Practice and Graduate Diploma and Masters in Clinical Nursing (Emergency) Fiji

The WHO CC UTS has been working with Fiji in 2018 to assist with finalising the documentation for Specialist Practice and a Graduate Diploma and Masters in Clinical Nursing (Emergency) to be offered from mid-2019 by the School of Nursing, Fiji National University (FNU).

WHO CC UTS, funded by FNU developed objectives to share international experience of advanced practice, application of an advanced practice career pathway, and the way forward for a draft of a nursing specialization framework. A workshop was held in Fiji where clinical and management staff identified clinical career pathways and advanced practice level definitions.

Funding through the National Critical Care and Trauma Response Centre assisted a scoping study to evaluate what level of support would be needed by FNU to develop and deliver a master of emergency nursing program. One of the gaps identified was the lack of capacity in the clinical settings to provide clinical education and support for students while they are enrolled in the programs. As a result, a meeting was held with Australian Volunteers International in Suva and then at the WHOCC to discuss the possibility of partnering to recruit a suitable clinician using their ‘enhanced’ volunteer program which already exists in the Solomon’s where volunteers are paid a supplementary allowance to encourage mid-career people to apply. This discussion is in its early stages, however it is hoped that we will be able to have someone in Fiji in the first half of next year.

Vanuatu College of Nursing Education (VCNE)

The WHO CC UTS is working with the Vanuatu College of Nursing Education (VCNE) to provide support to develop a Bachelor of Nursing (Conversion) and Bachelor of Nursing curriculum framework, working closely with and supporting colleagues from the VCNE. This work incorporates capacity building activities for VCNE staff and relevant stakeholders on curriculum development and where possible, the provision of assistance to VCNE staff for completion of course accreditation documentation and relevant regulation processes.

This curriculum development and accreditation work will enable current diploma-qualified Vanuatu nurses to gain the Bachelor of Nursing qualification, while recognising their prior learning. The team from UTS will work with the national VCNE educators and other relevant stakeholders to ensure the VCNE will have the plans, capacity and resources in place to deliver the Bachelor of Nursing.

Part of the work in Vanuatu involves assisting with the design and delivery of the Bachelor of Nursing program to be offered for the first time in Vanuatu in 2019. Key staff in the Faculty of Health have volunteered to be part of the Curriculum Working Group which will jointly, with colleagues from Vanuatu, design and develop draft framework and outline for the new program which will be presented to the Steering Committee in Vanuatu on our next visit. The WHO CC UTS has been fortunate to have as a key member Harriet Sam, a senior academic from the Vanuatu College of Nursing Education who is currently studying at UTS. This has ensured the draft framework is being developed taking careful account of the specific healthcare needs of the population of Vanuatu.

Key stakeholders have been consulted and involved with planning and development to date, including personnel from the Vanuatu Ministry of Health (MOH), VCNE, WHO Country Office, Vila Central Hospital, Vanuatu Qualifications Authority, and the Australian Government Department of Foreign Affairs and Trade (DFAT), with the Vanuatu Principal Nursing Officer (PNO) and Principal Nursing Officer from VCNE leading the project in their country.

Regulation Advisor PNG

Since 2014, WHO CC UTS Director, Michele Rumsey has 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.

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. This work has been supported by the WHOCC UTS and funded by the Department of Foreign Affairs Australia.

This work has included:

- 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
- Launch of a health practitioners' registration database.

Health Workforce Strategic Plan - Kiribati

Working closely with representatives from the Ministry of Health and Medical Sciences and the Public Service Office, WHO CC UTS had two broad tasks: assess the current workforce situation and define the scope of the Health Workforce Strategic Plan (HWFSP). The HWFSP needed to incorporate all workforce requirements including corporate office, hospitals, primary care facilities and allied services for a projected ten years. The first output was the development and collation of health workers into a database. This work included:

Michele Rumsey with staff from the Ministry of Health and Medical Services - HR Officer, Director of Clincal Services and Minister for Health.

- Bringing together stakeholders for a series of workshops and meetings incorporating different levels and functions within the health system, in collaboration with New Zealand funded work on the infrastructure master plan;
- Collaboratively reviewing the National Health Strategic Plan, NCD Strategic Plan, National TB and Leprosy Strategic Plan and other health sector plans and their situation analyses;
- Jointly assessing previous review documents and health workforce data, including health worker-population ratios, roles and responsibilities of each type of health worker and differences between South Tarawa and the outer islands;
- Analysing the strengths, weaknesses, needs and opportunities of the current health workforce situation;
- Collaboratively agreeing to strategic goals and actions to address health workforce needs through 2027.

A draft ten-year Kiribati Health Workforce Strategic Plan was developed including:

- Quantification of number of healthcare workers in each category required for the model of care and financial planning inputs from the MHMS, other ministries and the World Bank.
- Description of the current health workforce situation in the country, based on the analysis conducted with MHMS and stakeholders;
- Description of the health workforce needs over the coming decade, which will be supported by the Government of Kiribati;
- Strategic goals and actions to be undertaken to address the issues.

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. Monitoring and Evaluation was conducted 2013 to 2016 with publications from this work continuing through 2018. 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.

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

In 2018 an article titled: Qualitative evaluation of a public–private partnership for reproductive health training in Papua New Guinea was accepted for publication in Rural and Remote Health Journal.

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

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

To strengthen midwifery education and reduce the incidence of maternal and newborn mortality in Cambodia by 2020, the WHO CC UTS has collaborated with the UNFPA Cambodia, Cambodian University of Health Sciences (UHS) and its Technical school of Medical Care (TSMC) to provide technical support to strengthen the quality of education for Cambodian midwives. This work was led by Professor Caroline Homer with Ms Rachel Smith as the key technical advisor and project manager developing and delivering the education program.

UNFPA Midwifery Education Opening

One key component of this work is to upgrade the qualifications of Cambodian midwifery educators to a Bachelor of Science in Midwifery through a Ministry of Health approved Bridging Curriculum. A Team Teaching Workshop (opened on 23 March 2018) was also implemented to provide additional support and capacity building for national educators. The first sessions of the Midwifery Bridging Curriculum began in March, with fifty-two female midwives from urban and rural areas across Cambodia attending a series of lectures and workshops as part of the Bridging Curriculum. Rachel Smith led the teaching and the review of the midwifery curriculum.

Whilst in Phnom Penh, the UTS team met with key stakeholders from UNFPA. Two further in-country visits were undertaken by the UTS Team to work with national educators from TSMC to deliver nine subjects of the Midwifery Bridging Curriculum. Visits by members of the UTS Team (Ms Rachel Smith, Prof. Caroline Homer, Prof. Joanne Gray, Ms Vanessa Scarf, Dr Christine Catling, Ms Nicky Watt and Ms Amanda Neill) were undertaken in June 2018, with a final visit and workshops in September 2018.

Antenatal Care Guidelines for the AFRO Region

WHO Collaboration Centre representatives, including the WHO CC UTS member Dr Christine Catling, evaluated the Antenatal Care Guidelines for the AFRO Region. These were reviewed in line with being technically correct, evidence based, aligning with WHO recommendations, ICM essential competencies for midwifery practice, the QMNC framework in the Lancet Series on Midwifery, reflect WHO Quality of Care, including evidence of respectful maternity care and aligning with WHO recommendation for the prevention and treatment of maternal peri partum infections.

Contribution of Nurses to UHC and to Health Emergencies in WHO's Western Pacific Region

A reception to show case the contribution of nurses in the WHO Western Pacific Region to UHC and health emergencies was held during the World Health Assembly 2018. A welcome was given by Australia's Ambassador and Permanent Representative to the United Nations and Other International Organisations in Geneva followed by a presentation on the importance of nursing and midwifery officers to advance UHC and health preparedness and response by WHO Chief Nurse, Elizabeth Iro. The Tongan Chief Nurse, Dr Amelia Afuha'amango, talked about the centrality of non-communicable disease clinic nurses to advancing universal health coverage in Tonga. The Chief Nursing and Midwifery Officer of Australia, Dr Debra Thoms, discussed delivering nursing and midwifery services in remote and rural contexts and finally Chief Nursing and Midwifery Officer of Fiji, Ms Margaret Leong talked about the role of nurses in health emergencies and in safeguarding antimicrobial resistance. WHO CC UTS was in attendance and providing support for the South Pacific nurses and midwives.

WHO Taskforce on Nursing and Midwifery

A WHO Taskforce on Nursing and Midwifery was launched at the World Health Assembly in 2018. The WHO CC UTS as Secretariat of the Global Network of WHO CCs worked alongside Chief Nurse for WHO, Elizabeth Iro, who set up the WHO Taskforce in the context of Universal Health Coverage.

< *WHO Nursing Taskforce and WHA attendees.*

The Taskforce was launched as WHO currently lacks a nursing and midwifery governance mechanism capable of developing a systematic approach to strengthening and expanding the involvement and contribution of nursing and midwifery theory, knowledge and experience within WHO. The Director General tasked the Chief Nursing Officer and a group of nurses and midwives to champion an open, inclusive organization wide approach, drawing upon the contributions of relevant stakeholders, partners and professional organizations.

This Taskforce will provide an interdisciplinary platform to strengthen, mainstream and make visible the contributions of WHO nurses and midwives at WHO headquarters, regional and country offices.

The Taskforce has five interconnected objectives:

1. Strengthen leadership to inform and shape future contributions of nurses and midwives, advocate and gain political commitment, develop a plan of action.

2. Improve coordination to develop platform for coordination between WHO offices, facilitate inputs by nurses and midwives into WHO policy and programmes.

3. Increase collaboration between WHO and other nursing and midwifery institutes and experts and identify opportunities for increasing strategic influence of nurses and midwives.

4. Develop research and evidence among other strategies, explore nursing and midwifery related gaps and identify where contributions to research, evidence and normative guidance; enhance role of WHO Collaborating Centres.

5. Enhance partnerships to embed nursing and midwifery perspectives into Global Health Initiative policies and practices, systematically ensure the inclusion of nursing and midwifery partners and agencies in global, regional and country decision making processes.

Pacific Health Systems Review for CARDNO-DFAT

The WHO CC UTS has undertaken a review for the Labour Mobility Assistance Program of pre-departure medical and fitness testing of migrant workers resulting in a recommended protocol for medical and fitness testing.

Ten participant countries can send workers to Australia for a period of 6-9 months in the agriculture sector and the accommodation and tourism sectors. Fiji, Papua New Guinea, Samoa, Solomon Islands, Timor-Leste, Tonga and Vanuatu workers can be employed for up to six consecutive months, while workers from Kiribati, Nauru and Tuvalu can be employed for up to nine consecutive months.

The Department of Home Affairs provides the temporary visas for the recruited workers, however, there are limited health and fitness testing protocols standardised across all 10 countries who send workers and no tracking mechanism of what health and fitness issues have occurred in Australia within the regional programs.

The review addressed the “fit and healthy for work specified” requirement by:

- Outlining existing health and fitness assessments in each sending country
- Defining what “healthy and fit” means for the work roles
- Discussing the health requirements Approved Employers are expecting and what gaps exist between the expectation of Australian stakeholders and the current health and fitness screening practices in sending countries.
- Recommending health and fitness assessments.
- Outlining the implications of these recommendations in each country.

Approved Employers summarised their baseline fitness requirements across all jobs as: agility, flexibility and balance; strength and stamina; hand- eye coordination; and colour vision. Using specified inclusion criteria, health recommended as a minimum across all job categories were made.

Yonsei International Nursing Conference, South Korea

The 2018 Yonsei International Nursing Conference was held on the 30th of November 2018 in South Korea. Hosted by Yonsei University College of Nursing, the conference is designed to assist nursing researchers, students, clinicians and leaders to develop, implement and maintain strategies that will shape the future of nursing. Attendees had the opportunity to meet and collaborate with other global leaders in nursing. Following on from the conference, WHO CC UTS is contributing to research on the role of advanced nursing/nurse practitioners.

Above: Yonsei International Nursing Conference – Panel Speakers

Study on Nurses in Advanced Roles as a strategy for equitable access to health care in Western Pacific Region

WHO CC UTS is part of the research team led by Yonsei University, Korea and undertaking regional research on advanced practice nursing in over 15 countries: Australia, Cambodia, China, Hong Kong, Japan, Kiribati, Korea, Laos PDR, Malaysia, New Zealand, Philippines, Solomon Islands, Tonga, Vietnam, and Vanuatu.

To date, 18 interviews are complete and summaries from 11 countries being reviewed. This work is ongoing with a final report being produced in 2019. WHO CC UTS have carried out numerous interviews and collected case studies across the Pacific.

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 which finished in 2018. WHO CCs and special relationship with many global, regional and Australian partners.

- WHO DFAT SPC Regional Director of Clinical Servicers
- DFAT Medical and Nursing Regulation Advisory 2016 – 2018
- Member of WHO Global Health Workforce Education Network Hub 2017
- Attended Asia Pacific Economic Communities APEC
- WHO CC Forum
- WHO Nursing and Midwifery Taskforce
- WHO CC Western Pacific Regional Office meetings/network
- ACFID Pacific and Papua New Guinea Community of Practices
- Upcoming WHO CC network Australia
- WHO regional regulation
- 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 UK
- 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), WHO Western Pacific Regional Office (WPRO), WHO 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 Government DFAT, 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 Nursing, World Bank, and other national, international and regional Professional Associations.

NETWORKING

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 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.

Global Network of WHO CC for Nursing and Midwifery website and communications

As Global Secretariat, the WHO CC UTS has built and published a dedicated website http://www.globalnetworkWHOCC.com/. This website describes the Network and what it does and keeps the Network members updated with all news and information, with over 7,000 hits and interactions. The website was transferred to the new Secretariat John Hopkins University. WHO CC UTS also has produced five editions of Links Magazine to promote our members' collaborative activities and disseminate relevant information on nursing and midwifery. Two Secretariat Reports have been produced.

Global Network of WHO CC for Nursing and Midwifery Conference

The 12th Biennial Conference and Meetings of the Global Network of World Health Organization Collaborating Centres (GN WHO CC) for Nursing and Midwifery was held in Cairns, Australia 17-

19 July 2018. James Cook University hosted the event with the theme of "Universal Health Care: SDGs are Everyone's Business". The biennial General Meeting was also held at this time on the 20th of July and Global Network of WHO Collaborating Centres (GN WHO CC) noted the support and continual strengthening of the GN WHO CC partnership with the International Council of Nurses (ICN), the International Confederation of Midwives (ICM) and John Hopkins Program for International Education in Gynecology and Obstetrics (JHPIEGO) in their structural reinforcement of the GN WHO CC as it strives to provide a voice for nurses and midwives as well as adhering to the Sustainable Development Goals.

GNWHOCC Members 2017-2018

The consensus statement developed at the meeting expressed intentions for future commitments as it welcomed its inclusion in the State of the World's Nursing and the State of the World's Midwifery reports (available on WHO CC UTS website). The GN WHO CC continues to improve its research capacity by sharing expertise with both WHO and partner organisations to advocate for the representation of nurses and midwives within global health policy by consultation and recognition of nurses and midwives. The GN WHO CC also continues to work with partner organisations to facilitate cohesion in presenting statements at regional and global events, toward the Florence Nightingale Bicentenary 2020 and to support and work in tandem with the *Global Strategic Directions for Strengthening Nursing and Midwifery 2016-2020.*

WHO CC UTS has enjoyed its time as Secretariat, and now passes the role to the incoming Secretariat - Johns Hopkins University in the USA. We wish them all the best in their new role.

Global Midwifery Network Meeting and Global Consultation

During the Global Network of WHO Collaborating Centres for Nursing and Midwifery Conference and the General Meeting of the Global Network, a GNWHOCC Midwifery Network and WHO consultation was held.

The aim of the Midwifery Network of the Global Network is to:

- Strengthen midwifery research, education, collaboration, visibility and voice across the Global Network
- Share, and be aware of, midwifery research and development activities being conducted across the Global Network
- Provide opportunities for global collaboration on midwifery issues of mutual interest
- Assist with planning the midwifery activities at Global Network meetings and conferences
- Be a point of leadership in midwifery to assist with sourcing midwifery contribution to the Links magazine and global updates

To date 13 WHO CCs who work with midwifery have been identified. The leads of the two dedicated midwifery WHO CCs have agreed to be the co-leads for the network – Professor Billie Hunter (WHO Collaborating Centre for Midwifery Development, University of Cardiff, Wales) and Professor Lorena Binfa (WHO Collaborating Centre for Development of Midwifery, University of Chile).

In July 2018, Professor Caroline Homer and Dr Deborah Fox, attended the 12th Biennial Conference of the Global Network of WHO Collaborating Centres for Nursing and Midwifery in Cairns, Australia. They also attended the Midwifery Network meeting that preceded the conference, at which midwives from all WHO regions joined in discussions and workshop activities around priorities for midwifery education around the globe.

Above: Global Network of Collaborating Centres for Midwifery, Cairns 2018

The week following the conference, UTS was proud to host WHO Chief Technical Officer for Midwifery, Fran McConville and Professor Lorena Binfa from Brazil, for a meeting and informal lunch with the UTS midwifery team in Sydney. We were delighted to meet Lorena and to hear

Fran present on her current work leading up to the important midwifery focus at the World Health Assembly 2019 (photo at left). UTS Lecturer in Midwifery, Ms Rachel Smith, also presented on the midwifery education project she led in Cambodia in 2018 with Professor Caroline Homer. A number of lecturers from the UTS midwifery team also collaborated by teaching in Cambodia, including Professor Joanne Gray, Dr Christine Catling, Ms Vanessa Scarf and Ms Nicki Watts.

World Health Assembly #WHA71

The Director General Dr Tedros Adhanom Ghebreyesus, 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' appointed a new Chief Nurse to WHO – Ms Elizabeth Iro, from the Cook Islands, who came into her role in 2018.

Building on networks and connections made in 2017, during the World Health Assembly 2018, the WHO CC UTS was represented at side meetings and collaborations by Professor John Daly, Dean of the Faculty of Health 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. Some of the important agenda items for the 71st WHA in 2018 that ICN and ICM put resolutions forward for are:

- Agenda Item 11.4 – Health, Environment and Climate Change
- Agenda item 11.7 – Preparation for the third high level meeting on prevention and control of NCDs to be held in 2018.
- Agenda item 12.6 – Maternal, infant and young child nutrition
- Agenda item 12.8– Rheumatic Heart Disease

WHO CC UTS acknowledged ten self-funded Chief Nurses from the South Pacific region who attended the Triad and WHA. Chief Nurses from Pacific Islands following SPCNMOA discussions and support; Cook Islands, Tonga, Kiribati, Fiji, Solomon Islands, Palau, New Zealand, Samoa, FSM, and Australia all presented several country and regional statements. This provided a significant nursing and midwifery presence at WHA especially when the Chief Nurse of Tonga presented the NCD statement for the Pacific.

Nursing Now Campaign

Nursing Now is a campaign in partnership with WHO and International Council of Nurses, and was launched in early 2018. 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.

The 'Triple Impact of the Development of Nursing' was outlined by the UK All Party Parliamentary Group on Global Health Report. Adjunct Professor James Buchan from the WHO CC UTS was an expert witness for this All Party Parliamentary Group. 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.

WHO Regional Meeting for the Western Pacific - Vietnam 21-22 November

The Third Regional Forum of WHO Collaborating Centres in the Western Pacific was held in Ho Chi Minh City, Viet Nam on 22-23 November 2018. Ms Michele Rumsey, Director WHO CC UTS attended. This strategic biennial forum brings together WHO Collaborating Centres from the region who are instrumental partners providing strategic support in implementing WHO's mandate and programmes. This is the third forum of its kind following WHO's maximising Collaborating Centre's contributions by ensuring alignment between their work and WHO priorities.

Director Health Sector Development WHO – Dr Vivienne Lin, Director WHO CC UTS – Ms Michele Rumsey, WPRO Regional Director Designate – Dr Takeshi Kasai, Director WHO CC AHPRA – Nick Lord.

Regional WHO CC Nursing and Midwifery Meeting with Dr Margaret Chan, former WHO Director-General.

This third regional forum built on the progress made in previous forums and focussed on WHO's Thirteenth General Programme of Work, 2019-2023 (GPW 13) which clearly defines the "triple billion" targets: 1 billion more people with health coverage, 1 billion more people protected from health emergencies and 1 billion more people enjoying better health and well-being.

Further discussion was held on how the WHO Collaborating Centres can meet country needs and deliver results at the country level along with future opportunities for collaboration between WHO and the WHO Collaborating Centres. A meeting has also been arranged to formalise collaboration with Australian WHO CCs.

Triad & Global Forum for Government Chief Nursing and Midwifery Officers

Government Chief Nursing and Midwifery Officers (GCNMOs), leaders of national nursing and midwifery associations and regulatory bodies from 85 countries, together with the International Confederation of Midwives (ICM), the International Council of Nurses (ICN) and the World Health Organization, which form the Triad. Her Royal Highness Princess Muna Al Hussein of Jordan officially opened the 7th Triad meeting on Nursing and Midwifery and the 8th biennial Global Forum for Government Chief Nursing and Midwifery on May 16 2018.

The GCNMO Forum is held every two years just before the World Health Assembly (WHA), with the main objective of engaging the nursing and midwifery leadership in discussing relevant issues to the profession and seeking their input into the proceedings of the WHA. The GCNMOs are one part of the Triad meeting which serves as an opportunity to connect GCNMOs to relevant stakeholders and decision-makers and links with national and international associations and regulatory bodies and professional councils in a joint meeting at the conclusion of the Triad meeting.

Above: Amelia Afuha'amango Tu'ipulotu, Chief Nurse, Tonga, representing the Pacific region presenting the NCDs statement.

The theme was building nursing and midwifery capacity to achieve universal health coverage and the Sustainable Development Goals (SDGs). Welcome remarks were given by the Director General of The World Health Organization and leaders of the International Council of Nurses (ICN), the International Confederation of Midwives (ICM), and the International Labour Organization. In 2018 the following global strategies were presented:

- Global Strategy on Human Resources for Health: Workforce 2030
- UN Commission Health Employment and Economic Growth
- Strategic Directions for Strengthening Nursing and Midwifery 2016-2020
- Tracking Universal Health Coverage
- Sustainable Development Goals
- Global strategy for Women's, Newborn's, Children's and Adolescents' Health
- NCD road map (PEN)

Walk the Talk

Above: Ms Michele Rumsey and Dame Watkins at the Nursing Now Walk the Talk: Health for all challenge

As part of celebrations of the World Health Organization's 70th anniversary in 2018, WHO staged a major health promotion event in Geneva, Switzerland, the eve of the 71st World Health Assembly. More than 4000 people participated in the free walk/run event, titled Walk the Talk: The Health for All Challenge. The event was open to people of all ages and abilities and be held over three distances (short 3 kilometres, medium 5 kilometres and long 8 kilometres).

These connected routes helped build a bridge between "international" and "local" Geneva and Lac Leman by linking key health, international and touristic landmarks found in the city. Other activities and interactive events were located along the routes.

Secretariat of the Global Network of WHO CCs for Nursing and Midwifery joined in this huge event with Nursing Now to:

- Raise awareness and profile of the work and goals of WHO and other global health agencies based in Geneva, highlighting the city's role as a global health capital in improving global health.
- Engage World Health Assembly delegates, the UN family and the Geneva community in a celebration of WHO's 70th birthday.
- Launch a global movement to promote health and particularly physical activity as part of a healthy sustainable future

Regional Updates

Two Regional Updates were sent to 1500 recipients in 2018. 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 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.

Jodi Thiessen is a Research and Development Manager for the WHO CC UTS. Jodi has worked for 15 years in the international development field for several United Nations agencies. 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 Program 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.

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 Linette Lock works on both curriculum development and the Australian Awards Fellowship, collaborating with Fellows through mentorship and ongoing contact. A midwife and academic, she has undertaken many consultancies with the WHO CC UTS particularly for developing curricula in the Pacific.

Professor Di Brown has a national and international reputation in healthcare leadership and nursing education. She has extensive experience as both a clinician and academic. Di currently manages a large regional development project designed to build regional capacity in Asia-Pacific countries in managing disaster and emergencies. In 2015 Di was made an Officer (AO) in the General Division in the Order of Australia Honours for distinguished service to nursing through the delivery of quality care, professional development and nursing education, and to the international advancement of the profession throughout Asia and the Pacific.

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).

Melanie Anderson is the Design and Communications Administrator working across all Centre projects. She has over 25 years' experience in communications and graphic design working with different community groups. She has degrees in both Communication and Education. Melanie also has a strong background in project management.

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 2018 - Moralene Capelle, Harriet Sam, Theodore Panagopoulos, Yvonne Du, and Ewan Peddley.

We would also like to thank the many collaborators and presenters at our numerous meetings during 2018 and the many WHO Collaborating Centres with whom we have an ongoing relationship.

PUBLICATIONS

Books and Book Chapters

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