



**Partnerships for a Healthy Region (PHR)  
Strengthening Health Workforce in the Pacific (Nursing and Midwifery) (SHWP)**

**Brief 6: Fiji Nursing Regulation Workshop – 13<sup>th</sup> & 14<sup>th</sup> August 2025**

### Background

The Fiji Country Workshop took place between 13<sup>th</sup>-14<sup>th</sup> August 2025 with 53 participants (39 female, 14 male) joining from the Ministry of Health and Medical Services (MHMS), Central, Eastern, Western, Northern Health Divisions, Fiji Nursing Council, Fiji Nursing Association, the Pacific Community (SPC), Fiji National University (FNU), University of Fiji and Sangem College of Nursing, Health Care Education, WHO POLHN, and other key partners and stakeholders including senior and junior nurses and midwives. This workshop forms part of the Strengthening Health Workforce in the Pacific (SHWP) Program under the Australian Department of Foreign Affairs and Trade's (DFAT) five-year Partnerships for a Healthy Region (PHR) initiative (2024-2028). The WHO Collaborating Centre for Nursing, Midwifery & Health Development at University of Technology Sydney (WHO CCNM UTS) manages the SHWP program, in partnership with South Pacific Chief Nursing & Midwifery Officers Alliance (SPCNMOA). The SHWP Program aims to strengthen Pacific health systems to improve the quality of and access to health care and population health across the Pacific.

### Purpose and Approach

In 2025, WHO CCNM UTS and Fellows from the Pacific Leadership Program (PLP) (2025) will facilitate workshops in all 13 countries involved in SHWP. These workshops are led by the PLP Fellows following their 2025 Study Block, to engage national actors and stakeholders in identifying system-level strengths and challenges across education, regulation, service delivery, governance, to establish a common understanding and co-develop and prioritise actions for strengthening nursing and midwifery registration, regulation, and workforce planning through multi-stakeholder collaboration and regional alignment.

### Workshop Objectives

1. *To explore and understand the framework for professional regulation*
2. *To examine and discuss country traffic lights action plan and strategy (SOWN 2020 & 2025)*
3. *To assess regulatory status against the regulatory framework in order to determine the work priorities*
4. *To agree on priorities and a plan of action.*



**Meeting Opening:** Acting Permanent Secretary Dr. Luisa Cikamatana, MHMS, WHO CCNM UTS Team, Fiji PLP Team & Workshop Participants

## 5. Collect baseline data for GEDSI and raising awareness of GEDSI principles

### **Activity 1: Strategic Orientation and Leadership Engagement**



Meeting with Acting Permanent Secretary Dr. Luisa Cikamatana, MHMS, WHO CCNM UTS Team, Fiji PLP Team

WHO CCNM UTS Team met with Chief Nursing and Midwifery Officer (CNMO) Mrs Colleen Wilson, PLP Fellows 2025 Mr Jone Natanu and Ravneel Chand, and PLP Fellows 2024, Mrs Sereani Kafoa and Alisi Kurimavua, to discuss meeting objectives and orient the structure of activities. WHO CCNM UTS met with key stakeholders including Acting Permanent Secretary and Acting Chief Medical Advisor Dr. Luisa Cikamatana (hereinafter Acting PS), MHMS Fiji and the Pacific Community (SPC) Dr Silina Motofaga (Team Leader, Clinical Services) and Dr Karen Hammad (Nurse Advisor). The team also had fruitful discussions with Dr Kim (WHO POLHN) surrounding ongoing work with the initiative.

Workshop formalities were opened by CNMO Fiji and Chair Mr Jone Natanu. Welcoming remarks were given by distinguished guest, Acting PS Dr. Luisa Cikamatana, who highlighted the critical role of nursing and midwifery for Fiji's population health. The CNMO officially began the meeting by presenting SHWP's background and context, State of the Worlds Nursing Report (SoWN) data, Fiji National Nursing strategies, plans and structures, as well as the Traffic Light Action Plan. These Traffic Lights were discussed and amended throughout the workshop to reflect current position and priority actions.



CNMO Fiji, Mrs Colleen Wilson's opening presentation

An evening event was held for special guests and participants to network and collaborate. Newly appointed Australian High Commission (AHC) Counsellor for Human Development, Ms Emeline Cammack and Senior Program Manager, Health Dr Frances Bingwor joined the participants and gave a welcome speech to the group. Ms Cammack has been part of the SHWP Program since its early development.



Mr Michael Larui (WHO CCNM UTS), Prof Michele Rumsey (WHO CCNM UTS), Mrs Colleen Wilson (CNMO Fiji), Ms Emeline Cammack (Counsellor for Human Development, AHC Fiji), Dr Frances Bingwor (Senior Program Manager, Health, AHC Fiji), Prof. Jill White (WHO CCNM UTS)

### **Activity 2: System Review and Regulation**

Deliberations on system reviews and regulation were introduced by Prof. Jill White (WHO CCNM UTS), presenting the framework for Health Professional Regulation - the five areas of regulation (*registration, standards and codes, accreditation, complaints, and governance*), and a deep dive into *Fiji's Decree of Nursing (2011)*, which structured the day's activities.

Four World-Café rounds took place, facilitated by the 4 recent PLP Fellows and 1 PLP Fellow from 2009 cohort, Mr Raymond St John. Participants

were grouped into six tables where facilitators ran through gaps, challenges and topic areas, gathering common themes on butchers' paper. Groups were able to have in depth conversations about elements of the regulation framework introduced in the morning. Each tables' paper was then fixed on the wall, participants were able to explore the areas they missed, and reflect on other groups thoughts on the areas they covered.

Key points from each group were fed back by the PLP facilitators for open comments. Participants had topical debates about the priority areas for each section, which fed into the workshop recommendations presented. Further in-depth comments were given by each table during the morning reflections on Day 2.



Participant's discussions during World Café Activity

### **Activity 3: Group Discussion on National Priorities**

Fiji's priority area for this workshop focused on nursing leadership, policy and stakeholder influence. Director of the Fiji Nursing Council (FNC), Ms Silina Ledua-Waqa began the discussions by presenting on Fiji's challenges for nursing leadership and development, prompting fruitful discussions with participants on these topical issues and ways forward for emerging Fijian nurse leaders.

Prof. Jill White followed by presenting on power, politics and leadership in nursing – prompting thought and discussion of leadership philosophies, what a nurse leader should encompass and discussed this in their small groups, relaying back

to the cohort. A stakeholder analysis activity allowed participants to think about actors involved in Fiji's current *Nursing Decree* (2011) review. These analyses were then stuck on the wall for contributors to review everyone's choices of stakeholders and ideas of their involvement, interest, influence and position. Prof. White then presented the new Nursing Definition, launched at the recent ICN Congress in Helsinki. The room discussed the importance of the new definition being used as a tool for Fijian nurses.



Participant's discussions during World Café Activity

Climate change and disaster nursing is topical in Fiji, with the new Masters of Emergency Nursing continuing at FNU. Prof. Michele Rumsey presented on a multi-stakeholder research project into climate change in the Pacific, which has informed past and current programs, and helped shape the Principles of Partnership document. Following this, a graduate from this program, Mr Ajnesh Prasad presented on his research into Fiji's disaster training needs.



Ms Silina Ledua-Waqa presentation on Day 2 – Fiji's Challenges

#### **Activity 4: Review and Key Outcomes**

All workshop outcomes were successfully met through workshop activities. Issues were reviewed by the 5 regulation framework areas and following consultation and review of the workshop recommendations with the CNMO, FNC and all workshop participants. The following challenges and recommendations for action were agreed upon. There were also other recommendations and discussion surrounding nursing leadership, disaster and education not listed below.



*Participants comments and discussions during Day 2 sessions*

#### **Next steps:**

- Provide a meeting Brief
- Continue support for next 4 years under PHR
- Work across region to prioritise which regulatory guides and standards as required
- Continue Pacific Leadership Program (PLP)
- Continue support for ongoing country work through taskforce PLPs
- Return for follow up national meeting.

