

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

Brief 6: Fiji Nursing Regulation Workshop – 13th & 14th August 2025

Background

The Fiji Country Workshop took place between 13th-14th 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.*
5. *Collect baseline data for GEDSI and raising awareness of GEDSI principles*



Meeting Opening: Acting Chief Medical Advisor Dr. Luisa Chikamatan, MHMS, WHO CCNM UTS Team, Fiji PLP Team & Workshop Participants

Activity 1: Strategic Orientation and Leadership Engagement

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 Chief Medical Advisor Dr. Luisa Chikamatan, 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.



Meeting with Acting Chief Medical Advisor Dr. Luisa Chikamatan, MHMS, WHO CCNM UTS Team, Fiji PLP Team

Workshop formalities were opened by CNMO Fiji and Chair Mr Jone Natanu. Welcoming remarks were given by distinguished guest, Acting Chief Medical Advisor Dr. Luisa Chikamatan, 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 it's early development.



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



Participant's discussions during World Café Activity

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 table's 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.



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

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.

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.



Participant's comments and discussions during Day 2 sessions

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.

Registration

Gaps & Discussions

- Lack of awareness of Nursing Decree
- No digital registration platform
- Dual registration issues between nursing and midwifery license
- Upgrade qualifications - how are new qualifications recognized for renewal?
- 5 types of registration - RN, Midwife, NP, Student, Specialised Nurse
- Specialised RNs not an active register
- Registration forms need to be revised
- Communication to be improved between all partners
- Migration crisis: highly experienced nurses leaving the country – need to slow process
- Specialised practice not recognized on current register

Recommendations

- Traffic lights need to be revised to be more realistic colours and action for future work
- Carry out research to explore migration crisis and recommendations
- Review registration forms

Standards

Gaps

- Confusion around standards /scope of practice /competencies
- Awareness and understanding of standards (codes, competencies) and the need for their review
- Confusion on roles of who enforces standards above ceiling and below floor
- Lack of career pathways
- Competencies Standards NP, RN, Midwife are outdated – using Australian 2006 standards – (new Australian standards for practice 2017)
- Scope midwifery – nursing, NP, (2017) being discussed - mental health, peri-op, emergency
- No discussion on specialization framework – need to work on next phase

Benefits and barriers – regional

- Move across region and work across region

- Standardized practice and quality for public safety
- Especially in education access to regional courses
- Resistance to change
- Attrition rate will increase?

Recommendations

- Review of Standards
- Training - need for education on how to use standards
- Guide on implementation of standards
- Explore type regional standards required
- Circulate 2019 Specialisation Framework

Accreditation

Gaps

- Need an independent person in accreditation committee
- Process is slow for new programs
- Not a clear pathway from FNC
- Need to improve qualifications of educators in line with accreditation
- Confusion around role of FNC and Nursing Professional Standards Committee

Recommendations

- Review FNC committee structure to look at standards and accreditation
- Accreditation standards to be developed for streamlining regional quality of programs, bench marking, protection of public, enrolment in other regional programs

Complaints & Notifications

Gaps

- Nurses and Midwives and employer to manage minor complaints at a local level
- Who deals with complaints? - employer (90%), MCS or FNC (10%)
- Improve link between employer, FNC, MCS and MOH
- Lack of awareness of complaint process by nurses and public – who is local rep
- Conflict of interest of roles

- Reporting of complaints back to nurses/midwives and public
- Lack of legal support
- Increase of complaints being shared via social media

Recommendations

- Funding for FNC to carry out complaint's procedures and processes roadshow
- Training on complaints process for public, nurses, midwives, MOH MCS and FNC committees
- Produce a guide/flyer on how to reduce complaints on social media

Governance

Gaps

- Lack of knowledge of the Nursing Decree – including Ministers role in Decree
- Role of other Acts for nurses and midwives
- Lack of clear pathway for re-enactment
- Confusion of the role of FNC, Registrar, Director FNC (Secretariat not member of Council)
- Need to strengthen FNC Council Committees
- No current training for Council Committee members
- Need to follow up on lost draft regulation documents
- Lack of funding as only registration fees to pay for registration staff and processes
- Role of deputy CNMO

Recommendations

- Produce a plain English guide to explain Nursing Decree
- Work with Minister on review of Nursing Decree
- Continue to work together with all partners – set up a Nursing Stakeholder Body?

Regional standards, guides, policies too:

Recommendations:

- Enable reciprocity move across region and work across region

- Standardized practice – regional curriculum framework
- To enable qualifications to be recognised ...education link with other regional courses (CPD)
- Explain role of registration – protection of public
- Guide to explain role of regulation, PSC, MCS, MOH, Association, CNO/PNO, education
- Guidelines for registration of new graduates (local and external) and overseas nurses
- Guide for role of regulation committees

Concerns:

- There is a need to understand that health systems and legislation of each country is unique
- Workload polices from other countries may differ significantly
- Issues associated with migration of nurses and midwives

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.



WHO CCNM UTS and Fiji PLP Team on Day 2