



**PNGAus Partnership**



MINISTRY OF HEALTH  
PNG



**Reviewing and Development of National Curricula Review of the Diploma of General Nursing and Certificate for Community Health Workers**

**Informal Workshop**

**Lamana Hotel Wednesday to Friday 4 August – 6 August**

**Background**

In the past the approach to teaching and learning was based on an industrial model of acquiring new knowledge. That is, students were moved along a line from the beginning of school to the end and on the way filled up with the knowledge and skills that would serve them for the rest of their lives. Nursing programs were also based on a similar model: students were taught skills and practices that tended to be based on custom and practice rather than evidence and research and they were not really expected to need any further education for the rest of their careers.

Over time this has changed, and as is well known knowledge is now increasing at a very rapid rate: it is said that knowledge in medicine is changing so quickly that what is taught in one week can easily be superseded by new knowledge, based on new research in the next week. This means that it is now impossible to teach students everything they need to know for their future.

Indeed, across the world, change is happening at a faster rate than ever before; futurists are predicting that we are moving into a post-industrial millennium. As a result, approaches to learning & education are changing fundamentally. New approaches which lead to innovation and change are required. In other words, we need to prepare learners to deal with an uncertain world, encourage life-long learning and ensure that we harness and apply their interests.

As Papua New Guinea (PNG) works to promote and achieve Universal Health Coverage (UHC), improving the quality of health care services

is a key priority. While financing, regulation, accreditation and governance are key pillars to improvement, the quality of the health workforce remains a crucial component of any plan that is designed to improve healthcare quality.

This informal workshop for revision and development of the National Curricula Review of the Diploma of General Nursing and Certificate for Community Health Workers was requested by National Department of Health (NDOH) to establish early thinking regarding these complex issues. It was carried out at the Lamana Hotel from the 4th to the 6<sup>th</sup> of August 2021. Among the attendees were advisors, key stakeholders from NDOH, DHERST, CCHS, nursing and medical registration boards (see attendance list).

**The purpose of this informal workshop is to:**

1. Enable participants to understand critical review of curriculum.
2. Re-evaluate and review the expectations of graduates from the CHW and Nursing programs. Consider what is needed for the health care of the future, and how we can better prepare practitioners to meet that need,
3. Consider if the competencies identified for each cadre of workers are still fit for purpose,
4. Examine a match between the health priorities in the draft National Health Plan (2021) and in the draft Gap Analysis prepared by WHOCC and identify the specific needs of students to enable them to practice safely and effectively in the PNG health system of the future,
5. Use the curriculum documents to evaluate the likely outcomes of students from the two programs and



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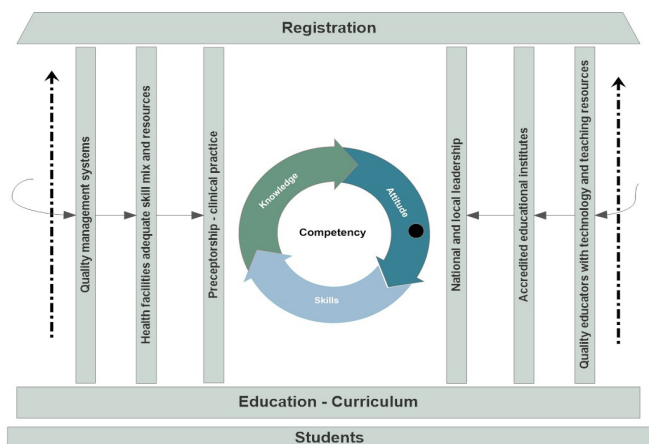
consider whether or not they match the expectations identified by the team,

6. Review the base-line survey in the light of the workshop and consider the key questions to be explored.

### Workshop Day 1 – 4<sup>th</sup> of August 2021

At the start of day 1, participants introduced themselves and described their roles. Lina P Wam NDOH HR Manager spoke about the need for an updated curriculum and expresses optimism regarding the results from the informal workshop. Ray Krai, Manager, Sexual & Reproductive Health program of PATH, also shared the importance of this work and the expectation from a grant management perspective and further highlighted the funding support provided by DFAT for the review over the next 3 years. He also thanked all for their support.

Anna Maalsen, AWR, Officer-in-Charge at WHO PNG, highlighted the importance of improving health education to help PNG to achieve the commitments outlined in the new National Health Plan 2021-2030. She also mentioned the need for a transformation of the roles of frontline health workers in order to achieve these commitments. Finally, Anna shared expectations concerning the new curricula and discussed the need for the new curricula to reflect the country's health priority areas.



*Workshop draft competency framework. Can competency and registration be achieved if pillars are weak?*



*Participants on Day 1 of workshop at Lamana Hotel*

Discussions on day 1 started around the positive aspects of the current curricula and identifying what can be improved. Participants highlighted the recent increase in numbers of Higher Education Institutes that offer Nursing and Community Health Worker qualifications. Participants were able to identify potential areas for improvement in both the development and delivery of Nursing and CHW curricula.

The following discussions were centred around participants' expectations regarding the outcomes of the workshop.

Participants discussed the scope of practice of nurses and CHWs and identified the areas of overlap. This discussion led to a brainstorming session to help identify the priority areas of improvement for CHWs and nurses. These priority areas were discussed in line with relevant social determinants of health, National Health Plan 2021-2030 and specific health concerns in PNG.

After establishing priority areas for their health education, participants discussed which behaviours, skills and attitudes they would like nursing and CHW graduates to embody.

At the end of the first day, participants analyzed a framework for curriculum evaluation and then reviewed and discussed the Diploma of General Nursing curriculum in order to identify areas for improvement. Participants were also asked to reflect upon the discussions and to provide their feedback on the following session.

An article and the gap analysis were shared for evening reflection and discussion.



*Participants on Day 2 of workshop*

## **Workshop Day 2 – 5<sup>th</sup> of August 2021**

Discussions on day 2 started with feedback and elaboration upon the dialogues carried out on day 1. Participants expressed how the first session was helpful in raising necessary attention to priority areas and expectations.

In the following discussion, the presenters invited the attendees to have a deeper conversation regarding CHWs scope of practice. Participants reflected on what skills and knowledge CHWs are expected to have, in which settings they are working and whom they report.

After setting the expectations for CHWs, attendees carried out an engaging dialogue covering the strengths and weaknesses of the current Community Health Worker Program.

Presenters then followed up with brief feedback and an analysis of options for modifications of the CHW program, which was then succeeded by a discussion surrounding the likely outcomes now and in the future.

Finally, participants conducted an overall review of the CHW program and identified priorities for its improvement. Attendees were able to have profound discussions regarding how the roles and skills expected from CHWs should be a reflection of the curriculum taught in CHW educational institutions.

A critical review of curriculum using a comparative evaluation tool was shared for evening reflection and discussion.

## **Workshop Day 3 – 6<sup>th</sup> of August 2021**

Day 3 started with a reflection on the discussions carried out in day 2. Attendees provided feedback and expressed how the previous session encouraged a reassessment of priority areas and needs for improvement in the current program for CHW education.

Subsequently, presenters facilitated a review and discussion of competency standards. They encouraged participants to reflect on whether the competency statements reflect the desirable graduate outcomes discussed previously.



*Participants on Day 3 of workshop*

The afternoon of the third day consisted of compiling the results of previous discussions, finding common themes and considering possible next steps. The presenters discussed approaches to assessing the quality of the programs, refinement of the questionnaires and identifying target audiences.

### **Recommendations and plan for future action**

1. Finalise Steering Committee TOR and membership,
2. Setting up sub working groups for nursing curriculum, CHW curriculum and fast track program,
3. Establishing regular meetings at a relevant location,
4. WHO CC to support local Adviser Mary Roroi and administrator.

### **Acknowledgment of workshop support from:**

- the PNG-Australia Partnership
- WHO Office PNG
- National Department of Health

**Attendees:**

**Mary Kililo Samor** - TA/ Training HR, National Department of Health (NDOH)

**Dr Nina Joesph** - Registrar, PNG Nursing Council

**Lengi Derring** - Coordinator CHS Training Institutions, Christian Health Service (PNG) Secretariat

**Thelma Ali** - Medical Standards, NDOH

**Dr. Russel Kitau** – Medical Board, PNG

**Julie Dopsie** - Education Officer, Pre Service Training

**Sulpain Passingan** - Education Officer, In Service Training

**Mary Roroi** - Interim Chairperson, PNG NGO Nursing and Allied Health Alliance Association

**Dr Cathy Pilang** – Principal, Kumin CHW School (via Zoom)

**Elsie Vincent** - Manager Teacher and Health Education Quality Assurance Division Policy & Quality Assurance Division, Department of Higher Education, Research, Science & Technology

**Julie Kep** - A/Registrar, PNG Nursing Council, NDOH (via Zoom)

**WHO CC UTS – Support**

**Ms Michele Rumsey** – Director, WHO CC UTS, Faculty of Health

**Di Brown** – Academic Lead, WHO CC UTS

**Lin Lock** – Academic and research leader WHO CC UTS

**Suzanne Rochester**- Senior lecturer WHO CC UTS

**Caroline Havery**- Senior lecturer WHO CC UTS

**Ali Moloney** – TAFE curriculum advisor WHO CC UTS

**Nathalia Rodrigues** – WHO CC UTS

**Tasnuva Tisha** – WHO CC UTS

**Opening remarks**

**Lina P Wam** - Technical Adviser HR Policy & Planning, National Dept of Health

**Anna Maalsen** – Acting WHO Representative / Officer-in-Charge, WHO PNG

**Ray Krai** - Manager, Sexual & Reproductive Health Program, PATH program, DFAT