

**Revision and Implementation of National Curriculums for the Diploma of General Nursing (DGN) and Certificate for Community Health Worker (CHW) Program**

**Brief 10: Curriculums Write-Up and Revision Workshop – 25<sup>th</sup>-28<sup>th</sup> October 2022**

**Introduction**

This brief provides an overview of the Nursing and Community Health Worker (CHW) Curriculums Write-Up and Revision Workshop held between the 25<sup>th</sup>-28<sup>th</sup> October 2022 at the Catholic Emmaus Conference Centre, Don Bosco Technical Institute (DBTI), East Boroko, NCD. It was attended by principals, educators, and clinicians from 14 of the 16 Schools of Nursing/Midwifery (SON), and 17 of the 19 Community Health Worker Institutes (CHW). All provinces were represented at the workshop including representatives from Provincial Health Authorities, regulatory authorities, associations and funding bodies. Prior to this workshop a Regulation of Nursing Workforce meeting was held with the PNG Nursing Council to discuss the concerns of nursing institutes across the country. Dr. Mollent Okech (WHO PNG) presented on health workforce challenges in PNG, the nursing and CHW institutes attended.

The National Curriculums Revision and Implementation program is a collaboration between the National Department of Health (NDoH), Department of Higher Education, Research, Science and Technology (DHERST), the World Health Organization (WHO), Department of

Foreign Affairs and Trade (DFAT), and WHO Collaborating Centre University of Technology, Sydney (WHO CC UTS). Representatives from each organisation attended the workshop. The NDoH facilitated the workshop with the WHO CC UTS providing presentations and support.

This significant national workshop has been supported by previous work of the subcommittees and the national steering committee. All participants had a valuable opportunity to discuss, develop, review, and refine curriculums content alongside their peers and colleagues.

**Purpose of the Workshop**

The goal of the workshop was to agree on the final drafts of the two respective curriculums for the Diploma General Nursing and CHW certificate. The aims were:

1. To understand the rationale for the revised curriculums
2. To evaluate subject content and sequence for the respective programs
3. To finalise the curriculum structure for the two national programs: CHW & DGN



*Strengthening Health Workforce Education – workshop participants*

4. To finalise curriculum development standards for health programs
5. To apply contemporary teaching and assessment practices to subject development
6. To develop teaching plans and detailed implementation plans for specific subjects in each program
7. To discuss available and appropriate teaching and learning resources
8. To develop a plan of action for the next stage of the project

**Day 1: Welcome and Developing Effective Curriculums**



*Ms. Lina Wam (NDoH) welcomed the workshop attendees*

Ms. Lina Wam (NDoH) welcomed the workshop attendees before Dr. Lara Andrews (DFAT) officially opened the workshop. Mr Timon Bune from DHERST provided an opening keynote address and finally Ms. Elva Lionel (D/S NHP & CS) gave her opening remarks. The opening speeches highlighted the new Health Minister, The Honourable Lino Tom, and his focus on health workforce and access to Universal Health Coverage, both of which this work contributes to. Further, it was noted this review came out of the NDoH Enhancement Plan and the continuing implementation of this work is vital.

Prior to commencing the workshop, Dr Michele Rumsey, Director of WHO CC UTS, was celebrated for her recently awarded Order of Australia (AM) in the Queen’s last Birthday 2022 honours list for significant service to nursing and health care policy.



*Dr Michele Rumsey (WHO CC UTS) celebrated for being awarded an Order of Australia*

To begin the work, an overview of the revised curriculums was given, as well as the workshop’s program and rationale for changes. Recent findings from the Gap analysis and NDoH’s Baseline Survey provided compelling evidence that the review and redevelopment of the nursing and CHW curriculums in PNG is timely.



*NDoH and WHO CC UTS facilitators and presenters*

Both the nurses and CHWs were engaged in how to develop coherent, well-structured curriculums which are aligned to DHERST requirements; and how to build positive learning experiences for students.



*Nurse educators looking at subject assessments*

Back-to-back presentations and discussions on integrating effective assessments into curriculums; clinical learning and the development of clinical competency were given.

Each day was opened and closed with prayer and reflections coordinated by the institutes. Also feedback from the day before and goals for the coming day were outlined.

### Day 2 and 3: Subject Writing



*Nurse educators collaborating over subject writing*

Nursing and CHWs participants were given their own spaces to explore their respective curriculums.

In each group they discussed subject objectives and content and the sequence of the subjects in each program. They revised subjects against the National Health Plan, old curriculums and gap analysis and baseline survey recommendations to ensure new subject content was developed and integrated. The groups analysed the subjects closely and provided constructive feedback about the revision of the two programs.

The teams (NDOH and WHO CC UTS) also finalised the national curriculum development standards framework for health programs.

While not all subjects were completely developed, ie detailed teaching and lesson plans, substantial progress was made. There was unanimous

agreement about the revised approach to the evaluation of clinical competency. The clinical group were able to review and endorse the skills and competency check lists that have been developed for the revised programs. The groups also agreed on revised summative assessment criteria which will assist in improving the quality of clinical learning.

The participants worked towards finalising curriculums content for CHW certificate and Diploma of General Nursing, and recorded changes.

### Day 4: Feedback and Way Forward



*Mr Frederick Goddard Kebai, President, Nurses Assoc.*

Day 4 focussed on mapping assessments across semesters. The two groups; nursing and CHWs discussed contemporary teaching and assessment practices in subject development.



*Feedback and reflections from CHW educators*

Major stakeholders presented from the Medical Board; PNG Nursing Council, the Nursing Association and DHERST.



*Medical Board and PNG Nursing Council presentation*

To ensure we get competent graduates who have correct knowledge skills and professional attitude the 'curriculum puzzle' was discussed – importantly health ranking by the Global Health Index shows that PNG is 174 out of 195 countries in terms of the health of its population. The lack of progress in improving population health outcomes provides an urgent justification for the proposed changes to these important national programs.

To further build capacity in the educators the possibility of researching what we are doing as we develop the revised curriculums was discussed. The research will evaluate improvements in national teaching practices.

An implementation plan and fast track educator and senior clinicians' program were discussed.

### **Implementation Plan**

The implementation plan provides guidance about governance and accreditation processes and outlined a process in line with discussions with Medical Board and Nursing Council.

The revised curriculums have now been reviewed by the people who will be involved in their implementation. Through discussions and activities in the workshop it became clear that there are

significant gaps in the skills and knowledge of many educators about the processes and practices of curriculum review and development. The implementation of the fast track program (discussed below) will be an essential and crucial component of any future plans.

It was agreed that a faculty development survey is needed to further look at both the contemporary teaching and educators' qualifications; and the available/appropriate teaching, clinical practice and learning resources.

It was decided that all changes worked on in this meeting would be incorporated and shared with all institutes at the end of December 2022. A Nursing and CHW subcommittees meeting in January 2023 would take place so the curriculums could be presented to PNG Nursing Council and Medical Board in February 2023 and the NDoH Health Curriculum Advisory Committee in March 2023. The aim is to get the curriculums to DHERST in July 2023. If all accreditation processes are approved the curriculums will be delivered in 2024.

### **Fast Track Program**

To enable a smooth transition to the revised programs it was recognised that the fast track program for educators and senior clinicians is crucial. Because the program will be delivered at either a Bachelor or Graduate Diploma level it will need to be accredited and delivered in partnership with a recognised and accredited higher education provider and approved by DHERST. The draft of the fast track program has been developed with the aim to go to the DHERST March 2023 Board. The aim is for 3 or 4 fast track educator/clinician workshops in 2023.

The fast track program provides a pathway for nurses and CHWs educated at a Diploma level to advance to Bachelor level qualification and those who already hold a Bachelor level qualification to upgrade to a Post Graduate Diploma level qualification. The specific focus is on improving teaching in the schools and in the clinical field. The

title and level of the award is to be agreed, the programs have been developed using the DHERST Higher Education Qualifications Framework.

The suggested topics for the fast track program are:

- Improving Teaching and Learning
- Improving Clinical Teaching
- Using Health Data to Improve Health Care Practices
- Leadership and Changes
- Work-based Learning Activities

Nearly one hundred educators and clinicians attended this workshop: 29 of whom held a Bachelor's degree, 10 a Master's degree (with 2 more currently studying) and 5 a PhD.

### DHERST



*Dr Francis Hualupmomi, Secretary DHERST gave a keynote speech*

Dr Francis Hualupmomi, Secretary DHERST gave a keynote speech to close the meeting. He spoke very positively about the transfer of Nursing Schools over to DHERST and had an in-depth Q&A session with participants. One area he highlighted was the



*Celebrating Assoc Prof Lin Lock's retirement*

need for educators to be appropriately qualified for the courses they are teaching.

### Associate Professor Lin Lock

A celebration of the retirement of Assoc Prof Lin Lock was held to recognise her significant service to midwifery and nursing in PNG.

### Next Steps

The Implementation Plan for the program was approved by the National Steering Committee. Actions for fast track and curriculums accreditation will now be progressed.

### WHO CC UTS

Dr Michele Rumsey; Prof Di Brown; Assoc Prof. Linette Lock; Assoc Prof Caroline Havery; Dr Elizabeth Brogan; Ali Maloney; Prudence Murphy; Tisha Tasnuva; Zachary Moore-Boyle

### Facilitators

Ms Mary Kililo; Mrs Julie Dopsie; Mrs Sulpain Passangan; Dr Nina Joseph; Dr Julie Kep; Dr Russel Kitau; Mrs Thelma Ali; Ms Mary Roro; Ms Shirlyn Waudi Belden; Mrs Cathreen Welen; Mr Peter Apau; Ms Natasha Uvuk.



*NDoH facilitators and partners*