

**Strengthen Health Workforce Education in Papua New Guinea:  
Implementation of National Curricula for Diploma of General Nursing and Certificate for  
Community Health Worker**

**Brief 11: HR Training for PNG National Department of Health Staff**

In November this year, five colleagues from the Western Pacific region visited the World Health Organisation Collaborating Centre for Nursing, Midwifery, and Health Development at the University of Technology, Sydney (WHO CC UTS) to attend capacity building and upskilling workshops. These workshops were made possible through the support of a Social Impact Grant provided by the University of Technology, Sydney. The five colleagues – Ms. Julie Dopsie (NDOH), Ms. Mary Kililo (HR Training, NDOH), Dr. Nina Joseph (Registrar, PNG Nursing Council), Ms. Harriet Sam (CNO Vanuatu), and Dr. Russel Kitau (Medical Board, PNG) – attended several important events. These included a Social Impact Monitoring and Evaluating (M&E) workshop, a workshop at the Health Education and Training Institute (HETI), the reception of the new secretariat of the

Global Network of WHO Collaborating Centres for Nursing and Midwifery (GNWHOCCNM), the Australian College of Nursing's National Nursing Roadshow event, a meeting with the Australian Health Practitioner Regulation Agency (AHPRA) as well as a number of sessions at WHO CC UTS to discuss health workforce planning and policy within their countries.

The Social Impact Monitoring and Evaluating (M&E) workshop was invaluable for our Pacific colleagues: it promoted discussions around the value of knowledge and experience; it inspired learning, reflection and sharing practices around social impact; and it increased their capacity to demonstrate the impact of their work. The session was facilitated by Dr. Katie Blair, Social Impact Research and Evaluation Specialist at the Centre for Social Justice and Inclusion, UTS. Throughout the workshop, Dr.



*Dr. Russel Kitau (far left), Ms. Harriet Sam (2<sup>nd</sup> left), Ms. Mary Kililo (centre), Ms. Julie Dopsie (2<sup>nd</sup> right) and Dr. Nina Joseph (far right) at the Health Education and Training Institute (HETI) workshop.*

Blair outlined and discussed the different definitions of social impact and evaluation, key theories of change, program logic, and achieving effective evaluation through the accurate measurement of relevant outcomes and indicators. This workshop provided participants with the skills to develop a theory of change for a project, draft a program logic, and create an outcomes matrix. These skills will assist participants in the development, monitoring and evaluation of health projects within their countries.



*Colleagues visiting the WHO CC UTS office*

The workshop facilitated by the Health Education and Training Institute (HETI) was likewise extremely useful to our Pacific partners. Throughout this workshop, our colleagues engaged with several education units focusing on Allied Health, Rural and Remote Health, Nursing, Medical, Leadership Management Development and eLearning. These sessions explored how HETI strategically leads and partners in education with NSW Health, as well as how they develop their strategic plans to align with partner plans. Additionally, they discussed their role in undertaking monitoring and evaluation on these plans. These skills can be applied by our colleagues as they engage in national strategic planning for Continuing Professional Development (CPD) and Human Resources (HR) education and development.

These workshops have provided our colleagues with upskilling, capacity building, and professional development opportunities that

will support them in their implementation of health workforce planning and policy within their countries.



*Our PNG and Pacific colleagues at UTS campus*

NDOH staff also attended the reception of WHO CC UTS as elected Secretariat of the GNWHOCNM 2022-2026 on 17 November. Representatives from 42 countries attended in-person and online alongside key international institutions and industry partners: WHO, AHPRA, the Australian Nursing and Midwifery Accreditation Council (ANMAC), the Australian Nursing Council (ANC), the Australian Nursing and Midwifery Federation (ANMF), ACT Health and the Australian Government Department of Health. The launch provided an invaluable opportunity for NDOH staff to contextualise their program regionally and globally, and to liaise and engage with experts in the fields of health development, policy, planning, and human resources.