

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

Brief 12: Continuing Professional Development, Health Professional Education, Fast Track Program and Skills Logbook Workshop

Port Moresby, Papua New Guinea, 20th-28th March 2023

In partnership with the Papua New Guinea (PNG) National Department of Health (NDoH), education specialists from the WHO Collaborating Centre for Nursing, Midwifery and Health Development at the University of Technology Sydney (WHO CC UTS), University of Papua New Guinea (UPNG) and the PNG Department of Higher Education, Research, Science and Technology (DHERST) facilitated workshops in PNG this month as part of the Continuing Professional Development program designed to help teachers improve their teaching practices. The overall program aims to support PNG's health workforce to meet current and future health needs through the review, development and implementation of revised National Curricula for the Diploma of General Nursing (DGN) and the Certificate for Community Health Worker (CHW) Program. The National Curricula Review program is funded by the NDoH, the World Health Organization (WHO) and the Australian Government, through the Department of Foreign Affairs and Trade (DFAT).

As part of this program, representatives from NDoH and the WHO CC UTS held two Health

Professional Education workshops for PNG health workers in March 2023.

Fast Track Program Workshop

The introductory workshop for Continuing Professional Development, Health Professional Education, Fast Track Program was held at the Catholic Emmaus Conference Centre, Don Bosco Technical Institute (DBTI) in Port Moresby, between the 20th-24th March 2023. The workshop was significant as it marked the initial training of educators to teach the newly revised DGN and Certificate for CHW programs. Two educators per institute from all 16 Schools of Nursing/Midwifery (SON), and all 19 Community Health Worker Institutes (CHW), were represented at the workshop.

This workshop built on the success of the May and October workshops that were held in PNG last year. The 2022 workshops focussed on revising the DGN and CHW curricula with school principals by providing them with a valuable opportunity to discuss, develop, review, and refine curricula content in collaboration with their peers and colleagues.



Figure 1 From left to right: Mary Roroi, Thelma Ali, Michele Rumsey, Nina Joseph, Mary Kililo

Objectives of the CPD-Fast Track Program Workshop

The purpose of the workshop was to support participants to:

1. Demonstrate an understanding of the revised curriculum structure for the respective programs, including the sequence of the subject outlines for each semester.
2. Develop subject outlines for first semester in the respective programs embedding contemporary teaching and learning practices, assessment tasks and relevant teaching and learning resources into the curricula.
3. Develop weekly teaching plans using standardized format for each session as outlined for the curricula.
4. Establish the process for engaging educators from the respective programs and commence the fast track program.

Day 1: Welcome and reflection on teaching and learning

The first day of the workshop began with an opening prayer delivered by Ms Mary Kililo (NDoH). The first session began with a reflection on teaching and learning. Groups were asked to develop goals for the workshop and discuss the fast track program, specifically their course expectations, expected learning, and time commitment. Prof Di Brown (WHO CC UTS) and Dr Julie Dopsie (NDoH) then facilitated a presentation which encouraged participants to reflect on deep learning, through analysing positive and negative

characteristics learning experiences, theories of teaching and learning in a local context. The session continued in break out groups to initiate the development of teaching sessions using good learning practices. Day 1 concluded with a reflection and feedback from participants as well as a Prayer from Dr Nina Joseph (NDoH).



Figure 3: Prof Di Brown (WHO CC UTS) being thanked by participants for her leadership throughout the program.

Day 2: Assessment and feedback

Following the morning devotion and reflection on the previous day's work, Day 2 began with a session from A/Prof Caroline Havery (WHO CC UTS) reviewing assessments across the programs with discussion of concerns from participants. A/Prof Havery, along with Thelma Ali (NDoH) and Lisa Townsend (WHO CC UTS), facilitated a role-play exercise to instigate questions about each subject's assessments. The afternoon was used to discuss and design learning contracts for finalisation on Day 3.



Figure 2: DGN Fast Track Participants and Facilitators

Day 3: Assessment and feedback

Day 3 began continuing the development of learning contracts with a group discussion and opportunity for individual feedback. Small group discussions followed, focussing on subject assessments and developing assessment criteria. The afternoon concluded with participants separating into CHW and DGN groups to develop their understanding of 'Backwards Learning Design' and subject planning to develop a weekly planning template.



Figure 4: Mary Kililo (facilitator NDoH), Nina Joseph (facilitator NDoH) and Di Brown (facilitator WHO CC UTS)

Day 4: Designing for learning

Day 4 focussed on designing weekly lesson plans. Ali Moloney (WHO CC UTS), Lisa Townsend (WHO CC UTS) and Mary Roroi (NDoH) facilitated CHW lesson planning whilst Prof Di Brown, and Dr Suzanne Rochester (WHO CC UTS) facilitated DGN lesson planning. By the end of the day, each group had finalised their weekly lesson plans and had an opportunity for discussions and feedback of marking criteria.



Figure 5: CHW Fast Track Participants and Facilitators

Day 5: Work-Based Learning (subject 2)

The final day of the workshop was used for review and participant reflection, as well as review of the Work-Based Learning course. The workshop concluded with a discussion session.



Figure 6: CHW Participants Collaborating Together

Workshop Outcomes

Initial feedback from participants about the workshop was very positive, as it was seen as an opportunity for PNG health educators to further understand the Fast Track Program, it's expectations, as well as course assessments, and lesson planning. Participants ranged from Certificate level to Masters level and all submitted and passed Assessment 1 in the course.

Participants who have agreed to continue with the Fast Track Program, have organised times to present final drafts of subjects and session plans in the next few months. DGN Participants have agreed to continue to finalise 6 subjects and work on sessions plans for semester 1 and send their drafts to NDoH in 5 weeks (May 1st). CHW participants have organised a small working group to meet in May to draft 5 subjects and lesson plans for semester 1.

Upcoming Assessments for Fast Track Participants:

- Assessment 2: May 22nd
- Assessment 3: June 19th



Figure 7: Maggie Kenyon and Jane Menke (Australian midwives, deployed at PMGH)

Skills Logbook Workshop

As part of the Continuing Professional Development for Health Professional Education, a Skills Logbook Workshop was held at Lamana Conference Centre, in Port Moresby, between the 27th-28th March 2023. The workshop was facilitated by representatives from the National Department of Health (NDoH) and education specialists from the WHO CC UTS. Objectives of the workshop were to review and confirm the agreed list of clinical skills to be assessed and taught in both Nursing and CHW programs; review and confirm the process and marking standards for formative assessment and final competency assessment across the programs; and agree on registration standards.

Day one of the workshop focused on clinical skills analysis sessions for nursing and CHW curricula, and Day Two included sessions on NDoH regulation, and University of PNG Review and Planning.

Objectives of the skills Logbook Workshop

1. To review and agree list of clinical skills to be assessed and taught in both Nursing and CHW programs;
2. To review and agree the process and marking standards for formative assessment across the programs;
3. To review and agree the process and marking standards for final competency assessment across the programs;
4. Agree and finalise registration standards.

Workshop Outcomes

This workshop provided an opportunity for PNG health educators to work collaboratively to confirm clinical skills to be taught and assessed in the DGN and CHW programs, along with processes and marking standards for assessment and registration standards.

Next Steps

Following on from these two CPD workshops, another workshop is planned for June 2023 that will focus on developing detailed lesson plans and more subjects (June 12th - 17th) and the Fast Track Workshop 2 (June 19th -24th).



Figure 8: CHW & DGN Skills Logbook Workshop Participants and Facilitators