

WHO Collaborating Centre for Nursing, Midwifery and Health Development Faculty of Health

Key Highlights 2019

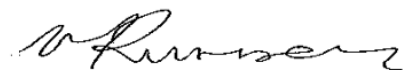
Centre Director's Message

Welcome to the 2019 Annual Report of the World Health Organization Collaborating Centre for Nursing, Midwifery and Health Development at University of Technology Sydney (WHO CC UTS).

Our 2019 Annual Report showcases projects and initiatives undertaken that are in line with our Centre's 2016-2020 Terms of Reference (TORs). The TORs were devised in collaboration with WHO Western Pacific Regional Office (WPRO) to continue to strengthen WHO work in the region. The annual WHO CC UTS Progress Report for 2019 has been submitted and approved by WHO, and redesignation of the WHO CC UTS will be finalised in 2019 for the 2020-2024 period.

The highlights for the year include representation of the Centre at several WHO regional meetings in Korea, China, Manila, and the hosting of a meeting for Chief Nurses and Midwifery Officers from 18 Pacific countries to enable data collection for WHO's first State of the World's Nursing Report. The WHO CC UTS also carried out over 150 interviews with nurses and midwives across the region for the WHO WPRO Vital Roles of Nursing study.

We look forward to continuing to work together on projects that focus on strengthening the health care systems of our Asian Pacific neighbours.



Michele Rumsey

Director
WHO Collaborating Centre for Nursing, Midwifery and Health Development
Faculty of Health, University of Technology Sydney

Contents

Centre Director’s Message	2
WHO Terms of Reference	4
Highlights for the Year	5
Redesignation	30
New Grants, Research and Consultation Projects	34
Centre Staff and Research Students	46
Acknowledgements and Approvals	49

WHO Terms of Reference

A World Health Organization (WHO) Collaborating Centre is an institute designated by the WHO Director-General to form part of an international collaborative network which supports and undertakes projects in support of the Organization's programmes at all levels country, inter-country, regional, interregional and global.

Since WHO's establishment, it has obtained expert advice and support from a large number of Collaborating Centres which has greatly benefited WHO's programmes.

The main role of WHO Collaborating Centres is to implement WHO's mandated work and programme objectives; and develop and strengthen institutional capacity in countries and regions.

WHO is divided into six regions and Australia sits in the Western Pacific Region (WPRO). We also work closely with our neighbours in the South East Asian Region (SEARO). These two regions account for 53% of the global population which is the epicentre for disasters, public health emergencies, emerging and epidemic diseases.

The WPRO includes 37 countries. Like many of the WHO regions, the challenging considerations of disparity and diversity that exist for nursing and midwifery in the WPRO cannot be underestimated. For example in the Pacific nurses and midwives are 78% of the health workforce.

The WHO Collaborating Centre for Nursing, Midwifery and Health Development at the University of Technology Sydney Australia (WHO CC UTS), established in 2008, is a member of the Global Network of WHO CCs for Nursing and Midwifery Development which is a network comprising of WHO Collaborating Centres from the six regions of WHO, who focus on nursing and midwifery. Founded in 1988 the Network strives to enhance the collaborative activities of Nursing and Midwifery Collaborating Centres, supporting WHO's efforts toward universal health coverage.

The WHO CC UTS work is in line with our **Terms of Reference** and four year designation period: facilitating networking, collaboration and communication among Chief Nursing and Midwifery Officers in South Pacific as well as for the Global Network of WHO CC for Nursing and Midwifery Development, capacity building to strengthen health systems and human resources for health to respond to priority health challenges, contributing to strengthening health workforce regulation and education toward improving quality of services and strengthening the capacity of the maternal health workforce through improved midwifery education and practice to improve maternal and child health services.

Terms of Reference are developed in collaboration with the World Health Organization, every four years, the Centre then goes through a global review before being redesignated.

Highlights for the Year

South Pacific Chief Nursing and Midwifery Officers Alliance Secretariat

The South Pacific Chief Nursing and Midwifery Officers' Alliance (SPCNMOA) was formed in 2006 with the support of WHO. The WHO CC UTS was asked to be the Secretariat of the SPCNMOA in 2008. The relationship between SPCNMOA and the WHO CC UTS remains strong and collaborative with the SPCNMOA gaining in confidence and strength with each year.

In addition to regular meetings by teleconference, planning is underway for the next Biennial SPCNMOA Meeting to be held in Port Vila, Vanuatu in October 2020. Members from 14 countries will be invited to attend the meeting including delegates of Chief Nurses or Chief Nurses and Midwives, educational representatives, regulation representatives and WHO regional staff and presenters.



Attendees at the most recent SPCNMOA meeting held in the Cook Islands

The SPCNMOA planning group, with the support of the WHO CC UTS as Secretariat to SPCNMOA, co-coordinates the meeting using email and tele-conferences. The SPCNMOA meeting builds on the success of previous meetings (Cook Islands 2004, Samoa 2006, Sydney 2008, Auckland 2010, Melbourne 2012, Tonga 2014 and Solomon Islands 2016, Cook Islands 2018). All reports and actions can be found on spcnmoa.com and the WHO CC UTS website.

Outcome:

Work continues in line with recommendations made at the last Biennial Meeting and were presented at the Directors of Clinical Services Meeting in April in Fiji (see below).

Directors of Clinical Services (DCS) and Pacific Heads of Health (PHoH) Meetings:

WHO CC UTS was represented and played an active role at the 9th Directors of Clinical Services (DCS) Meeting (1-2 April 2019) held in Suva, Fiji, including provision of support fellow for SPCNMOA members. Senior health leaders from 14 Pacific Island countries and territories along with regional and international health professionals attended this meeting. This meeting preceded the Pacific Heads of Health (PHoH) Meeting held on 3rd and 4th April, also in Nadi, Fiji and was organized by the South Pacific Community (SPC) and World Health Organization (WHO) with support from the Government of Australia, Government of New Zealand, World Bank. The meetings provide a forum to review issues and contribute towards decisions that impact regional health policy.



DCS meeting attendees in Nadi, Fiji April 2019

Outcome:

Pacific Nursing and Midwifery Leaders in attendance from SPCNMOA and American Pacific Nurse Leaders Council (APNLC), formally presented the following recommendations:

- That all countries offering nursing programs:
- Work towards bachelor level as minimum requirement for registered nurses;
- Continue support for upgrading of curriculums, teaching facilities and resources;
- Develop programs that align with country service needs;
- Ensure strategies are in place to build the appropriate skilled educators;
- Continued support to the SPCNMOA/APNLC in their work to develop regional standards for nursing practice, to ensure workforce flexibility and regional reciprocity;
- Support of specialist practice programs for nursing in Fiji and another regional site;
- That a review of Pacific Nurse Practitioner or relevant programs is carried out to improve consistency and move towards Masters level.

One outcome of this meeting was to establish a SPC Heads of Nursing meeting (PHoN) with all senior ministerial nurse leaders CNOs from North and South Pacific, and other partners this is planned for 2020. This will ensure the recommendations from SPCNMOA and PHoN can be fed into regional infrastructure including Pacific Health Ministers meetings.

State of the World Nursing (SoWN) Data Collection Workshop:

WHO, in conjunction with all member states, is working to produce the first ever State of the World's Nursing (SoWN) report. The WHO SoWN report will be launched on World Health Day in 2020, in line with the International Year of the Nurse and Midwife, and prior to the WHO 73rd World Health Assembly. Through discussions, it has been decided that the State of the World's Midwifery report will be progressed for release in 2021. This milestone document will provide a technical description of the nursing workforce in member states around the world to inform policy dialogue on strengthening nursing and accelerating progress across the Sustainable Development Goals (SDGs) and UHC.

The WHO CC UTS is assisting with the collection of complex SoWN data across Pacific Island member states where nurses and midwives constitute approximately 78% of the health workforce. To support this work, WHO CC UTS hosted 14 Pacific Island CNMOs at UTS to collect and collate data and discuss the common regional issues and key challenges facing nurses and midwives across their nations. The objective was to increase the capacity of data literacy needs, bolster nursing and midwifery networks across the region and compile data from the Pacific countries for the SoWN report.



Workshop attendees, WHO CC Advisory Board Members and staff

The objectives of the program included:

- Provision of training to improve understanding of the relationship between data, information and knowledge needed to inform practice, management and policy decision making;

- Development and demonstration skills for interpretation and translation of for Human Resources for Health planning and policy development;
- Development of participant understanding of indicators for the WHO National Health Accounts;
- Strengthening understanding of the 2008 ILO global classification for health workers;
- Development of understanding of the definitions and indicators for State of the World Nursing (SOWN) Report, and complete data collection and compilation for participating countries as required by WHO.

Staff from the WHOCCUTS also interviewed various senior leaders for the Vital Roles of Nursing study being carried out for the WHO Western Pacific Region, documenting case studies and highlighting the important work that nurses and midwives perform throughout the region to be published and launched on World Health Day 2020, the WHO International Year of the Nurse and the Midwife.

Outcome:

Data was collected from a total of 18 countries across the Pacific and for those who could not make the meeting several teleconferences were carried out.

Meeting discussions focused on specific outcome areas, with a summary of recommendations as follows. These will be fed into the PHoN meeting in 2020.

1. Provide feedback to WHO about definitions within SOWN Report: ensure that the definitions used and data collection are relevant to the Pacific context. Work towards developing systems in country to be able to capture relevant data for future SOWN reports.
2. Recognize the important role and involvement of Chief Nurses in the analysis of high quality data (population health, quality and safety) for governance and decision-making.
3. Leadership programs for nurses and midwives need to be funded, supported and resourced, providing opportunities for Continued Professional Development (CPD) and succession planning within senior roles. Further funding to be sought to enable leadership and capability building programs to continue in Pacific.
4. Communicate to relevant government and international bodies that there are shortages of nurses and midwives in many parts of the Pacific. The current WHO definition of 4.45 nurses/midwives/doctors per 1000 population are inappropriate to some parts of the Pacific due to their large number of remote and isolated communities.
5. Registration: Seek support to improve legislation and develop a live online national secure register (unique to each country) Pacific-wide, cloud based platform to record nursing licensing/registration (to provide transparent public safety).
6. Accreditation and standards development (regional mechanisms): Work to progress regional partnerships and continued cooperation across undergraduate and postgrad education, accreditation, CPD and standards development including involvement of North Pacific, Australia and New Zealand.

7. Emergency disaster preparedness, response and management: A) Promote programs for nurses to strengthen capability to respond and be resilient to disasters in the Pacific. B) Embed disaster education within CPD, postgrad and undergraduate programs and provide professional development for current nurses. C) Support the development of disaster systems processes and plans that are written and exercised regularly and include nursing. D) Empower and educate community to actively respond to disasters and be able to provide support. E) Provide psychosocial and other forms of support for nurses working in emergency response situations. F) Provide strategic pool of educated Pacific nurses to be located within region that are mobile and linked to National Emergency Disaster Response Teams.
8. Improving Foundational Quality: ensure that foundational, core PHC initiatives that have been successful are maintained, and that rigorous data should be collated and used as evidence to inform decision-making. Promote the centrality of compassionate and ethical care.
9. Lobby for each country in the region to have a Chief Nursing/Midwifery Officer (CNMO). (The majority of countries in the Pacific have a Chief Nurse and we expect that this will continue to be the norm).
10. Further discuss and develop advanced nursing roles within the Pacific.
11. Sharing of relevant and appropriate policies, tools and networks: Members agree to share resources, information and examples of resilience and innovation relating to programs and strategies that are currently impactful in their Pacific context.

Climate Change, health and resilience in the Pacific

To mark global climate change discussion that took place on 20 September, WHO CC UTS and the Institute for Sustainable Futures (ISF) at UTS hosted a reception highlighting their research in supporting Pacific Island countries to build their resilience to climate change. The reception provided a forum for WHO CC UTS and the university to show senior Pacific health leaders our support in effective response to climate change. Speakers at the event included Ms Verity Firth (Executive Director - Social Justice, Centre for Social Justice and Inclusion UTS), Ms Alaita Taulima (Head Public Health, Tuvalu), Ms Helen Murdoch (Chief Nurse, Kiribati), Dr Amelia Afuha'amango (Chief Nurse, Tonga), Prof Stuart White (Director, ISF) and Ms Michele Rumsey (Director, WHO CC UTS).



WHO CC Director Michele Rumsey is speaking at the Climate Change reception

Outcome:

Dr Amelia Afuha'amango shared the SPCNMOA climate change and health research that has been developed into a Pacific frangipani model.

Journal Editor in Chief

Professor James Buchan has recently been appointed as Editor in Chief of "Human Resources for Health" the peer review online journal that is published in association with WHO. The journal aims to support and shape the growing focus on health workforce policy, profile, planning, and performance, and on its contributions to improved health care effectiveness and population health, equity, access, social inclusion, and economic growth.

REGIONAL MEETINGS

Meeting on Improving Health Workforce Management for Universal Health Coverage (UHC)

The WHO Western Pacific Regional Office (WHO WPRO) held the Meeting on Improving Health Workforce Management for Universal Health Coverage (UHC) on June 24-26 2019 in Manila, Philippines. The meeting focus was on the collection of health workforce

data, the current availability of relevant data in the Western Pacific Region and how country-specific data can be used to support moving towards UHC locally and globally.



WHO CC UTS Director Michele Rumsey represented the Centre at the meeting. The primary focus was on health workforce data in the Western Pacific Region (WPR) - collection, availability and country-specific use - to support moving towards UHC. This requires sufficient and motivated health workers with the correct competencies to meet the health workforce needs. Gaps continue to persist in availability, capacity and performance of current health workers despite a concerted effort to address these regionally.

Outcome

At the meeting the following recommendations were agreed upon:

- For country-specific action plans to be formulated and developed in-country for implementation.
- Exploration of the strategies available using data to support health workforce policy and planning and further guidance on how to implement this for country-specific action plans was also covered.
- Links with countries and discussions carried out for WHO WPRO Vital Roles in nursing and SOWN Report

Third Meeting on Health Professional Education Reforms in Transition Economy Countries

The WHO Western Pacific Regional Office (WHO WPRO) held the Third Meeting on Health Professional Education Reforms in Transition Economy Countries on July 23-25 2019 in Shanghai, China. The aim of the meeting was to discuss the education and

training of health workers to deliver Universal Health Coverage (UHC) through a strong health system built on the foundation of primary health care (PHC), with health professionals playing a key role in delivery.

WHO CC UTS Director Michele Rumsey represented the WHO CC UTS at the Third Meeting on Health Professional Education Reforms in Transition Economy Countries in the capacity of Temporary Adviser for WHO Western Pacific Regional Office (WPRO). The meeting focused on strengthening the education and training of health workers to deliver UHC for a strong foundation of primary health care (PHC) to build resilient health systems. Areas highlighted included updating curricula and training methodologies alongside enhanced measures to manage this knowledge effectively to improve the competencies and skill mix of PHC workers. It was emphasised that countries require strong regulatory environments to ensure the quality and safety of health services.



Outcomes

- Links with countries and discussions carried out for WHO WPRO Vital Roles in nursing and SOWN Report.
- Discussions held with all countries on the important role of having a CNMO in ministries to ensure governance and leadership structures in place to achieve UHC.

WHO Pacific Heads of Health Meeting

Following agreement given at the previous Pacific Heads of Health meeting that nurses and midwives should be included in regional decision-making discussions, SPCNMOA members representing regional CNMO's were funded by the Pacific Community (SPC) to attend the 2019 WHO Director of Clinical Services (DCS) and Pacific Heads of Health meetings (PHoH) accompanied by WHO CC UTS as Secretariat.

Senior health leaders from 14 Pacific Island countries and territories, along with regional and international health professionals, met in Nadi, Fiji for the 9th Directors of Clinical Services (DCS) Meeting (1-2 April). This meeting preceded the Pacific Heads of Health (PHoH) Meeting held on 3rd and 4th April, also in Nadi, Fiji that was organized by the South Pacific Community (SPC) and World Health Organization (WHO) with support from the Government of Australia, Government of New Zealand, World Bank. The meetings provide an annual forum to review issues and contribute towards decisions that impact regional health policy.

This year's nursing and midwifery attendance was significant including: SPCNMOA Acting Chair and CNMO Australia, CNO Fiji, Director of Nursing Vanuatu, Director of Clinical Services Vanuatu, Acting Director Clinical Services Tuvalu, Director Nursing Palau American Pacific Nursing Leaders Council (APNLC) and Director WHO CC UTS.



Chief nurses from the Pacific including Australia and WHO CC Director

Several presentations and recommendations on issues for nursing in the region included:

- Nursing specialisation – SPCNMOA meeting recommendations, Ms Debra Thoms
- Nursing specialisation – Fiji's experience, Ms Margaret Leong
- Paediatric nursing – development of PGC in child health, Ms Michelle Nicholson-Burr
- Perioperative Nursing – Pacific perioperative mentoring program, Ms Sally Sutherland-Fraser

Outcome

The following recommendations were prioritised at the DCS meeting to address ongoing challenges for Pacific nursing and midwifery and forwarded to the PHoH for approval:

- revision of legislation and regulations relating to nursing and midwifery services;
- establishment of standards for educational quality, accreditation and continuing professional development;
- establishment of a regional registration framework for nurse practitioners and other specialist programmers;
- A regional meeting of Pacific nursing and midwifery leaders to develop minimum standards in line with global standards.
- The need for a regional mechanism for nursing and midwifery to provide continuing professional development, capacity building for training, protocols and standards development.

Senior health leaders and SPCNMOA members, supported by WHO CC UTS, noted that having a nursing and midwifery voice at important decision making meetings is vital for the future of the nursing profession in the region.

International Council of Nurses (ICN) Congress 2019

The Singapore Nurses Association hosted the ICN Congress 2019 in Singapore from 27 June to 1 July, 2019. Thousands of nurses from around the world gathered to discuss the many ways in which nurses work to achieve UHC, not only through universal access to health and quality health care, but also by addressing social determinants of health such as education, gender equality and poverty. Thousands of nurses from around the globe gathered at the ICN Congress, hosted by the Singapore Nurses Association. Dr Tedros Adhanom Ghebreyesus, WHO Director-General was a surprise attendee, reiterating his support for health workers in their vital role towards achieving UHC: "We simply cannot achieve universal health coverage and the health-related targets in the Sustainable Development Goals unless we empower and equip nurses and midwives, and harness their power". WHO CC UTS was represented by the Director Michele Rumsey at this event. Professor James Buchan, Adjunct Professor at WHOCCUTS presented a keynote address at the conference, and also facilitated two workshops.



WHO CC Director and Pacific nurses with WHO Chief Nursing Officer Elizabeth Iro

International Council of Nurses Asia Workforce Forum 2019

Professor James Buchan, Adjunct Professor, was a facilitator at the ICN annual workforce forum in November 2019. Nursing leaders representing 8 million nurses from eleven National Nurses Associations across Asia participated in the 20th Asia Workforce Forum (AWFF) co-hosted by International Council of Nurses (ICN) and the Korean Nurses Association, held in Seoul, Korea, November 21-22, 2019. The Forum was convened in the knowledge that 2020 has been designated by the World Health Organisation (WHO) as the Year of the Nurse and of the Midwife, which will be marked by the publication of the first global report on “The State of the World's Nursing”, which was being developed by WHO with participation of ICN, NNAs and other. One key focus for the Forum was to assess progress with the report and discuss enhanced contributions to ensure its accuracy and completeness.

Outcomes

A communique developed by participants was published at the conclusion of the Forum expressing the need for governments to invest in the education, remuneration and working conditions of nurse to support the achievement of universal health coverage (UHC).

International Nursing & Midwifery Leadership Conference, Perth, Australia, November 2019.

Professor James Buchan, Adjunct Professor, gave a keynote address at the conference, which focused on “Achieving a Sustainable Nursing Workforce: An International Perspective”. The presentation provided an international update on how

countries are succeeding - or failing - to improve sustainability in the nursing workforce, how they are approaching the key issues of retention and safe staffing, and how they are progressing with the use of advanced practice nurses. He was also a member of a concluding panel of speakers.

Global Competency Framework for UHC

The WHO Health Workforce Department is developing a Global Competency Framework for Universal Health Coverage, focusing on competencies for health professionals and health associate professionals (ISCO-08), with a pre-service training pathway of <48 months.

The framework will encompass the competencies (combined knowledge, skills, attitudes and behaviours) associated with the individual (meta-competencies) and tasks (functional competencies) to deliver interventions across health promotion, prevention, treatment, rehabilitation and palliative care which are prioritized as part of WHO efforts to promote access to UHC through Primary Health Care. It will focus on the task rather than the cadre of health worker who should perform them.

The Global Strategy on Human Resources for Health and the report of the High-Level Commission on Health Employment and Economic Growth evidence an escalating mismatch between supply, demand, and population need for health workers. Global estimates point to a needs-based shortage of 18 million health workers to achieve and sustain UHC by 2030, with shortages prominent in low- and lower-middle income countries. The Global Strategy and the Commission collectively call for a reorientation of health systems towards population need rather than systems organised around professional clinical specialties. There are opportunities to reorient the education agenda to meet the increased demand through a mass scale up of competency-based professional, technical and vocational education and training.

The WHO CC UTS was asked by colleagues at ICN to review and comment on the Framework prior to its finalising and distribution at the end of 2019, and feedback on this well-prepared and clear document was provided as requested.

Oceanic Palliative Care Conference

The inaugural Oceanic Palliative Care Conference was held at the Perth Convention and Exhibition Centre from the 11-13 September 2019, with the theme of 'Universal Access: Oceans of Opportunities!' The 3-day event explored palliative care as a human right and facilitated discussions regarding what can be done to ensure as many people have access to palliative care as possible.

Michele Rumsey from the WHOCC UTS presented on building capacity in the Oceanic region. The presentation focused on Pacific professional development models to build palliative capacity in Oceania, and an evaluation of a WHO open learning network.

An interactive Q&A was held regarding the ethical challenges and their impact on palliative care. Professor Lindy Willmott (Director, Australian Centre for Health Law Research, Professor of Law, QUT), Samantha Jenkinson (Member of WA's Ministerial Expert Panel on Voluntary Assisted Dying), Dr Harry Nespolon (President, The Royal Australian College of General Practitioners), Dr Chi Li (Palliative Care Physician), and Michele Rumsey (Director, WHO CC UTS) formed the expert panel.



Outcome

Recommendations and issues arising from the meeting were as follows:

- Increased and sustained funding for palliative care to enable access to palliative care regardless of geography, gender, cultural identity, stage in life-limiting illness and age.
- Palliative care as mandatory units in medical, nursing, allied health, pharmacy, and paramedic undergraduate curricula and certificate courses for aged care and disability.
- Investment in palliative care research and data collection across all palliative care settings.
- Investment in recruitment and retention strategies to increase the number of specialist palliative care physicians, nursing and allied health professionals.
- Partnerships with our Pacific neighbours, which build on existing initiatives, models of care, and programs that are effective and beneficial and learn from these. Support new initiatives driven by local communities.
- Increased availability and access to essential medicines for pain and other symptoms.
- Increased awareness and advocacy to support the specific palliative care needs of children and adolescents.

Recognition that palliative care is part of essential care in humanitarian disaster responses.

The Asia Pacific Emergency and Disaster Nursing Network (APEDNN)

The Asia Pacific Emergency and Disaster Nursing Network (APEDNN) Meeting was held on the 12th – 13th of November, 2019 in Hong Kong. APEDNN is a networking event held annually which aims to build the capacities of nurses in their coordination and effectivity during times of emergency and natural disaster. The Network has around 240 active members from over 40 countries in the Asia Pacific Region that includes the WHO CC UTS.

WHOC UTS Director Michele Rumsey gave a keynote speech entitled 'Politics and Power: Health Care Capacity for Disaster Response under a Changing Climate in the Pacific'. Michele discussed the capacity of health care respondents in the shifting climate in the Pacific. The health care capacity of a region was highlighted in its mutability; the ability to adapt to changing climates was identified as a major determinant in how effective the health care work force was in managing emergencies and natural disasters. Michele discussed the importance of developed policy and publications targeted the intended audience, and covered the global policy structures for WHO from World Health Assembly to local Health Authorities and the importance of a CNO to coordinate country strategies.



Outcomes

- Links with countries and discussions carried out for WHO WPRO Vital Roles in nursing and SOWN Report.
- Discussions with all countries on the important role of having a CNMO in ministries to ensure governance and leadership structures in place to achieve UHC.

Health Policy Workshop in New Zealand

The College of Nurses Aotearoa, New Zealand (NZ) held a workshop at the Victoria University of Wellington in 30-31 October 2019, which aimed to help attendees better

their understanding and improve their methods of engagement with the health policy process in New Zealand. Dr Mark Jones, the incoming Chair of the College of Nurses Aotearoa Board started the workshop by asking “What do we mean by health policy?” The complexity of the role of NZ nurses in advocacy and health policy development was then discussed to develop a foundation from which the subsequent suggestions could be justified.

Michele Rumsey (Director, WHOCC) spoke on the translation of global policy into local policy. She also facilitated a discussion that focused on integrating international and Pacific perspectives.



Attendees at Health Policy Workshop NZ

Outcomes

- Links with country's and discussions carried out for WHO WPRO Vital Roles in nursing and SOWN Report.
- Discussion head with all countries on the important role of having a CNMO in ministries to ensure governance and leadership structures in place to achieve UHC.

Australia –WHO Collaborating Centres First Forum 2019

The Australia-based World Health Organisation (WHO) Collaborating Centres Forum was held at the Sidney Myer Asia Centre at the University of Melbourne from the 5-6 of December 2019. The Forum aimed to strengthen relationships between Collaborating Centres and functioned as platform to share resources and information that in turn will allow for more successful responses to challenges and opportunities in global health.

With Nick Lord of the WHO Collaborating Centre for Health Workforce Regulation as Master of Ceremonies, Day 1 of the Forum (Thursday the 5th of December) commenced with an introduction by Dr. Brett Sutton, Chief Health Officer in the Victorian Department of Health and Human Services. Dr. Takeshi Kasai, Regional Director of the WPRO then spoke via video message on Australia's contribution to the newly formulated strategic plan of the Regional Office. Following this, Dr. Benjamin Cowie, Director of the WHO Collaborating Centre for Viral Hepatitis, offered insight into the perspective of the Collaborating Centres and Mischa Coleman as Executive Director of Global Health Alliance Australia then worked to propel the objectives of the Forum by outlining an overview of the actions of WHO Collaborating Centres of the previous two years.

Michele Rumsey from the WHO CC UTS acted as moderator for the session *Mitigation of and adaption to the health impacts of climate change in the Pacific*. The session's panel consisted of Professor Peter Sly, Director, WHO Collaborating Centre for Children's Health and the Environment, Dr. Angie Bone, Environmental Health Officer in the Victorian Department of Health and Human Services, and Dr. Helen Brown, Director, WHO Collaborating Centre for Nursing, Midwifery and Health Development. The objective of the session surrounded plans to address the health impacts of climate change. Discussions also took place that focused on how Collaborating Centres may both adapt to and mitigate such changes as they develop in the future.



Attendees of the WHO Collaborating Centre Forum

Global Symposium on Health Workforce Accreditation

The 2019 Global Symposium on Health Workforce Accreditation was held from the 10-12 of December 2019, in Istanbul, Turkey. The World Health Organisation (WHO), the Global Health Workforce Network (GHWN) and Educational Commission for Foreign Medical Graduates (ECFMG) co-hosted the event. Representatives from national

governments, intergovernmental organisations, health professional associations, health professional accreditation and regulatory bodies participated in discussion.

It is widely recognised that the accreditation and regulation of educational institutions is vital in the quality assurance of the global health-workforce practice. The challenges faced in regulating and accrediting institutions are symptomatic of an acutely volatile industry; the increasing number and privatisation of health workforce institutions, the emergence of new occupations, the impact of digitalisation on service dispensation, the increasing demand in quality and scale of service delivery, and the reactionary incapacities in times of humanitarian crises. The symposium facilitated the revision of mechanisms that enhance the capacity of accreditation and regulatory policies, and hence the optimization of the performance, quality, and distribution of the global health workforce. Said mechanisms furthermore embodied a strive to align with the Universal Health Coverage agenda emphasized in the WHO's 13th Global Programme of Work. WHO CC UTS was represented by Director Michele Rumsey gave a presentation on the work of the Centre in PNG regulation and accreditation and its involvement with the SOWN Report and data collection support provided to Pacific colleagues. Further discussions were held on above regional accreditation proposal with partners at this event.

GLOBAL NETWORKING

Global Network of WHO CC for Nursing and Midwifery website and communications

As Global Secretariat, the WHO CC UTS built and published a dedicated website <http://www.globalnetworkWHOCC.com/>. This website describes what the Network is, what they do and keeps the Network members updated with all news and information, with over 7,000 hits and interactions. This website and associated files and information was transferred to the new Secretariat John Hopkins University with ongoing communication and cross-referencing into 2019. The WHO CC UTS continues to be an active member of the GN WHO CC Network and plans to have representation at the 2020 Global Network WHOCC General Meeting and Conference.

Global Midwifery Network Meeting and Global Consultation

The Global Midwifery Network was formed and held its first meeting at the Global Network of WHO Collaborating Centres for Nursing and Midwifery Conference and the General Meeting of the Global Network in 2018 with representation from WHO CC UTS, and has subsequently held WHO consultations with regular communications with members.

The aim of the Midwifery Network of the Global Network is to:

- Strengthen midwifery research, education, collaboration, visibility and voice across the Global Network

- Share, and be aware of, midwifery research and development activities conducted across the Global Network
- Provide opportunities for global collaboration on midwifery issues of mutual interest
- Assist with planning the midwifery activities at Global Network meetings and conferences
- Be a point of leadership in midwifery to assist with sourcing midwifery contribution to the Links magazine and global updates



Outcome:

Over ten WHO CC s who work with midwifery are now members of the Network, including the WHO CC UTS.

The WHO CC UTS midwifery team member Dr Deb Fox met with WHO HQ staff Fran McConville and WHO Chief Nursing and Midwifery Officer Elizabeth Iro in Geneva to discuss the current State of the World's Midwifery Report, midwifery research and education issues and future opportunities for UTS graduates to apply for internship at WHO in Geneva. The WHO CC UTS continues to work to develop opportunities for staff and graduates to engage with vital international midwifery work.

World Health Assembly #WHA72

Every year member states of the World Health Organization come together for the World Health Assembly (WHA). WHO CC UTS is represented at side meetings and collaborations by the Director of WHO CC UTS. These are important events, with the purpose of advocating for the nursing and midwifery profession on a global scale.

The Director-General of the World Health Organization (WHO), Dr Tedros Adhanom Ghebreyesus highlighted the main achievements of WHO's General Programme of Work in his opening speech. The WHO CC UTS was represented at this meeting held in May at Geneva, Switzerland, and was involved with coordinating and facilitating a range of formal and informal meetings that coincided with the World Health Assembly (WHA).



Chief Nursing Officer of WHO Elizabeth Iro and ICN CEO Howard Catton with nurses and midwives at 72nd WHA

This annual event was especially energetic and enthusiastic with representatives from all the key stakeholder groups and WHO nursing staff. ICN, ICM, STTI, Nursing Now and WHO Chief Nurse Elizabeth Iro welcomed and congratulated all the nursing representatives at this year's WHA.

At this 72nd WHA, ICN announced that 2020 will be the International Year of the Nurse and the Midwife as designated by WHO and partners including, the International Confederation of Midwives (ICM), International Council of Nurses (ICN), Nursing Now and the United Nations Population Fund (UNFPA) to celebrate the benefits that nursing and midwifery bring to the health of the global population.

During the 72nd annual WHA, Member States adopted a new global strategy on health, environment and climate change and committed to invest in safe water, sanitation and hygiene services in health facilities. Patient safety was recognized as a global health priority and the 11th Edition of the International Classification of Diseases was adopted.

Representatives of the WHO CC UTS attended the WHA along with some SPCNMOA members although their numbers were reduced from the previous year.

Outcome:

Some of the important agenda items for the 72nd WHA in 2019 that were supported by nurses and midwives (ICN and ICM) were:

- 11.4 Implementation of the 2030 Agenda for Sustainable Development
- 11.5 Universal health coverage: Primary health care towards universal health coverage
- 11.8 Follow-up to the high-level meetings of the United Nations General Assembly on health-related issues: Prevention and control of non-communicable diseases
- 12.2 Member state mechanisms on substandard and falsified medical products
- 12.3 Human resources for health – WHO Global Code of Practice on the International Recruitment of Health Personnel: third round of national reporting
- 12.4 Promoting the health of refugees and migrants
- 12.6 Patient safety: Global action on patient safety
- 12.8 Global Strategy for Women's, Children's and Adolescents' Health (2016-2030)
- 19.0 Other matters referred to the Health Assembly by the Executive Board – 2020

There were many senior nursing and midwifery representatives from the Pacific Region in attendance. The WHO CC UTS is always active on Twitter at these events and meets with nursing and midwifery leaders from partner organisations and around the world.

The 73rd WHA will see the launch of the WHO State of the World's Nursing Report that is being developed in close collaboration with the ICN and Nursing Now! Campaign. Work on data collection, reporting and analysis is ongoing and WHO CC UTS has **supported** this process for PICs through the WPRO.

WHO Regional Director for Western Pacific visits WHO CC UTS

WHO CC UTS was honoured to receive Dr Takeshi Kasai, the WHO Regional Director for the Western Pacific Regional Office (WPRO) on the 18th of June, 2019. Dr Kasai visited the WHO CC UTS and toured the university facilities and Faculty of Health. Academic and professional staff shared their knowledge and welcomed him to the University and Faculty. Dr Kasai toured the Palliative, Aged and Chronic Care Research Centre, the clinical simulation lab for nursing and midwifery, and the Australian Centre for Complementary and integrative Medicine and Public and Population Health Research.

After the tour, he was received at WHOCCUTS with a short reception held in his honour and attended by various UTS and Faculty of Health staff. He also spoke with remote

colleagues from the Pacific through an online teleconference whilst at the Centre who shared in the speeches and contribute to the discussions.



Regional Director Dr Takeshi Kasai UTS FoH staff

Outcome:

Dr Kasai shared his vision for the region and outlined the main points of the White Paper on WHO work in the Western Pacific Region – for consultation. Staff gained a greater understanding of this document, his vision and also participated in the Western Pacific Region Partner's Forum that followed in July 2019.

Nursing Now Campaign

Nursing Now is an ongoing campaign in partnership with WHO and ICN, and was launched in early 2018. WHO CC UTS has collaborated closely with the campaign providing research and surveys from the Global Network of WHO CCs to enrich their knowledge and build connections.

The 'Triple Impact of the Development of Nursing' was outlined by the UK All Party Parliamentary Group on Global Health Report. Adjunct Professor James Buchan from the WHO CC UTS was an expert witness for this All Party Parliamentary Group. The Nursing Now campaign is based on this report which proposes that the development of nursing worldwide will lead to 'improved health, the promotion of gender equality and increased economic growth' on a global scale.

ICN World Health Assembly Network Lunch

WHO CC UTS, represented by Director Michele Rumsey, attended this annual event in 2019, which was especially energetic and enthusiastic with representatives from all the key stakeholder groups and WHO nursing staff. ICN, ICM, STTI, Nursing Now and WHO Chief Nurse Elizabeth Iro welcomed and congratulated all the nursing representatives at this year's World Health Assembly.



Chief Nursing Officer of New Zealand Margareth Broodkoorn; Chief Nursing Officer at WHO Elizabeth Iro and WHO CC Director Michele Rumsey

Again, there were many senior nursing and midwifery representatives from the Pacific Region in attendance. Howard Catton ICN CEO, thanked Adjunct Professor Debra Thoms CNMO Australia, for her outstanding leadership on WHO Executive Board.

Triad & Global Forum for Government Chief Nursing and Midwifery Officers

Prior to the WHA, Global Nursing and Midwifery Triad meetings take place amongst the International Council of Nurses (ICN), International Confederation of Midwives (ICM) and the World Health Organization (WHO) from 13 May to 15 May 2020 at Geneva, Switzerland. These meetings bring nursing and midwifery leaders from across the globe together to discuss key topics of interest to the professions and global health.

Participants also split into separate meetings for leaders of ICN Member Associations (NNA Meetings), nursing and midwifery regulators (Regulation & Credentialing Forum), Government Chief Nursing, and Midwifery Officers (GCNMOs).

The WHO CC UTS is involved in preparation for the meetings and also with preparation for the SOWN report release in 2020.

UTS Development Network

The UTS Development Network in collaboration with Australian Council for International Development meets regularly to discuss development issues, cross-cultural partnerships, regional and global strategies for development. Michele Rumsey, Director at WHO CC UTS is a member of this group and is regularly invited to present experiences gained through projects and research.

Regional Accreditation conversations (quality improvement proposal with DFAT and ANMAC – workshop brief SPCNMOA)

South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA) with WHO Collaborating Centre, University of technology Sydney (WHOC CUTS) as Secretariat, and in partnership with Australian Nursing and Australian Health Practitioners Regulatory Authority, Nursing and Midwifery Board (AHPRA), Midwifery Accreditation Council (ANMAC), convened a workshop to discuss regional accreditation issues in the Pacific. The aims of this workshop were in line with the recommendations agreed following SPCNMOA 2016 and WHO SPC Director of Clinical Services meetings at Heads of Health held in Fiji 2019 and discussions at the global WHO Government Chief Nursing Officers Forum in Geneva. These recommendations include:

- Review of each country's legislation and regulations impacting on nursing and midwifery services, understanding gaps and barriers in legislation. Especially:
 - Educational quality, accreditation, competencies, practice safety and standards at rural, remote, country, sub-regional and regional levels.
 - Examining and defining the scope of health assistant personnel's in the Pacific.
- Directors of Clinical Services Meetings acknowledged the need for regional mechanisms for nursing and midwifery to provide continuing professional development, capacity building for training, protocols and standards development.

The workshop was attended by 25 Chief Nurses/Midwives or their representatives and senior leaders in regulation and education from 16 countries in the Pacific including Australia, Cook Islands, Fiji, Nauru, New Zealand, Niue, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tuvalu, Vanuatu, Palau, Marshall Islands, American Samoa. Adjunct Professor Debra Thoms Chief Nursing and Midwifery Officer, Department of Health Australia facilitated the workshop.

The positive developments/agreements from the workshop put forward were:

- Recognition for the need to have a regional accreditation approach with overarching generic standards,
- Pacific move to more Bachelor programs (Quality framework 7 & 8),
- Desire to improve accreditation and regulation,
- And more local accreditation bodies in countries.

The gaps identified in achieving these aims include variations in post registration programs and concerns for the quality of undergraduate nursing programs, need to strengthen independent accreditation processes across the region and the need for an agreed regional set of generic standards.

Models for a proposed mechanism to look at regional program of accreditation and regulatory standards to address gaps were discussed. It was proposed that SPCNMOA should act as the coordinator, with support from the WHO CC UTS.

The first task would be to set up a working group with suggested membership to include CNMOs from Fiji, Samoa, Cook Islands, PNG, CNO from Tonga and ANMAC. Support from Australia and New Zealand with experts co-opted as necessary. Some of activities of the working group would include:

- Developing a Terms of Reference and Constitution,
- Review of existing Pacific accreditation and regulation and production of a report,
- Consideration of existing WHO, ICN, ICM and other frameworks that might be relevant,
- Understanding what is needed for recognition and support from Pacific Health Ministers Meeting, Heads of Health, WHO and others,
- Developing ground rules for the working group with particular focus on Pacific expertise.

Overarching recommendations identified in the workshop were:

- Agreement on a regional approach with links to country based systems
- Develop standards that meet regional needs
- Develop framework that covers undergraduates and post graduates
- Observe links/partnerships between existing NZ/Aust & Pacific Universities
- Look at the alignment of Au/NZ qualifications framework with Pacific qualifications framework including consideration of Northern Pacific (US System)
- Set up an SPCNMOA working group.

Reproductive Health Training Unit Monitoring and Evaluation, PNG

In late 2018, an article titled: 'Qualitative evaluation of a public-private partnership for reproductive health training in Papua New Guinea', was accepted for publication in Rural and Remote Health Journal. WHOCCUTS continues to be involved in this important work through PNG ongoing proposed training and approaches.

The final report is available on the DFAT website: <http://dfat.gov.au/about-us/publications/Pages/png-reproductive-health-training-unit-monitoring-evaluation-report.aspx>

Strengthening the quality of midwifery education in Cambodia

In collaboration with the UNFPA Cambodia, and the Cambodian University of Health Sciences (UHS) and its Technical School of Medical Care (TSMC), a team from the University of Technology Sydney (UTS) Faculty of Health, through its WHO Collaborating Centre (WHO CC UTS), has provided technical support to strengthen midwifery education in Cambodia..

One key component of this work has been to upgrade the level of qualification for Cambodian midwifery educators from Associate Degree in Midwifery to Bachelor of Science in Midwifery through delivery of the approved Bridging Curriculum by the Ministry of Health, and also to provide support and capacity building for national educators through a Team Teaching Workshop.

It is hoped that the collaborative relationships established will continue to be strengthened and productive in the future to benefit the midwifery profession and the women and children of Cambodia.

Outcome:

The Team Teaching Workshop was held for 14 national educators from the UHS TSMC prior to the delivery of the Bridging Curriculum, to build teaching skills and capacity for future program delivery and improved student learning.

A team of midwifery educators and staff from UTS completed three in-country visits to Phnom Penh in March, June and September 2018 to deliver nine subjects from the Midwifery Bridging Program. Fifty two female midwives attended from urban and rural areas across Cambodia with all completing the subjects and no withdrawals from the program. UTS has also completed a detailed review of the Associate Degree in Midwifery curriculum and provides ongoing support to colleagues in Cambodia as required.

Conversations are continuing with UNFPA in China, Korea and Cambodia in the hope of working together again in the future.

State of World of Midwifery Report

Discussion at WHO headquarters WHO Chief Nurse Elizabeth Iro and ICM colleagues in May 2019 - highlighted this report data will be collected in 2021.

WHO CC UTS Regional Updates

The WHO CC UTS keeps stakeholders and other interested people in the region up-to-date with development news, events, and donor activities in the region. The Regional Updates were sent to over 2,000 recipients in 2019. The Regional Updates include work being undertaken by the WHO CC UTS and also:

- Links to upcoming events relevant to nursing and midwifery
- Links to the latest WHO documents
- Publications of interest and importance

Feedback from recipients of the Regional Updates continue to be positive with a growing list of readers every year.

WHO CC UTS communicates not only through the Regional Updates but through their website <http://www.nmh.uts.edu.au/whocc/>

COLLABORATIONS

WHO CC UTS has many dealings with WHO WPRO, WHO Headquarters and other country offices in the Pacific particularly in their role as Secretariat for the SPCNMOA and following involvement with the Global Network of WHO CCs. These collaborations and relationships are always based on mutual respect and continue to grow stronger.

Redesignation

The University of Technology Sydney World Health Organisation Collaborating Centre (WHO CC UTS) has been redesignated by the WHO Western Pacific Regional Office as a Collaborating Centre for another four-year term. The commencing term will take place from 2020 – 2024.

Collaborating Centres are fundamental to the practice of the World Health Organisation's working principles. The WHO CC UTS carries out activities in support of the WHO's programmes, focusing on Midwifery and Nursing in the Pacific Regions, and accordance with its specific Terms of Reference.

WHO CC UTS is in constant contact with WHO WPRO and other WHO offices in the Pacific. The open lines of communication and sharing of both difficulties and advancements make for a successful and effective working relationship. The WHO CC UTS focusses on furthering the work of WHO and in close collaboration undertakes initiatives that are in line with policies and strategic directions. The relationship is both formal and informal with means of communication not only telephone but Skype and other conferencing tools such as GoToMeeting.

WHO CC Global Network

As a member of the Global Network of World Health Organization Collaborating Centres, the WHO CC UTS has ongoing working relationships with all the 44 nursing and midwifery collaborating centres. The Centre also performed the role of Secretariat for the Network from 2014 to 2018 and developed relationships with a range of WHO CCs and special relationship with many global, regional and Australian partners.

Other key networks:

- WHO DFAT SPC Regional Director of Clinical Services
- DFAT Medical and Nursing Regulation Advisory 2016 – 2019
- Member of WHO Global Health Workforce Education Network Hub 2019
- Attended Asia Pacific Economic Communities APEC 2018
- WHO CC Forum 2019
- WHO Nursing and Midwifery Taskforce
- WHO CC Western Pacific Regional Office meetings/network 2019

- ACFID Pacific and Papua New Guinea Community of Practices 2019
- WHO CC network Australia 2019
- WHO regional regulation 2019

Special relationships with:

- James Cook University, Australia
- St. Luke's College of Nursing Tokyo Japan
- University of the Philippines, Manila Philippines
- Research Institute of Nursing Care for People and Community Akashi Japan
- Hong Kong Polytechnic University Hong Kong China
- Shandong University Jian China
- John Hopkins University Baltimore USA
- Albion Street Centre Sydney Australia
- University of Sao Paulo Ribeirao Preto Brazil
- College of Health Sciences, MoH Manama Bahrain
- Glasgow Caledonian University Glasgow UK
- Center on Health Workforce Policy and Planning, Instituto de Higiene e Medicina Tropical, Universidade Nova de Lisboa, Portugal
- Mahidol University Bangkok Thailand
- Chiang Mai University Chiang Mai Thailand
- Yonsei University Seoul Republic of Korea

WHO CC UTS has worked closely with, WPRO, SEARO, WHO PNG Office, WHO FIJI Office and many connects with WHO staff in the Geneva Office. Due to the status of Secretariat of the Global Network of WHO CCs for Nursing and Midwifery, the WHO CC UTS also now collaborates more widely with other regions of WHO.

PUBLICATIONS

Communication has continued from the WHO CC UTS through reports, publications and conference presentations. These have included the following:

- Dussault G, Buchan J (2018) Noncommunicable diseases and human resources for health: a workforce fit for purpose p 182, in Jakab M, Farrington J, Borgermans L (eds) Health systems respond to noncommunicable diseases: time for ambition. WHO Europe
http://www.euro.who.int/__data/assets/pdf_file/0009/380997/hss-ncd-book-eng.pdf
- Maier C, Buchan J (2018) Integrating Nurses in Advanced Roles in Health Systems to Address the Growing Burden of Chronic Conditions. Eurohealth 24 (1) 24-27
- Cometto G, Buchan J, Dussault G (2020) Developing the health workforce for universal health coverage. Bulletin of the World Health Organisation 98 (2), 109-116
- Buchan J et al (2019) Falling short: the NHS workforce challenge: Workforce profile and trends of the NHS in England. Health Foundation, London
<https://www.health.org.uk/publications/reports/falling-short-the-nhs-workforce-challenge>

- Buchan J et al (2019) A critical moment: NHS staffing trends, retention and attrition. Health Foundation, London.
<https://www.health.org.uk/publications/reports/a-critical-moment>
- Gedik G, Buchan J, et al (2018) The need for research evidence to meet health workforce challenges in the Eastern Mediterranean Region. Eastern Mediterranean Health Journal, 24 (9) <http://www.emro.who.int/emhj-volume-24-2018/volume-24-issue-9/the-need-for-research-evidence-to-meet-health-workforce-challenges-in-the-eastern-mediterranean-region.html>
- Thiessen J, Bagoi A, Homer C, Rumsey M. (2018) Qualitative evaluation of a public–private partnership for reproductive health training in Papua New Guinea. Rural and Remote Health; 18: 4608. <https://doi.org/10.22605/RRH4608>
- Cometto G, Buchan J, Dussault G (2020) Developing the health workforce for universal health coverage. Bulletin of the World Health Organisation 98 (2), 109-116
- Buchan J et al (2019) Falling short: the NHS workforce challenge: Workforce profile and trends of the NHS in England. Health Foundation, London <https://www.health.org.uk/publications/reports/falling-short-the-nhs-workforce-challenge>
- Buchan J et al (2019) A critical moment: NHS staffing trends, retention and attrition. Health Foundation, London.
<https://www.health.org.uk/publications/reports/a-critical-moment>
- Rumsey, M. (2020). Global Health and Nursing. In J. Daly, & D. Jackson (Eds.), Contexts of Nursing (6th ed, 15th Sept 2020). Australia Elsevier.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Papua New Guinea. 2019 and 2013, WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p 7.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Samoa. 2019 and 2013, Faculty of Nursing, Midwifery & Health, University of Technology Sydney: Sydney, Australia. p. 5.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Solomon Islands. 2019 and 2013 WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p. 11.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Tokelau. 2019 and 2013, WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p. 5.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Tonga. 2019 and 2013, WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p. 7.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Tuvalu. 2019 and 2013, WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p. 4.

- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Vanuatu. 2019 and 2013 WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p. 4.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Australia. 2019 and 2013 WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p. 8.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Cook Islands. 2019 and 2013 WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p. 9.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Fiji. 2019 and 2013 WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p. 5.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Kiribati. 2019 and 2013, WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p. 6.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: Nauru. 2019 and 2013, WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p. 5.
- Rumsey, M. and J. Thiessen, Western Pacific Region Nursing/Midwifery Databank Country: New Zealand. 2019 and 2013, WHO Collaborating Centre for Nursing Midwifery and Health Development, University of Technology Sydney: Sydney, Australia. p. 22.
- Rumsey, M., Joseph, N., & Kililo, M. (2019). The need for improved educational development of nurses and midwives to strengthen quality of care in PNG - 10 year Review. Paper presented at the ANU Policy Development PNG Update, Papua New Guinea,
- Catling, C., & M, R. (2019). Midwifery Skills Log Books Development Retrieved from National Department of Health PNG,
- Rumsey, M., Joseph, N., & Kililo, M. (2019). The need for improved educational development of nurses and midwives to strengthen quality of care in PNG. Paper presented at the Global Symposium on Health Workforce Accreditation, Istanbul, Turkey.

New Grants, Research and Consultation Projects

Australian Awards Leadership Research

Since 2009, over 150 participants have completed a Health System Strengthening program at WHO CC UTS, under the Australia Awards Fellowship funded by Department of Foreign Affairs and Trade, Australia (DFAT). Many of these fellows have progressed to positions of greater influence in their countries. In 2017 eight countries were visited to follow-up on projects and provide support to previous Australia Awards Fellowship participants. In 2018, these data have been analysed and preliminary findings show the participants in this program have been promoted to more leadership roles in their countries.

In follow-up visits, fellows were interviewed and focus groups held in Solomon Islands, Nauru, Kiribati, Samoa, Tokelau, Vanuatu, Tuvalu and Fiji. Qualitative data from this follow-up visit will be further analysed in months to come. As part of the Health System Strengthening Program, individual projects are developed with in-country mentors who are members of the South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA) in high-level positions in their home countries.

The leadership program has far and long reaching effects as the participants are able to facilitate skills-transfer with in-country colleagues, continue to network with regional country counterparts and contribute at the strengthening of health systems in their home countries. The ongoing work of the WHO CC UTS in these PICs has allowed relationships and capability building of the program participants to continue and strengthen into 2019 and it is envisaged that this will continue into the future.

With the theme, 'Health System Strengthening Nursing and Midwifery Leadership in the South Pacific', the WHO CC UTS leads the study program that focusses on:

- Identifying local health priorities and strategies
- Developing an action plan on personal competence in plan management
- Data analysis and dissemination
- Leadership skills development
- Policy analysis
- Developing a peer support network between Fellows.

At meetings held in 2019 including the DCS and Heads of Health Meetings, and SPCNMOA meetings, the importance of continuing leadership training opportunities was often highlighted and the WHO CC UTS continues to support colleagues in the Pacific in this area and seek funding and support to continue this important program.

Initial Findings:

- **Strengthening of the SPCNMOA** – relationship building – something that's hard to quantify and evaluate but is the basis of all our research projects
- **85% of the participants** of the leadership program had **major career developments** and assumed **senior roles** in nursing and midwifery.
- Reported improved knowledge and skills resulting in **broader outlooks, greater self-awareness, confidence and motivation.**
- Fellows were able to apply **new knowledge and skills in using data to produce policies and improve practice.**
- They reported sharing information learnt, using leadership skills to motivate others, improve quality, build partnerships, public health preparedness, and community capacity.
- They understood the role of **government leadership and translation of data** to create health systems that meet population needs.
- Many articulated using skills and SPCNMOA mentors to develop and complete other projects **many years** after completing the leadership program.
- Past program participants includes **8 Pacific CNMOs, 2 Health Ministers, Global Fund, DFAT**
- Midwifery and nursing professions are now represented at global summits
- 9 nursing and midwifery officers from this small isolated Island states - self-funded attended the WHO World Health Assembly in Geneva.
- Development of a new research framework, PARsifika. Although still in its infancy, PARsifika will inform our centre's future projects and, we hope, cross-cultural research and program delivery in collectivist cultures.
- They have implemented projects in their home countries beyond program in areas such as succession planning, professional development, regulation and refresher training.

WHO Expert Advisory Group to review the relevance and effectiveness of the WHO Global Code of Practice on the International Recruitment of Health Personnel

Professor James Buchan, Adjunct Professor at WHOCCUTS was appointed as a member of the Expert Advisory Group ("EAG") established by WHO with the mandate to conduct the 2nd review of relevance and effectiveness for the WHO Global Code of Practice on the International Recruitment of Health Personnel. The EAG was asked to (1) advise the Director-General of evidence on the relevance and effectiveness of the Code, and (2) provide guidance on measures needed to ensure and strengthen the Code's relevance and effectiveness. The EAG was comprised of 27 individuals, including representatives from Member States, international organizations, civil society, and individual experts.

Outcomes

The work of the EAG was conducted during the period July 2019 to January 2020, including information gathered through 13 technical briefs, 2 EAG working group papers,

and an open public hearing. The report of the EAG was submitted to WHO Governing Bodies in February 2020 with the intention of it being presented to the 73rd World Health Assembly in 2020.

WHO WPRO Vital Roles of Nurses

The Vital Roles of Nursing document is due to be released by the WHO in May 2020 - coinciding with the designated International Year of the Nurse and the Midwife. In 2019, the WHO CC undertook interviews with over 150 nurses and midwives throughout the region. A number of case studies were then collated which highlighted the unique variety of challenges and achievements that midwives and nurses encounter everyday in their communities. The case studies attempted to reflect the Western Pacific's unique economic, social and environmental context while underscoring four thematic priority areas from the WHO WPRO White Paper:

- Health Security, including antimicrobial resistance
- Noncommunicable diseases and ageing
- Climate change and the environment
- Reaching the unreached

WHO support on updating the evidence on retention of health workers

Professor James Buchan, Adjunct Professor, has acted as lead consultant on a WHO project to develop country level case studies which documented the rationale for implementing policies intended to improve retention of health workers in remote and rural areas, describe the process of implementation, and report on impacts of these policies, in South East Asia. Case studies were conducted in 2019 in six countries in the Region, and the key findings were synthesised into an overview report.



Professor James Buchan at the Prince Mahidol Conference with other attendees

Outcomes

Key preliminary findings were presented at the Prince Mahidol conference in January 2020; the synthesis report and country case studies will also be published in 2020.

WHO focus on human resources for health (HRH) in small states

Professor James Buchan, Adjunct Professor, has been acting as a consultant to the WHO European Region, which is delivering a programme of work on HRH issues in small states across 2018-2020, in support of member states.

Outcomes

An initial focus was agreed on mobility of health professionals and on the delivery of continuous professional development (CPD). These issues were discussed at a stakeholder meeting in 2019; a policy brief on nurse mobility and retention in small states is scheduled for completion and publication in 2020.

Specialist Practice and Graduate Diploma and Masters in Clinical Nursing (Emergency) Fiji

The WHO CC UTS has been working with Fiji since 2018 to assist with finalising the documentation for Specialist Practice and a Graduate Diploma and Masters in Clinical Nursing (Emergency) to be offered by the School of Nursing, Fiji National University (FNU) in 2020-2021.

WHO CC UTS with funding from FNU, developed objectives to share international experience of advanced practice, application of an advanced practice career pathway, and the way forward for a draft of a nursing specialization framework. A workshop was held in Fiji where clinical and management staff identified clinical career pathways and advanced practice level definitions.



Students and partners from FNU

Funding through the National Critical Care and Trauma Response Centre assisted a scoping study to evaluate what level of support would be needed by FNU to develop and deliver a master of emergency nursing program. One of the gaps identified was the lack of capacity in the clinical settings to provide clinical education and support for students

while they are enrolled in the programs. As a result, a meeting was held with Australian Volunteers International in Suva and then at the WHOCC in mid-2019 to discuss the possibility of partnering to recruit a suitable clinician using their 'enhanced' volunteer program which already exists in the Solomon's where volunteers are paid a supplementary allowance to encourage mid-career people to apply. This discussion is in its early stages, however it is hoped that we will be able to have someone in Fiji in the first half of next year.

Provision of Technical Support for Nursing Education in Vanuatu

The WHO CC UTS is working with the Vanuatu College of Nursing Education (VCNE) to provide support to develop a Bachelor of Nursing (Conversion) and Bachelor of Nursing curriculum framework, working closely with and supporting colleagues from the VCNE. This work incorporates capacity building activities for VCNE staff and relevant stakeholders on curriculum development and where possible, the provision of assistance to VCNE staff for completion of course accreditation documentation and relevant regulation processes.



Prof Lin Lock, Dr Diane Brown and Lisa Townsend with VCNE staff and BN (Con) students

This curriculum development and accreditation work will enable current diploma-qualified Vanuatu nurses to gain the Bachelor of Nursing qualification, while recognising their prior learning. The team from UTS will work with the national VCNE educators and other

relevant stakeholders to ensure the VCNE will have the plans, capacity and resources in place to deliver the Bachelor of Nursing.

Part of the work in Vanuatu involves assisting with the design and delivery of the Bachelor of Nursing program to be offered for the first time in Vanuatu in 2020- 2021. Key staff in the Faculty of Health have volunteered to be part of the Curriculum Working Group which will jointly, with colleagues from Vanuatu, design and develop draft framework and outline for the new program which will be presented to the Steering Committee in Vanuatu on our next visit. The WHO CC UTS has been fortunate to have as a key member Harriet Sam, a senior academic from the Vanuatu College of Nursing Education who is currently studying at UTS. This has ensured the draft framework is being developed taking careful account of the specific healthcare needs of the population of Vanuatu.

Key stakeholders have been consulted and involved with planning and development to date, including personnel from the Vanuatu Ministry of Health (MOH), VCNE, WHO Country Office, Vila Central Hospital, Vanuatu Qualifications Authority, and the Australian government Department of Foreign Affairs and Trade (DFAT), with the Vanuatu Principal Nursing Officer (PNO) and Principal Nursing Officer from VCNE leading the project in their country. Further work will be carried out by WHO CC UTS in 2020.

Outcomes

- Development of accreditation documentation for Bachelor of Nursing (conversion)
- Delivery of BN (conversion) program to 14 participants including clinicians from Vila central Hospital and educators from the Vanuatu College Nurse Education (VCNE).
- Development of accreditation documentation for 3 years Bachelor of Nursing and subject component documentation for implementation.
- Capability strengthening of educators at VCNE, Ministry of Health staff and clinicians.

Australian Council for International Development

The Australian Council for International Development (ACFID) National Conference focusing on Human Rights in the 21st Century was held at the University of NSW (UNSW) from 30-31 October 2019. Speakers included Ms Amanda Bartley, PwC Director Social Impact; Associate Professor Black; ChildFund Ms Olive Oa; Dr Penny Uther and Ms Michele Rumsey, Director WHO CC UTS.

Ms Michele Rumsey discussed work conducted by the WHO CC UTS and recent paper on the State of the World Midwifery in small island Pacific nations. She outlined work that the WHO CC UTS has undertaken for WPRO for the State of the World's Nursing report will be launched on World Health Day in 2020, in line with the International Year

of the Nurse and the Midwife, and prior to the WHO 73rd World Health Assembly. This milestone document will provide a technical description of the nursing workforce in member states around the world to inform policy dialogue on strengthening nursing and accelerating progress across the Sustainable Development Goals (SDGs) and UHC. The WHO CC UTS assisted with the collection of complex SoWN data across Pacific Island member states where nurses and midwives constitute approximately 78% of the health workforce.

Australasian Aid Conference

As in previous years, the aim of the 2019 Australasian Aid Conference held in Canberra was to bring together researchers from across Australia, the Pacific, Asia and beyond who are working on aid and international development policy to share insights, promote collaboration, and help develop the research community.

Michele Rumsey, Director of WHO Collaborating Centre, and Lisa Townsend, Education Adviser and Lecturer, presented research and projects carried out in the region in relation to health system strengthening and facilitated a panel discussion. Continuing to collaborate and show leadership in this field with peers and other health care workers in the region is an important strategy of the WHO CC UTS to implement health workforce policies and strategies.

WHO Taskforce on Nursing and Midwifery

The WHO Taskforce on Nursing and Midwifery was launched at the WHA in 2019. The WHO CC UTS representative Ms Michele Rumsey worked alongside Chief Nurse for WHO, Elizabeth Iro, who led the WHO Taskforce in the context of UHC.

Mrs Iro explained that the Taskforce that will provide an interdisciplinary platform to strengthen, mainstream and make visible the contributions of WHO nurses and midwives at WHO headquarters, regional and country offices. Also, discussions confirmed ways countries could achieve the Strengthening Quality Midwifery Education for UHC 2030 Framework For Action.

The Taskforce was launched to strengthen the WHO nursing and midwifery governance mechanism capable of developing a systematic approach to strengthening and expanding the involvement and contribution of nursing and midwifery theory, knowledge and experience within WHO. The Director General tasked the Chief Nursing Officer and a group of nurses and midwives to champion an open, inclusive organization wide approach, drawing upon the contributions of relevant stakeholders, partners and professional organizations.

This Taskforce will provide an interdisciplinary platform to strengthen, mainstream and make visible the contributions of WHO nurses and midwives at WHO headquarters, regional and country offices. WHO CC UTS works closely with the Taskforce leader and members to support their activities on an ongoing basis.

The Taskforce on Nursing and Midwifery has five interconnected objectives:

1. Strengthen leadership to inform and shape future contributions of nurses and midwives, advocate and gain political commitment, develop a plan of action.
2. Improve coordination to develop platform for coordination between WHO offices, facilitate inputs by nurses and midwives into WHO policy and programmes.
3. Increase collaboration between WHO and other nursing and midwifery institutes and experts and identify opportunities for increasing strategic influence of nurses and midwives.
4. Develop research and evidence among other strategies, explore nursing and midwifery related gaps and identify where contributions to research, evidence and normative guidance; enhance role of WHO Collaborating Centres.
5. Enhance partnerships to embed nursing and midwifery perspectives into Global Health Initiative policies and practices, systematically ensure the inclusion of nursing and midwifery partners and agencies in global, regional and country decision making processes.

Regulation Advisor PNG

Since 2014, WHO CC UTS Director, Michele Rumsey has worked on an ongoing basis as an Advisor, with Dr Nina Joseph, Registrar Nursing Council of PNG, to review the regulation processes for Papua New Guinea nurses and midwives.

Because of the major reform of the Nursing Council and updated information available, it is now known that 6,271 practitioners are registered with the Nursing Council (well below the WHO recommended threshold of 45 health workers per 10,000 population). Including new graduates, 4,566 of these are registered nurses, 721 are registered midwives and 1,427 are nurse aides. Also, it is known that while graduates receive certificates following graduation from their School of Nursing, many have travelled back to provinces making access to this certificate difficult. This work has been supported by the WHOCC UTS and funded by the Department of Foreign Affairs Australia.

This work has included:

- streamlining the registration process and conducting an extensive review of the register and the number of registered practitioners in PNG
- development of new and revised PNG Nursing Council documentation
- developing a Nursing Council Website which now hold relevant Nursing Council forms
- providing information on PNG health workforce
- Launch of a health practitioners' registration database.

PNG Midwifery, Clinical Skills Logbook and Competency

Improvements in midwifery have been ongoing since PNG National Department of Health (NDoH) Maternal and Child Health Taskforce Report (2009). A 10 year review has shown many areas have been worked on and yet many challenges still exist. Following the task force the Maternal and Child Health Initiative (MCHI) was established and carried out 2011-2016, funded by WHO, DFAT with support from HHISP.

WHO Collaborating Centre at the University of Technology, Sydney (WHO CC UTS), won the MCHI tender carrying out research, monitoring and evaluation and institutional support by recruiting twelve midwives and two obstetricians. The main aim of the MCHI was to contribute to a decrease in maternal mortality rate in PNG in a sustainable manner through improved quality of essential maternal and newborn health care. Objectives of the Initiative were:

- To improve the standard of midwifery clinical teaching and practice in the five teaching sites,
- To improve the quality of obstetrical care in two regions through the provision of clinical mentoring, supervision and teaching.

The WHO CC UTS used its integrated approach to run the MCHI project. Linking education (strengthening educators, faculties improving graduate attributes), regulation (strengthening regulation and standards to protect the public), association (strengthening for midwives support) and governance (working closely with NDOH and supporting the establishment of CNMO).



PNG Midwifery Skills Log Book workshop

The new 18 month midwifery program was approved by the National Department of Health (NDOH). The PNG Nursing Council has advised midwifery schools to commence the 18 months program in 2019 and 2020. The review of the midwifery clinical skills logbooks is for students who will be undertaking the 18 month midwifery program.

Thus, development of the skills log book is crucial prior to the implementation of the 12-month program. The new knowledge and skills added to the national midwifery curriculum framework are not included in the old skills log books. This competency development and workshops were held with WHO CCUTS midwives and colleagues from across PNG during 2019.

Outcome:

The following recommendations have resulted from workshops held in 2019:

- Include in preamble/introduction a definition of the scope of the Nurse-Midwife
- Include in preamble/introduction a Papua New Guinean Midwifery Philosophy
- Consolidate the seven existing PNG midwifery competency's sections to four sections as outlined below
- Proposed reassignment of current competencies to new headings
- New midwifery competencies will need to be approved by PNG Nursing Council Board.
- National Midwifery Curriculum Framework & Implementation Plan (2014) will be revised with minimum changes to clarify missing areas and will be circulated to all SOM and stakeholders.
- Two workshops held with midwives from across PNG in 2019 to finish this important work.

Regional Accreditation

South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA) with WHO Collaborating Centre, University of technology Sydney (WHOCUTS) as Secretariat, and in partnership with Australian Nursing and Australian Health Practitioners Regulatory Authority, Nursing and Midwifery Board (AHPRA), Midwifery Accreditation Council (ANMAC), convened a workshop to discuss regional accreditation issues in the Pacific. The aims of this workshop were in line with the recommendations agreed following SPCNMOA 2016 and WHO SPC Director of Clinical Services meetings at Heads of Health held in Fiji 2019 and discussions at the global WHO Government Chief Nursing Officers Forum in Geneva. These recommendations include:

- Review of each country's legislation and regulations impacting on nursing and midwifery services, understanding gaps and barriers in legislation. Especially:
 - Educational quality, accreditation, competencies, practice safety and standards at rural, remote, country, sub-regional and regional levels.
 - Examining and defining the scope of health assistant personnel's in the Pacific.
- Directors of Clinical Services Meetings acknowledged the need for regional mechanisms for nursing and midwifery to provide continuing professional development, capacity building for training, protocols and standards development.

The workshop was attended by 25 Chief Nurses/Midwives or their representative and senior leaders in regulation and education from 16 countries in the Pacific including Australia, Cook Islands, Fiji, Nauru, New Zealand, Niue, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tuvalu, Vanuatu, Palau, Marshall Islands, American Samoa. Adjunct Professor Debra Thoms Chief Nursing and Midwifery Officer, Department of Health Australia facilitated the workshop.

The positive developments/agreements from the workshop put forward were:

- Recognition for the need to have a regional accreditation approach with overarching generic standards,
- Pacific move to more Bachelor programs (Quality framework 7 & 8),
- Desire to improve accreditation and regulation,
- And more local accreditation bodies in countries.

The gaps identified in achieving these aims include variations in post registration programs and concerns for the quality of undergraduate nursing programs, need to strengthen independent accreditation processes across the region and the need for an agreed regional set of generic standards.

Models for a proposed mechanism to look at regional program of accreditation and regulatory standards to address gaps were discussed. It was proposed that SPCNMOA should act as the coordinator, with support from the WHO CC UTS.

The first task would be to set up a working group with suggested membership to include CNMOs from Fiji, Samoa, Cook Islands, PNG, CNO from Tonga and ANMAC. Support from Australia and New Zealand with experts co-opted as necessary. Some of activities of the working group would include:

- Developing a Terms of Reference and Constitution,
- Review of existing Pacific accreditation and regulation and production of a report,
- Consideration of existing WHO, ICN, ICM and other frameworks that might be relevant,
- Understanding what is needed for recognition and support from Pacific Health Ministers Meeting, Heads of Health, WHO and others,

Developing ground rules for the working group with particular focus on Pacific expertise.

Universal Health Coverage Declaration

The UN passed the first-ever political declaration on Universal Health Coverage: '**UHC: Moving Together to Provide a Healthier world**', was approved by 193 countries at the 74th Session of the UN General Assembly's one-day high-level meeting on Universal Health Coverage (UHC) in New York on 23rd Sept 2019.

https://www.uhc2030.org/fileadmin/uploads/uhc2030/Documents/UN_HLM/UHC_Key_Askis_final.pdf.

In the related 2019 document, 'Moving together to build a healthier world: **Key Messages from the UHC Movement**¹, UN High Level Meeting on UHC', makes a strong call on political leaders to legislate, invest and collaborate and with all societies to make Universal Health Coverage a reality. It states that everyone from everywhere should have access to quality and affordable health services. One clear focus has been ASK 4 'Upholding quality of care', and to, 'Train a health workforce based on quality and competence, **with a special focus on nurses, midwives** and community health workers. It states that education must improve overall management capacity and skills and foster the appropriate use of technology.

Nurses realise that investing in health is key to economic, social empowerment, protecting human rights and achieving UHC. While some progress has been made towards increasing life expectancy and maternal and child health, significant challenges remain in the areas of re-emerging diseases, NCDs, mental health and anti-microbial resistance.

WHO CC UTS was represented at an Australian Commonwealth meeting to review the draft UN Declaration in August 2019. Michele Rumsey noted that the words from Ask 4 were missing from the final draft of the declaration. The above evidence was presented to advocate for the return of text from Ask 4 and to acknowledge the role of nurses and midwives in UHC. This shortfall in the Declaration was shared with Nursing Now and ICN who had not seen the final draft.

When the Declaration was approved through silent procedure on the 10th Sept 2019, it was noted that nursing and midwifery had returned in Item #23. The UN UHC declaration expresses concern for 'global shortfalls of health workers, primarily in low and middle-income countries'¹², and the importance of training, especially for 'nurses, midwives and community health workers ... who can unleash significant socio-economic gains and contribute to the eradication of poverty in all its forms and dimensions, empowerment of all women and girls and reduction of inequality'.

Without having a specific reference to nursing and midwifery in the declaration, Centre staff were aware that it is possible that the regional infrastructures will not focus adequately on supporting a pathway for the health workers who provide all the care which will further impact on the quality of healthcare.

The importance of having nursing and midwifery in the declaration was emphatically supported and discussed at the State of World Nursing Report (SoWN) meeting held at WHO CC UTS in Sydney in 2019, which brought together Chief Nursing Officers from Fiji, Kiribati, Nauru, Niue, PNG, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, Vanuatu, Palau, Federated States of Micronesia as well as Australia and New Zealand.

The intensive 3-day meeting provided an invaluable opportunity for these leaders to not only assemble and review their data for the SoWN report, but also discuss the key obstacles facing nurses and midwives across the region.

Centre Staff and Research Students

Centre Staff

The WHO CC UTS has a small core staff, and for each project/event we undertake we are able to draw on the skills and expertise of staff from:

- UTS: Health
- SPCNMOA and relevant WHO Collaborating Centres regionally and globally
- Regional and global partners in a range of institutions within the health industry,
- Academics, researchers and health care professionals affiliated with the WHO CC UTS.

Further, we have numerous consultants and interns that contribute to making the Centre a great success.

Michele Rumsey is Director of WHO CC UTS. Michele is an experienced international health care consultant and policy expert. She has expertise in nursing ethics, human resources for health, consumer participation and nursing regulation in the Western Pacific, South East Asian Region and Europe. Recent human resources for health projects have included working in the Pacific to develop Country HRH policies and action plans, and working with WHO to develop regional human resources for health minimum data sets. Michele won a High Commendation UTS Social Inclusion Award in 2014.

Amanda Neill is a Program Manager with postgraduate studies in Population Health and Nutrition and a Master's degree in International Social Development. The main focus of her work with WHO CC and UTS Faculty of Health is managing international consultancies and research projects, including monitoring and evaluation work.

Dr Cath Simpson is a research officer and midwifery student at UTS. She has 20 years experience as an academic, most recently at Macquarie University where she spent 16 years teaching, researching, designing curriculum and supervising PhD students across a diverse range of disciplines including science communication, gender, media and film studies.

Lisa Townsend works in curriculum development and as a teacher in nursing education. Lisa is an experienced registered nurse (clinical specialty in community mental health) and has been recently working as an educational consultant in the WHO CC UTS in their work in Vanuatu.

Adjunct Professor Pat Brodie AM is a midwifery advisor on the Maternal and Child Health Project. Pat has more than 30 years' experience as a midwifery leader in Australia and internationally and in the past 5 years has worked on the projects in PNG, most recently she was Midwifery Advisor including on the PNG Maternal and Child Health Initiative and the Reproductive Health Training Unit.

Associate Professor Linette Lock works on both curriculum development and Australian Awards Fellowship, collaborating with Fellows through mentorship and ongoing contact. A midwife and academic, she has undertaken many consultancies with the WHO CC UTS particularly for developing curricula in the Pacific.

Professor Di Brown has a national and international reputation in healthcare leadership and nursing education. She has extensive experience as both a clinician and academic. Di currently manages a large regional development project designed to build regional capacity in Asia-Pacific countries in managing disaster and emergencies. In 2015 Di was made an Officer (AO) in the General Division in the Order of Australia Honours for distinguished service to nursing through the delivery of quality care, professional development and nursing education, and to the international advancement of the profession throughout Asia and the Pacific.

Adjunct Professor James Buchan has thirty years' experience of policy advice, consultancy and research on human resource for health (HRH) issues, specializing in national policies and strategies. He is an Adjunct Professor at the WHO Collaborating Centre specialising in health workforce strategic intelligence, analysis and planning; HRH policy development and implementation; and labour market analysis. Professor Buchan has extensive experience as invited/ keynote speaker at national/ international conferences on health and health workforce issues.

Professor Fiona Brooks is Professor of Child and Family Health. She has been principal investigator for WHO Health Behaviour in School-aged Children study (HBSC) for England and an expert advisor across various government department on Adolescent Health. She is a member of the international advisory board of Health Education Research, associate editor of the International Journal Health and Social Care in the Community and co-editor of the publication Key Data in Adolescence. She has authored on various topics and has founded UK charity The Association for Young People's Health (AYPH).

Tasnuva Tisha is the Project Administrator working across all Centre projects. She has experience working with WHO Bangladesh as an Administrator in different projects of HRH, Essential Drugs and Medicine, Nursing and Midwifery, Health Financing and Quality of Care. She is skilled at monitoring project budget, coordination, finances. Tisha also has a strong background in project management.

Somuny Lim is a medical doctor from Cambodia who has worked closely with regulation work being conducted in Papua New Guinea with both the Nursing Council and Medical Board. He conducts quantitative research and analysis for the WHO CC UTS.

Management Committee

Ms Michele Rumsey, Professor Suzanne Chambers, Professor James Buchan, A/Professor Lynn Sinclair and Mr Tony Heywood.

Advisory Board

Members include Professor James Buchan, Professor Fiona Brooks, Ms Michele Rumsey and the following:

Professor Suzanne Chambers - Head, WHO CC and Dean, Faculty of Health, UTS
Dr Jane O'Malley – Advisory Board Member, New Zealand
Professor Jill White – Former Dean, University of Sydney Nursing School
Ms Susan Ivatts - Senior Health Specialist, Health, Nutrition & Population, World Bank
Dr Amelia Afuha'amango - Chief Nurse and Midwifery Officer, Ministry of Health, Tonga
Mr Michael Larui- Chief Nurse, Ministry of Health, Solomon Islands
Prof. Debra Thoms – Former Chief Nurse and Midwifery Officer, Australian Government Department of Health
Adjunct Professor Pat Brodie – Faculty of Health, UTS
Ms Sue England - Maternal, Newborn & Child Health Director, World Vision
Assoc. Prof Joel Negin – Head of School, School of Public Health, University of Sydney

Higher degree research students

Doctoral Student Ms Michele Rumsey

Supervisors: Professor John Daly, Professor Fiona Brooks

Consultants, students and interns

We would like to acknowledge the help, dedication and hard work of our interns in 2019 –

Holly Mandlik, Anie Barnsdall, Chelsea Booth, Lydia Soon, Rini Harriet Sam, Jennifer Ly, Wendy Cheung, Angela Mattiuzzi, Arabella Noakes, Danielle Geoghegan, and Ewan Peddley.

We would also like to thank the many collaborators and presenters at our numerous meetings during 2019 and the many WHO Collaborating Centres with whom we have an ongoing relationship.

Acknowledgements and Approvals

WHOCC Management Committee

Ms Michele Rumsey, Director WHO CC UTS

Professor Suzanne Chambers, Dean, Faculty of Health UTS

Professor Jim Buchan, Adjunct Professor, Faculty of Health UTS

A/Professor Lynn Sinclair, Associate Dean Teaching and Learning

Tony Heywood, Faculty General Manager

The 2019 WHO Progress Report has been approved by members of the WHO CC UTS Management Committee listed above and converted to this annual report.