LEADERSHIP BASED ON RELATIONSHIPS

Relating to:
WHO CC UTS Terms of Reference
WHO Nursing Midwifery Services: Strategic Directions 2011-2015
WHO 64th WHA Resolution 64.7 - Strengthening Nursing and Midwifery

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REASON FOR BEING:

WHO Collaborating Centre

• extensive history of regional work in human resources for health, education, regulation, policy and capacity building;

• need for geographic coverage for health development in the Western Pacific Region. In partnership with South Pacific Chief Nursing and Midwifery Officers’ Alliance

• Technical arm of WHO
The WHO CC 2012-2016 purpose is to support WHO by:

1. Improving health system outcomes by **building capacity** for innovative policy development and enhancement of quality of health care.

2. Strengthening cross-sectoral relationships to ensure supportive regulatory frameworks, **research-based education, faculty development and quality of education** to support improved service provision and **population health outcomes**.

3. Promoting and supporting the national, regional and international development of nursing, midwifery health systems strengthening including **human resources for health**.

4. Strengthening **maternal and child health care standards and services** by increasing capacity of the maternal health workforce, including improved midwifery education and practice.
OUR WORK IS GUIDED BY SEVERAL WHO DOCUMENTS:

WHO Nursing & Midwifery Services Strategic Directions (2011-2015):

- KRA 1: Strengthening of health systems and services
- KRA 2: Nursing and midwifery policy and practice
- KRA 3: Education, training and career development
- KRA 4: Nursing and midwifery workforce management
- KRA 5: Partnership for nursing and midwifery services

WHO Human Resources for Health Action Framework for the Western Pacific Region (2011-2015)

Relevant WHO World Health Assembly (WHA) Resolutions and strategies – for example:

- WHA Resolution 64.7 – Strengthening Nursing and Midwifery
- WHO Global Strategy Health Workforce 2030
Global Nursing & Midwifery Collaborating Centres Distribution by WHO Region

WHO Western Pacific Region (WPRO)
WHO South East Asia Region (SEARO)
WHO European Region (EURO)
WHO Eastern Mediterranean Region (EMRO)
WHO African Region (AFRO)

University of Technology, Sydney, Faculty of Nursing, Midwifery & Health: WHO Collaborating Centre

Other proposed WHO Nursing & Midwifery Collaborating Centres not marked
The Western Pacific Region covers 37 countries.

The South East Asian Region weaves within our region.

Disclaimer: The boundaries and names shown and the designations used on this map do not imply the expression of an opinion whatsoever on the part of the World Health Organization concerning the legal status of any country, territory, city or areas or its authorities, or concerning the delimitation of its frontiers or boundaries.
URGES Member States to translate into action their commitment to strengthening nursing and midwifery by:

1.1 developing targets and action plans for the development of nursing and midwifery, as an integral part of national or subnational health plans, that are reviewed regularly in order to respond to population-health needs and health system priorities as appropriate;

Secretariat of South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA): Chief Nursing and Midwifery Officers, Regulators, Educators from 14 South Pacific Nations. (WHO SDNM KRA 1,2,4)

Australia Awards Fellowship:
Leadership program coordinated with SPCNMOA health system strengthening nursing and midwifery projects 103 participants from Nauru, Niue, Cook Islands, Samoa, Solomon Islands, PNG, Vanuatu, Tokelau, Kiribati, Tonga Pacific countries. (WHO SDNM KRA 1, 2)

Secretariat of Global Network of WHO CCs for Nursing and Midwifery Development: Network currently comprises of 43 WHO CCs from all 6 regions. (WHO SDNM KRA 1,2, 5)
103 Fellows (85% female, 15% male) from 12 countries completed 7 programs held from 2010-15. Program includes 12 days of targeted training in Sydney covering: contemporary health policy, leadership, partnership and contemporary nursing and midwifery approaches. Program includes:

- access to some of Australia’s leading health experts and trainers
- support for mentoring from national SPCNMOA members
- provision of workbooks
- pre-program support
- post-program follow-up
Program design: The program is aligned with SPCNMOA’s five priority areas: leadership, evidence-based policy, human resources for health, strengthened regulation, and data literacy skills. WHO CC UTS and its partners have devised a project component (action plans) and capacity building course in which Fellows are introduced to these priorities and given access to the tools, strategies, knowledge and expertise that enables them to:

- develop effective strategies to increase capacity to meet changing population and health system needs;
- establish supportive professional networks in nursing and midwifery across the region;
- devise a credible and detailed Action Plan which addresses identified priority issues in their home country.
Fiji:

Sustainable succession planning for nursing leadership in Fiji

District Adviser

Global Fund
Nauru:

Action plan was to develop a national infection control manual and scope of practice for nursing role in infection control

18 months on they’ve developed a national infection control manual with all stakeholders

Have a dedicated IC nurse who works with a multidisciplinary team within the hospital

CNMO
Kiribati:

To review Nursing Standards from relevant western countries and to adapt those that are relevant to the context and produce a draft Nursing Standard

CNMO
Tokelau:

To develop and implement the Tokelau National Standards for Nursing Practice to monitor and regulate the standard and safety of nursing practice in Tokelau.

CNMO
Cook Islands:

Development of country wide CPD program in key clinical skill areas.

Being shared across the region.

CNMO

PRESIDENT OF NURISNG ASSOCIATION
Solomon Islands:

Conduct a KAP Survey to assess the skills of Nurses, Nurse Aids and Midwives, with practices and attitudes in maternal and child health care management.

To capture 60% of the total Nurses and Midwives in KAP survey that will define the consistency level in their skills practices and attitudes toward maternal and child health care management.

Solomon Islands:

Develop a training program to strengthen supervisor leadership performance.
PNG:
Increase coverage of supervised deliveries to reduce the maternal mortality rate through up skilling of Community Health Workers to provide maternal health services, provide referral services for high risk mothers and manage immediate or urgent maternal health emergencies in line with the PNG Maternal Health Review

MOST SENIOR NURSE
ADVISER NDOH
URGES Member States to translate into action their commitment to strengthening nursing and midwifery by:

1.2 forging strong, interdisciplinary health teams to address health and health system priorities, recognizing the distinct contribution of nursing and midwifery knowledge and expertise;

Maternal and Child Health Initiative (MCHI) PNG
PNG high rates of maternal and child mortality. Capacity building midwifery schools and regional hospitals. (WHO SDNM KRA 3)

MCHI Longitudinal Research Study
Tracking midwifery graduate outcomes in PNG. (WHO SDNM KRA 2,3)

GNWHOCC Expertise Database
Database of GNWHOCC expertise. (WHO SDNM KRA 5)
WHAT MAKES IT SUCCESSFUL?

• Trusting relationships,
• True country ownership and local context
• Being there for long haul builds longevity, health system strengthen
Have meant that WHO CC UTS has deepened its understanding of:

- the influence of Pacific cultural values on learning processes, so both content and pedagogy are highly culturally relevant.

- that sessions on the influence of cultural values (such as those related to power hierarchy, collectivist decision-making, maintenance of harmonious relationships within groups, and comfort with uncertainty (Hofstede 1980) are included in the training programs.

- How they related to leadership and change (House 2004) and partnerships (Eyben 2006 and Tennyson 2005).

SPCNMOA Regional Action Plan developed 2014-2016: Tonga 2014
The foundation of this Health System Strengthening Nursing and Midwifery Leadership in the South Pacific program

"is to produce excellent, strategic, visionary nursing and midwifery leaders who are committed to sustainable positive health outcomes for all populations."

Amelia Afuha’amango, Chief Nurse & Midwifery Officer, Tonga

“There are two winners in this situation - they are the patients and community and the nurses and midwives themselves. For the latter, gaining such skills equips them to demonstrate leadership wherever they may work in years to come.

Rosemary Bryant, Chief Nurse & Midwifery Officer, Australia
12 Countries involved:

Cook Islands
Fiji
Kiribati
Nauru
Niue
Papua New Guinea
Samoa
Solomon Islands
Tokelau
Tonga
Vanuatu
Tuvalu

Participants’ feedback:

- Fellows continue after the program to make progress on the projects in their Action Plans
- All Fellows found the program productive and worthwhile.
- All Fellows agreed the study component met the program objectives.
- Professional networks forged by the program between Fellows.
- In ten countries, the participants in this model have been promoted to senior health positions.
- Research started to publish impacts of program
- SPCNMOA looking at long term sustainability
- Ongoing case studies webpage
- Alumni
REFERENCES

• Sixty-fourth World Health Assembly. Strengthening nursing and midwifery. WHA64.7; 2011.


• WHO CC Global Network: www.globalnetworkwhocc.com

• SPCNMOA: www.spcnmoa.com

• WHO CC UTS: google search for website
WHO needs analysis work in our region provided evidence to develop a Faculty Development Pilot Program run at WHO CC UTS with 21 educators from PNG, East Timor and Samoa. This work is being further developed and programs proposed.
WHO CC UTS – SECRETARIAT OF GLOBAL NETWORK

- WHO CCs for Nursing and Midwifery Development
- Develop a Work Plan
- Encouraging participation from GNWHOCCs in the public online consultation for example the WHO Global HRH Strategy 2030;
- Create a meaningful and accessible communication among WHO HQ, regional offices, Collaborating Centres and partner organisations;
- Regular GN Executive Committee Teleconferences;
- Hosting of GNWHOCC side meetings at Partner Meetings
- Sharing WHO job postings.
- Regional Update x 3 a year
- Links Magazine x 2 a year