



Pacific Leadership Program 2024

Strengthening Nursing and Midwifery Leadership in the Pacific

Brief – Study Block at University of Technology Sydney – 8-19th April, 2024

This brief provides an overview of the 2024 Pacific Leadership Program (PLP) held at the University of Technology Sydney (UTS) from the 8th to 19th April, 2024. This Program was jointly hosted by the World Health Organization Collaborating Centre for Nursing, Midwifery & Health Development at the University of Technology Sydney (WHO CC UTS), and the South Pacific Chief Nursing and Midwifery Officers' Alliance (SPCNMOA), and marked the first in-person leadership program hosted by the WHO CC UTS since the pandemic. Twenty six (26) fellows from 13 Pacific Island Countries and nation states attended the event, including Chief Nursing and Midwifery Officers (CNMOs) and other nursing and midwifery leaders from the region. WHO CC UTS had the honour of hosting the WHO Chief Nursing Officer, Dr Amelia Latu Afuhaamango Tuipulotu on the 18th of April who spoke as part of the program. Support was provided by many partners including staff from UTS faculty of Health, School of Nursing and Midwifery.

Program Objectives

The objectives of the program were to:

1. Build regional health leaders to support effective governance and policy development, incorporating GEDSI principles and climate factors.
2. Strengthen leaders to increase regional regulation and accreditation standards in order to strengthen quality and safety of the Pacific health workforce.
3. Support leaders in developing educational standards and pathways in nursing and midwifery.
4. Continue to develop and strengthen regional partnerships between Pacific Island Countries by engaging CNMOs and upcoming leaders.
5. Strengthen data literacy skills needed to inform practice, management and decision making.
6. Improve understanding of the importance of strengthening nursing legislation.



Figure 1 Fellows from the Pacific Leadership Program 2024



World Health
Organization

Western Pacific Region

**WORLD HEALTH ORGANIZATION COLLABORATING
CENTRE FOR NURSING, MIDWIFERY & HEALTH DEVELOPMENT**

BUILDING HEALTH LEADERSHIP AND CAPACITY IN THE WESTERN PACIFIC REGION

Program Key Activities

The first day of the program commenced with sessions by WHO CC UTS, as Director Prof. Michele Rumsey AM welcomed fellows and provided some background on the participating countries A/Prof. Karen Hammad presented recommendations from the Regional Quality Improvement Program (RQIP), followed by Prof. Di Brown AO who presented a session on personal leadership goals.

The program for subsequent days included various presentations from a range of guest speakers and UTS experts, with opening and closing prayers, as well as reflections from respective country representatives. These daily reviews provided valuable insights into each of the participating countries contexts, learning experiences and issues.



Some of the participating PLP fellows at UTS

The PLP schedule included sessions covering issues aligned with the program objectives as follows:

Objectives 1 and 5

- Key issues in disaster management in the Pacific (A/Prof. Karen Hammad, WHO CC UTS)
- Preparing your SMART action plan using readily available data (Prof. Amanda Wilson, UTS)
- Vaccinations in PICs (A/Prof. Jane Frawley, UTS)

Objectives 2 and 6

- Regulation and professional standards (Prof. Greg Rickard, University of Tasmania)
- Regulation and accreditation (Ms Margaret Gatling, formerly ANMAC)
- Leading and influencing (Adj. Prof. Alison McMillan, Australian CNMO)
- The regional framework for the Triple Elimination of Mother-to-Child-Transmission of HIV, Hepatitis B and Syphilis in Asia and the

Pacific 2018-2030 (Prof. Julian Gold, The Albion Centre) (Prof. Jenny Fenwick, Midwifery UTS)

Objective 3

- Identifying Areas of Specialisation (Prof. Di Brown, WHO CC UTS and Mrs Jotishna Mani, FNU Fiji)
- Developing Scope of Practice: Advanced Practice Nurses (Ms Suzanne Rochester, WHO CC UTS)
- Leadership Review and Planning (Prof. Di Brown, A/Prof. Karen Hammad, and Ms Ali Moloney, WHO CC UTS)
- Developing standards for practice (Ms Suzanne Rochester, WHO CC UTS)

Objective 4

- Policy, Politics and Leadership (Prof. Jill White AM, UTS)
- SOWN Traffic Lights System (A/Prof. Karen Hammad and Prof. Michele Rumsey, WHO CC UTS)
- Stakeholder Mapping (Prof. Michele Rumsey, WHO CC UTS)



Presentation by Australian CNMO Adj. Prof. Alison McMillan



Fellows groupwork with Prof. Greg Rickard, University of Tasmania

Workshops, laboratory tours, and group work sessions were also included to maximize learning, participation, and collaboration opportunities.

Sessions were designed to allow fellows to learn from their experts and work on their individual country projects which they then presented on during the final two days of the program.

The country project presentations saw a diverse range of nursing and midwifery issues addressed, with feedback and collaboration provided by fellows and experts. Fellows incorporated the learnings of the program including stakeholder identification, setting SMART goals, and more.

The program concluded with Prof. Michele Rumsey (WHO CC UTS) and Prof. Kathleen Baird (UTS) presenting the fellows with certificates and final takeaways to bring home.



PLP partners and presenters – Prof Greg Rickard, Prof. Angela Dawson, Prof. Debra Anderson, Ms Margaret Gatling, Prof. Kathleen Baird, Prof. Jill White

Welcome Reception

An official Welcome Reception was held on the evening of April 10th, 2024 with Prof. Rumsey greeting guests before a Welcome to Country by Mr Brendan Kerin (Metro Aboriginal Land Council). Honoured guests included Professor Andrew Parfitt (Vice-Chancellor, UTS), Adj. Prof. Alison McMillan (PSM) (Australian CNMO), Ms Emeline Cammach (Director, Specialist Health Advice, DFAT), Prof. Debra Anderson (Dean, Faculty of Health, UTS), Sr Mele Sii Inukhaangana Filise (CNO, Tonga), Sr Colleen T Wilson (CNMO, Fiji), Prof. Kathleen Baird (UTS), Prof. Angela Dawson (Assoc. Dean (Research) Faculty of Health, UTS), Ms Amy Persson (Interim Pro Vice Chancellor, Social Justice and Inclusion, UTS), and newly appointed Centre Patron Ms Stephanie

Copus Campbell (AM), (Ambassador for Gender Equality, DFAT).



Welcome Reception presenters (L to R) – Prof Debra Anderson (UTS), Ms Stephanie Copus Campbell (DFAT), Prof Andrew Parfitt (UTS), Prof Michele Rumsey (WHOCUTS), Ms Emeline Cammack (DFAT), Adj. Prof. Alison McMillan, Ms Amy Persson (UTS), Mr Iain Watt (UTS)

Drinks and canapes were served whilst fellows and guests networked and sharing stories, celebrating their presence at the program with music and dance, and an overall sense of regional unity.



WHO CC UTS Director with fellows and guests at the Reception



Fellows enjoying the Welcome event

Virtual Conference on HRH and Nurse Migration

Sessions on 18th April, 2024 commenced with a virtual conference on Small Islands and Developing Nations (SIDN) Human Resources for Health co-hosted by JHPIEGO. PLP fellows participated on-site at UTS with Caribbean attendees attending virtually. The conference focused on nursing and midwifery

issues of human resource and migration in the two regions with the common aim to support regional nursing leaders to strengthen quality and safety of the health workforce.



PLP Fellows from Samoa joined the virtual conference on 18 April

The conference commenced with a welcome to Country and welcome from Pandora Hardtman (CNMO, JHPEIGO) who co-facilitated virtually. Four speakers presented on a variety of topics as follows - Prof. Jim Buchan (UTS) – Migration and Health Workforce Challenges in SIDN; Mr John Connell (University of Sydney) – Perspectives from the Field (Fiji); Prof. Di Brown (UTS) and Mele Sii Inukihaangana Filise (CNMO Tonga) - Issues in Scopes of Practice and Dr Amelia Latu Afuhaamango Tuipulotu (Chief Nursing Officer WHO) – 25x25.

The talks provided interesting information and insight on current issues, perspectives, and strategies for nursing and midwifery practice globally. Fellows reported that they found the talk by Dr Amelia particularly inspirational.



PLP fellows with Dr Amelia Latu Afuhaamango Tuipulotu, CNO WHO



Fellows, presenters and WHO CC UTS team together at the SIDN HRH Conference

Discussions and interactive sessions were held in working groups focusing on identifying key challenges and barriers including topics of limited resources, disease burdens, geographical isolation, migration and brain drain, and climate vulnerability. The working groups also explored best practices and lessons learned.

Dr Carey McCarthy (Technical Officer, Health Workforce Department, WHO HQ) joined for a virtual talk on the State of Worlds Nursing Report 2025, followed by interactive discussions facilitated by Pandora Hardtman (JHPIEGO), and an official close to the conference by Dr Amelia Late Afuhaamango Tuipulotu (WHO). PLP fellows, facilitators, and invited UTS faculty staff then had the opportunity to learn from and discuss important issues with Dr Amelia as they enjoyed lunch.



Dr Amelia Latu Afuhaamango Tuipulotu (WHO) with the WHO CC UTS team



Outcomes and Next Steps for the PLP 2024

The expected outcomes of the program were met and included:

1. Workbooks and personal development plans.
2. Formal and informal networks developed for peer support and information exchange.
3. Strategic discussions and planning of key country and regional issues as CNMOs and fellows focus on these through their projects.
4. Improved personal and professional development skills within current and future leaders.
5. Increased knowledge and understanding of cross-cutting issues GEDSI and climate factors.

The program saw all outcomes met through the daily activities and special sessions. Fellows completed project plans and presentations, developed with their mentors, to implement upon return to their countries and actionable feedback was provided.

UTS Faculty of Health staff supporting PLP fellows



Overall the PLP 2024 provided an opportunity for networking and collaboration amongst the fellows, with fruitful discussions, sharing of ideas and

resources, and intentions for further regional collaboration. The fellows put their leadership skills into practice through group work, presentations, and interviews, and expanded their knowledge and perspectives on issues of GEDSI and climate change that affect their region.



PLP fellows supported by UTS School of Nursing and Midwifery staff and Mosidi Mokotedi, Botswana WHO CC



As fellows implement their projects in their respective countries, they will receive continuing support from their mentors and the WHO CC UTS team, both in their leadership roles and projects, as well as through the communication networks that have been developed through the program. Work and projects being implemented in the participating countries will be shared and continued in future PLPs.



PARTICIPANTS & MENTORS

Country	Position	Name
Cook Islands	Fellow	Mrs Rongo Mata Ingaua
Cook Islands	Fellow	Miss Frances Akaruru
Cook Islands	Mentor	Ms Ngatamariki Manea
Fiji	Fellow	Mrs Colleen Wilson
Fiji	Fellow	Mrs Sereani Waikarogo
Fiji	Fellow	Mrs Di Alisi Maivunisakiki Talevinaqalitu Kurimavua
Fiji	Mentor	Ms Deki
Kiribati	Fellow	Ms Atata Takenimakin
Kiribati	Fellow	Ms Manrenga Viane
Kiribati	Mentor	Ms Helen Murdoch
Marshall Islands	Fellow	Mr Biwij John
Marshall Islands	Fellow	Mr Deanechson Kaious
Marshall Islands	Mentor	Ms Hillia Langrine
Nauru	Fellow	Mrs Myreena Ika
Nauru	Fellow	Mrs Keri Detenamo
Nauru	Mentor	Ms Trixie Fritz
Palau	Fellow	Miss Adeline Franz
Palau	Fellow	Ms Louisa Benaya
Palau	Mentor	Ms Lorraine Beketaut
		Ms Kimberly T. Idip
Papua New Guinea	Fellow	Ms Romanah Kuaisombi
Papua New Guinea	Mentor	Ms Mary Kililo Samor
Samoa	Fellow	Mr Henry Taylor
Samoa	Fellow	Mr Tuiuli Alofagia Tagaloa
Samoa	Fellow	Mrs Kamalita Vito
Samoa	Mentor	Mr Ulisese Tapuvae
Tonga	Fellow	Ms Mele Sii Inukihaangana Filise
Tonga	Fellow	Mrs Tonga Monuiahelotu Maamaeaho Mapa Taufa
Tonga	Mentor	Ms Mele Tilema Cama
Tuvalu	Fellow	Ms Manipola Vaeanoa
Tuvalu	Fellow	Ms Felolini Anitelea
Tuvalu	Mentor	Ms Julie Kirk
Solomon Islands	Fellow	Mr Adrian Simbe
Solomons Islands	Fellow	Ms Barbara Quiroqui
Solomons Islands	Mentor	Mr George Pego
Federated States of Micronesia	Fellow	Mrs Bernolina L. Hedson
Federated States of Micronesia	Mentor	Ms Louisa Helgenberger
Vanuatu	Fellow	Ms Harriet Sam
Vanuatu	Fellow	Ms Tousei Leouster
Vanuatu	Mentor	Ms Beverlyn Tosiro

More photos from the PLP 2024

