

**Strengthening Health Worker Education (SHWE) Program in Papua New Guinea (PNG)**  
Implementation of National Curriculum for the Diploma of General Nursing (DGN) and  
Certificate for Community Health Worker (CHW) Program

**Brief 22: Fast Track Program Continuing Professional Development Workshop  
for nursing and CHW educators at Don Bosco Technological Institute, and meetings at the  
University of Papua New Guinea, Port Moresby, PNG.  
November 18-26, 2024**

### Background

The Strengthening Health Workforce Education (SHWE) program in Papua New Guinea (PNG) focuses on supporting nurses and community health workers (CHWs) through enhancing their capacity to meet current and future health challenges. This initiative has involved the comprehensive review, design, development, and implementation of updated National Curriculum for the Diploma of General Nursing (DGN) and the Certificate IV for Community Health Worker (CHW) Program, as well as upskilling health educators to support the delivery of the new revised curriculum.

The program is implemented by the WHO Collaborating Centre for Nursing, Midwifery and Health Development at the University of Technology Sydney (WHO CCNM UTS), in partnership with the PNG National Department of Health (NDoH), University of Papua New Guinea (UPNG) and the PNG Department of Higher Education, Research, Science and Technology (DHERST) with funding provided by the Australian Department of Foreign Affairs and Trade (DFAT).



*Ms Lisa Townsend and Ms Ali Moloney from WHO CCNM UTS with CHW workshop participants*

This final workshop for continuing professional development (CPD) for nursing and CHW educators in 2024 was delivered over five days at Don Bosco Technical Institute (DBTI) in Port Moresby and focused on the review and finalisation of curriculum subjects from the final year of the CHW Certificate IV and the second year of the DGN by participants, with guidance and support from the WHO CCNM UTS team. Participant feedback was also collected on implementation of the new curriculum in their respective school and institutes to date.

### Workshop

The goal of this workshop was to evaluate curriculum implementation to date and to finalise subjects for second year of the DGN and the final year of the CHW Certificate IV. Workshop objectives were to:

- Evaluate the implementation of the revised curriculum with encountered benefits and challenges;



*Professor Di Brown facilitating group work with workshop participants.*



*Group work on the Mental Health subject – CHW educators with Ms Lisa Townsend and A/Prof. Caroline Havery (WHO CCNM UTS)*

- Review and complete the specified subjects including weekly planning guides and develop lesson plans;
- Review clinical logbooks and agree on clinical skills;
- Facilitate further training as requested by participants.



*The group reviewing nursing paediatric subject with Ms Pippa Cadwallander (WHO CCNM UTS)*

Fifty two (52) participants (33 female 19 male) attended the workshop from 20 provinces across PNG. The team from WHO CCNM UTS included six academic staff (Professor Di Brown, Associate Professor Caroline Havery, Ms Ali Moloney, Ms Lisa Townsend, Ms Heather Gulliver, and Ms Pippa Cadwallander) and Monitoring, Evaluation, Research and Learning (MERL) Adviser Ms Amanda Neill. The in-country Secretariat staff (Mrs Mary Roroi, Ms Shirlyn Belden and Ms Marie Kavuu) based at the NDoH were responsible for coordination of the workshop and associated logistics. Ms Thelma Ali (Acting Registrar, PNG Nursing Council) also joined the workshop for discussions on the Skills Logbook.

**Day 1:** Following registration the workshop opened with a prayer by Ms Mary Kililo (Technical Adviser – Pre service and Health) followed by a formal welcome to

participants. Mrs Kililo gave opening remarks followed by a review of Program progress to date, and Mrs Mary Roroi explained housekeeping and ground rules for the workshop.

Associate Professor Caroline Havery (Associate Professor, WHO CC UTS) then outlined the research undertaken for the SHWE Program by the UTS team, and presented findings from the thematic analysis.

Discussion and evaluation of curriculum implementation to date then took place. Participants from nursing schools and CHW institutes broke into small groups to discuss the following focus questions – What has gone well? What have been the challenges? What kind of support have you had to help you implement the new curriculum? Based on your experiences of the new curriculum, what kind of continuing professional development (CPD) would be useful? Each group then gave a short presentation of their responses to the larger group. Despite the range of challenges associated with implementing the new revised curriculums, the presentations also showed the commitment by educators and their institutions to these major changes to health worker education in PNG.



*Ms Heather Gulliver with nursing educators attending the workshop.*

**Days 2 and 3:** Following the opening morning prayer at the start of each day, Ms Mary Kililo reflected on the previous day's learning and outcomes.

Professor Di then ran through plans for each day's activities that focused on the review and finalisation of curriculum subjects from the final year of the CHW

Certificate IV and the second year of the DGN by participants, with guidance and support from the WHO CCNM UTS team. These activities enabled participants to build on learning activities conducted in previous workshops including critical thinking and reviewing skills.

Participants worked in small groups on their respective subjects from either the DGN or CHW curriculums. At the end of each day, a general feedback session was facilitated with the larger group by Professor Di and other members of the WHO CCNM UTS team. Professor Di also outlined requirements for presentations by each school or institute that were planned for the final day of the workshop. Each day concluded with reflection on the day's activities and prayer.

**Day 4:** Following the opening prayer and recap of the previous day, Professor Di explained the focus for the day on clinical skills development.

The larger group was split into CHW and nursing groups. Ms Lisa Townsend modelled how she teaches students to do a mental state examination with a role play for the CHW group, considering the mental health and illness continuum. The nursing educators joined Ms Pippa Cadwalladar to learn about paediatric basic life support (BLS) and ways this can be taught using simulation dolls. The groups then came together to join and engage with the presentation by Ms Heather Gulliver as she demonstrated different student learning engagement strategies with a focus on respectful, quality emergency obstetrics and neo-natal care, closing the theory – practice gap.



*Ms Heather Gulliver (WHOCCNM UTS) with Ms Mary Kililo (NDoH) Participants at the CPD workshop held at DBTI*

In the afternoon session, the NDoH team including Ms Julie Dopsie, Ms Mary Kililo and Ms Mary Roroi presented the work they have done on the Skills Log Books and asked for feedback from participants.



*Participants engaged in large group discussion during CPD workshop.*

**Day 5:** Following the opening prayer, Ms Mary Kililo with Professor Di Brown outlined the sessions for this final day of the workshop. In the morning session, the CHWs and the nursing educators presented on each subject that they had reviewed, and provided comments on the strengths of each subject and their changes suggested for the subject to be finalised. This information was collected and the suggested changes incorporated by the WHO CCNM UTS team.

In the afternoon, Professor Di ran through the feedback collected from participants regarding their experience of implementing the new curriculums to date. An action plan was then developed by the group to address the challenges raised by participants on Day One.

Participants then spent time identifying their current CPD needs. This information was collected by the WHO CCNM UTS team and will be included in reporting and will inform recommendations and future work for the Program.

The workshop ended with a visit by representatives from PATH – Ms Belinda Nanareng (Program Manager) and Ms Jenne Roberts (MERLA Lead), and presentation of SHWE Fast Track Program Change Projects booklets to all participants by Professor Di Brown and Prof Michele Rumsey (Project Lead, WHO CCNM UTS).

**Next Steps:**

It is planned that under Stage Two of the program, work with UPNG will continue on the development of a Bachelor of Health Professional Education (BHPE), and the provision of other support as it works towards independence in 2025. Meetings were held in March 2024 (see Brief 19) to progress this work. Capacity building activities for nursing and CHW educators are also planned to continue.

A workshop is planned for the week commencing 25 November 2024 will be facilitated by Professor Di Brown (WHO CCNM UTS), with UPNG educators from the School of Medicine and Health Science – Nursing Division. This event will focus on gaining mutual agreement and understanding about the goals and processes of the UTS/UPNG partnership, and a joint workplan will be developed to progress this work.

More photos from the workshop



PHOTO FROM UPNG MEETINGS / WORKSHOP HERE

