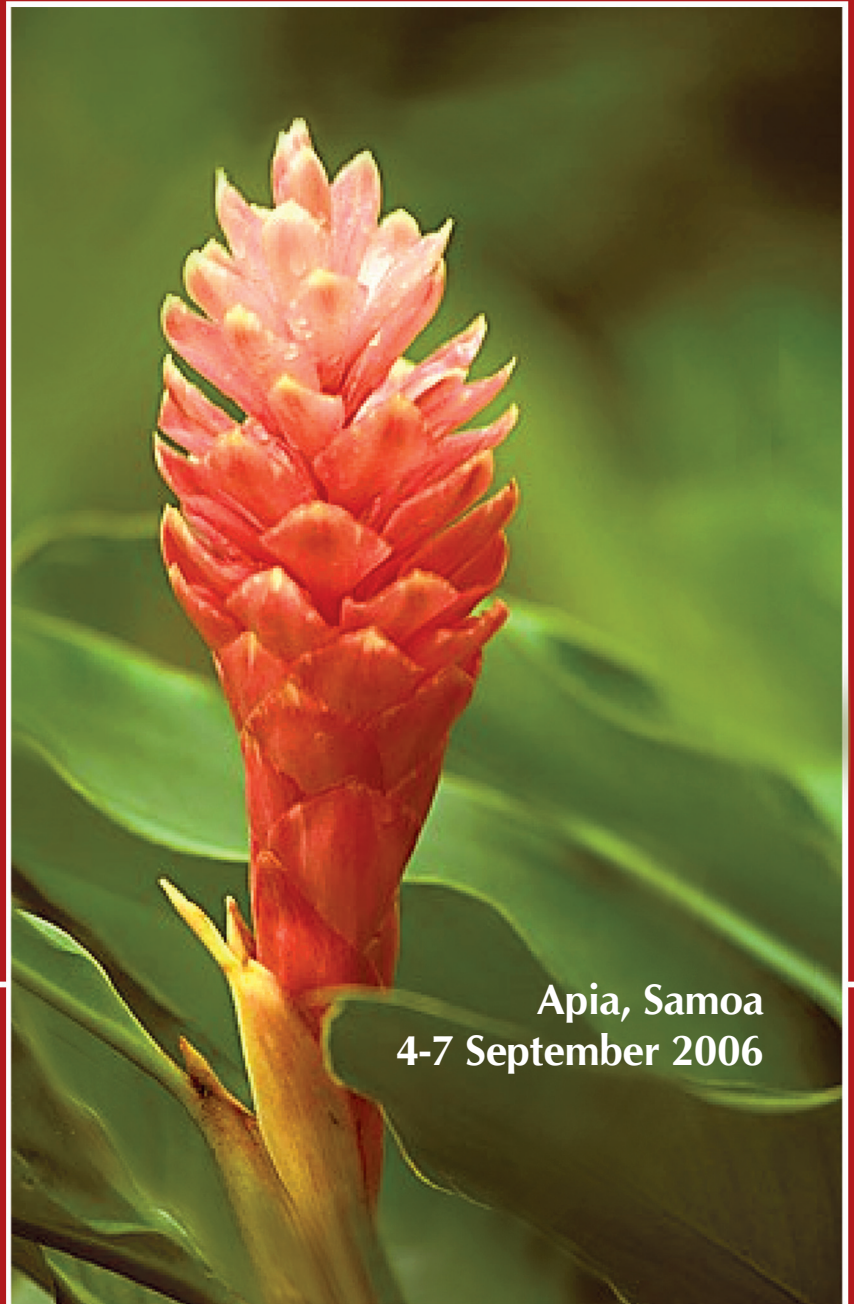


Report on the South Pacific Chief Nursing and Midwifery Officers Alliance Meeting



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Apia, Samoa
4-7 September 2006



Message from Professor Pelenatete Stowers

Assistant Chief Executive Officer, Nursing, Samoa

It was a pleasure for the Nursing and Midwifery Leadership of the Ministry of Health, the National University of Samoa and the Samoa Nurses Association, to join forces in hosting the Second South Pacific Chief Nursing Officers Alliance (SPCNOA) and the 13th South Pacific Nurses Forum (SPNF) meeting in Apia in September 2006.

The participation of Nursing and Midwifery leaders from 13 countries, representing Government Health Ministries, Regulatory Authorities, Universities as providers of Nursing and Midwifery programs, and National Nurses Organizations of the South Pacific Region, and as well as representatives of regional organizations and internationally renowned experts who were our resource speakers, truly made this meeting memorable for us as hostesses/hosts.

The attendance and special contribution of Madam President of the International Council of Nurses, Dr. Hiroko Minami was a highlight for the nurses of the South Pacific, because it is the first time an ICN President has ever attended a meeting in this region. The participation of so many distinguished guests, the subjects covered during plenary and concurrent sessions, and the in-depth intellectually searching and provocative open discussions that followed made all the efforts and hard work in coordinating this meeting worthwhile. These kinds of forum provide invaluable capacity building opportunities that are not easily accessed by Pacific Island nurses.

May I now as the Samoa Chief Nursing Officer (CNO) and chair of the SPCNOA, take this opportunity to extend to the WHO Regional and country offices, the Honourable Prime Minister and the government of Samoa, the Honourable Minister and the Chief Executive Officer, for Ministry of Health, our very sincere gratitude for the gracious support and financial assistance that made it possible for us to hold a very successful meeting.

Special acknowledgement to Ms Kathleen Fritsch Nurse Advisor WHO Western Pacific Regional Office and her team in Manila, and Stephan Terras and his team in Apia for the assistance in facilitating and funding the participation of all the Pacific Island CNOs and as well our international speakers.

Last, but not the least, I also wish to congratulate our own teams from the Ministry of Health, Samoa Nurses Association and the National University of Samoa, Faculty of Nursing for the work well done.

FAAMALO LE ONOSAI MA LE FAAMAPOPO!

FAAFETAI TELE LAVA.

A handwritten signature in black ink, consisting of a large, stylized initial 'P' followed by a horizontal line and a checkmark-like flourish.

Professor Pelenatete Stowers
Assistant Chief Executive Officer
Nursing, Samoa

1. Introduction

The second meeting of the South Pacific Chief Nursing Officers Alliance (SPCNOA) was held jointly with the 13th South Pacific Nurses Forum, at the Le Papa I Galagala Campus of the National University of Samoa, from 4 to 8 September, 2006. The meeting intended to contribute to overall strengthening of nursing leadership and policy-making capacities and efforts focused on national, regional and global health priorities and goals, through collaborative partnerships and strategic planning involving Government nurses, educational institutions, national nursing associations and other networks and stakeholders.

The 2006 meeting was organized in follow-up to the recommendations of the Summit on Emerging Diseases: Lessons from SARS, held in Sydney, Australia from 24 to 26 April 2004; the World Health Organization's Forum for Government Chief Nurses, held in Geneva from 13 to 15 May 2004 and the inaugural SPCNOA meeting convened in Rarotonga, Cook Islands in September, 2004. The SPCNOA was formally approved for establishment during its inaugural 2004 meeting.

Objectives:

1. Share information, lessons learned and develop national and sub-regional processes and strategies to increase overall national and regional nursing midwifery effectiveness and contributions to health and development goals;
2. Strengthen networking and support among government chief nurses and relevant educational institutions, to promote shared learning and leadership development;
3. Analyze key issues, opportunities and interventions, including agreed-upon policy options, to promote improved nursing/midwifery workforce planning, education and development, retention and recruitment and in-country equitable distribution of health workers;
4. Share information, lessons learned and develop national and sub-regional processes and strategies to increase overall national and regional nursing/midwifery effectiveness and contributions to health and development goals;

5. Strengthen networking and support among government chief nurses and relevant educational institutions, to promote shared learning and leadership development;
6. Analyze key issues, opportunities and interventions, including agreed-upon policy options, to promote improved nursing/midwifery workforce planning, education and development, retention and recruitment and in-country equitable distribution of health workers.¹

Opening remarks

The meeting was officially opened by the Prime Minister of Samoa, the Honourable Tuilaepa Sailele Malielegaoi, with the President of the International Council of Nurses (ICN), Dr. Hiroko Minami delivering the key note address.

Delegates from 13 countries, representing Government Health Ministries, Nurses and Midwifery Regulatory Authorities, Universities, and National Nurses Organizations, as well as representatives of regional organizations with internationally renowned experts invited as resource speakers, attended the SPCNOA meeting (see Annex 1). The programme was structured in a way that would assure access of both SPCNOA and South Pacific Nurses Forum (SPNF) participants to addresses by guest speakers. Joint (SPCNOA and SPNF) plenary sessions which always opened with a prayer, held as the first session of each day after which participants were free to join any session in either the SPNF or SPCNOA meetings.

¹ WHO *Nursing Midwifery Services: Strategic Directions 2002-2008* Geneva, 2002

2. Proceedings

Thematic overview

The daily sub-themes represented important core prevailing aspirations and values for nurses and midwives, which the SPCNOA, representing nursing leadership in the region promoted as a foundation to guide the way forward, in their quest to professionalize Nursing and Midwifery.

The themes were:

- Collegiality, Advocacy and Reciprocity!
- Knowing Nursing and Midwifery and Doing Health!
- Professionalizing Nursing and Midwifery; the Pacific Way!
- Way Forward: Inclusiveness and Partnerships!

We believe these values were achieved, but direly need continuing strengthening to enable a responsive and supportive context for the nursing and midwifery profession to effectively contribute to total health care services at national and regional level. Dr. Lesley Barclay presented a challenging scenario on 'Inclusiveness and Partnerships', especially in our relationships with colleagues and organizations from our better developed neighboring countries. Increasing interest and participation of educational institutions at the meeting were noted and a welcomed dimension to the SPCNOA discussions, especially in view of the importance of nursing human resources and the proposed Pacific Plan to enhance and standardize nursing education in the region. The participation of Ms. Monica Fong from the Pacific Forum secretariat to discuss the nursing component of the Pacific Plan was another important item in the SPCNOA agenda.

The issue of shortage of nurses and midwives was a key issue discussed with the facilitation of an international expert on Human Resource for Health (HRH), Professor James Buchan of the United Kingdom. We believe that Nursing and Midwifery can and will have a positive impact on achievement of the Millennium Development Goals (MDG), especially in the reduction of the disease burden caused by chronic communicable and non-communicable diseases, hence the coverage of topics and the selection of technical experts who presented and acted as lead discussants. The meeting timetable is attached as Annex 2.

Summary of sessions

Overall there was richness in the mix of presentations, perspectives and discussions during the whole week which contributed greatly to the enhancement of professional and collegial learning and sharing between and amongst nurses and midwives of the region. This will assist in the development of nursing and midwifery within the Pacific Islands countries as well as the region as a whole.

The topics covered were:

- Tobacco Free Initiative, WHO, Western Pacific Region
- The Draft Constitution/By laws of the SPCNOA
- Evidence, research terminology and the different types of research, including qualitative and quantitative
- Chief nursing officer (CNO) leadership role in influencing, initiating and driving the development and implementation of policies for ensuring positive MDG Outcomes
- MDGs, safe motherhood, and maternal and infant mortality
- MDGs, HIV/AIDS in Papua New Guinea
- Preparedness for emergencies and disasters; including those caused by emerging or re-emerging diseases, which cross over, and include natural, man-made and infectious disease outbreaks
- Infection control toolkit
- Mental health management during phases of emergency situations nationally and regionally
- Strategic planning on priority nursing and midwifery issues impacting the PICs/Region
- Virginia Henderson's definition of nursing from the Pacific context
- The future of nursing and midwifery professions in the Pacific
- Credentialing system for midwives and doctors in Samoa
- The Pacific Plan: enhancement and standardizing nursing education in region
- Pacific response to nursing and midwifery workforce shortages
- Inclusiveness and partnership.

The two Principal Nurses from Samoa, Ms June Scanlan Lui, Ms Maatasesa S Mathes and Dr Caroline Homer of University of Technology, Sydney were the Official Rapporteurs for the meeting. This was a capacity-building opportunity for June and Maatasesa under the guidance of Dr Homer and being exposed to this level of discussion, enabled them to have a better understanding of regional issues and involvement.

The two important outcomes of the SPCNOA meeting were the finalization of the following documents:

1. 'Strategic Action Plan for Nursing/Midwifery Development in the Pacific Island Countries' which was to be tabled during upcoming WHO and other regional and sub-regional meetings; and
2. Resolutions (see Annex 3) acknowledging the inclusion of Nursing in the South Pacific Forum Leaders' Pacific Plan, and their unanimous agreement for a mapping exercise, to first determine what is available before a firm decision is made on a regional nursing school. The preliminary discussions seemed to indicate the majority wished to run their own pre-registration programmes and regionalize at postgraduate level. The SPNCOA resolution was to be presented as part of the Forum Secretariat report on the progress of the Pacific Plan, at the Forum Leaders meeting in October, 2006.

Summary of sessions — Monday, 4 September

PLENARY KEY NOTE SPEAKER:

Mr Burke Fishburn

Regional Coordinator

Special Focus on Tobacco Free Initiative

WHO, Western Pacific Region

TOPIC:

Tobacco and Health Professionals

Three main areas covered in the key note address were:

1. The tobacco epidemic — a global situation as well as a serious situation in the Western Pacific. It was highlighted that 1 in 3 smokers in the world live in the Western Pacific Region and this region has the fastest increase in smoking among young women and children;
2. The Global response — A summary of what works and what does not work was presented. The strategies that do not work include prohibition, youth access restrictions. What works includes: high taxes; bans on advertising; comprehensive smoke free policies; strong, large graphic warnings; help for people who want to quit; and, public education. Mr. Fishburn outlined the Framework Convention on Tobacco Control (FCTC), which has been endorsed by 26 of the 27 eligible countries in Western Pacific Region.
3. What can we do? In this section, nurses and midwives as health professionals were encouraged to adopt the Code of Practice for Health Professionals.

Key points:

- Nurses and midwives can do much to address tobacco control issues, including being role models.
- The audience was challenged by Mr. Fishburn to lobby for the adoption of the Code of Practice for Health Professionals by relevant organizations.

SPCNOA MEETING PROPER

Session 1: 10:30 am

The SPCNOA meeting proper commenced with a welcome and a round of introductions of delegates and observers led by the current chair, Professor Pelenatete Stowers (CNO, Samoa). Kathleen Fritsch as the WHO Regional Adviser, Nursing, also greeted the delegates on behalf of WHO. The representative from the American Pacific Nurse Leaders Council (APNCL), a nursing leadership network in existence for nearly thirty years, described the value of such a group and these types of meetings, in the development of the nursing profession in the region. A discussion and endorsement of 2004 SPCNOA report and recommendations was undertaken and accepted.

Session 2: Chair, Ms Lata Malu, CNO, Tonga

FOCUS:

The SPCNOA constitution and by-laws

The draft Constitution/By laws of the SPCNOA were discussed in detail and a summary of the discussion was recorded. The constitution will undergo further revisions before its' finalization and adoption. The main points covered and approved in the session were:

- NAME OF THE ALLIANCE:

The inclusion of Chief Nurses was a concern for some countries that do not have a CNO position. Alternatively, the use of the word 'leaders' rather than chief nurse' was thought to be too broad and may mean that the Alliance loses its current focus. The other area of debate was the inclusion of midwifery in the title. Some felt that this would be more inclusive where others felt that this would be divisive. Finally, a title was proposed: the "South Pacific Chief Nursing and Midwifery Officers Alliance," which was carried with 8 votes in favour and 4 against.

- MEMBERSHIP: to be open to all countries including those without a CNO position

It was proposed that the country reports be deferred at this stage due to lack of time. The written reports were made available in the papers for delegates, as well as for further discussion on 6th September.

Summary of sessions — Tuesday, 5 September

PLENARY KEYNOTE SPEAKER:

Dr. Marcia Petrini

Dr Petrini gave an overview on evidence, research terminology and the different types of research, qualitative and quantitative, giving examples as illustrations of the varying types of research. She encouraged clinical teachers to remain connected with the practical application of the teaching. She also encouraged nurses to work collaboratively and never lose sight of the core values of nursing and not far away from the bedside.

Several examples of changes in practice resulting from initiatives undertaken by nurses at a local level were provided and the importance of sharing these findings was highlighted. The importance of institutional review boards and research boards was also discussed to ensure the rights of both patients and health professionals as well as ensure all studies meet governmental regulations.

The session ended with an acknowledgement of the large amount of research being conducted by nurses in the Pacific and the need to disseminate the findings and outcomes of these studies throughout the region

Key points:

- Nurse and midwives in the South Pacific were encouraged to undertake and publish their research.
- Clinical teachers should remain connected with the practical application of teaching and research.
- The need for ethical and culturally appropriate research was also highlighted in the discussions that followed.

The SPCNOA meeting proper, commenced with a summary of Day 1, presented by Rapporteur, June Scanlon Lui. (Samoa).

The first session was a mini workshop chaired by the Dean of the Faculty of Nursing at the National University of Samoa (NUS). The theme of the session was: CNO leadership role in influencing, initiating and driving the development and implementation of policies for ensuring positive MDG outcomes.

Kathleen Fritsch introduced the session with an overview of leadership roles which drive the implementation and development of policies that impact MDGs. This overview included a review of MDG data and evidence for research and policy formulation based on an analysis of MDG Regional Member States data surveys. She highlighted the linkages between poor health and poverty and described four of the health-related MDG goals.

Key points:

- Every country should be committed to MDGs
- Human rights and health
- Gender equity

The panel of presenters included:

- Dr Caroline Homer, who spoke about issues relating to safe motherhood and maternal mortality rates (MMR) and infant mortality rates (IMR). The presentation focused on maternal mortality rates and reasons for it - delays in seeking care, delays in access to care (e.g. transport), and delays in receiving appropriate care. She stated that skilled care and access to care are the keys to reducing maternal mortality and emphasized the need for infrastructure and effective systems to work with human resources to reduce MMR.
- Ms Mary Roroi (PNG) then focused on MDG 6 – HIV/AIDS. She highlighted Papua New Guinea as having the highest rate of HIV/AIDS in the Pacific Region. She described the PNG response to HIV/AIDS by developing a National Strategic Plan 2006-2010, having health sector plans and policies in place, capacity building and awareness programmes.
- Mr Geoff Clark provided an explanation of the choice of the IMAI programme which is a comprehensive approach that also builds capacity in HIV/AIDS care. Future challenges facing PNG were highlighted, including public sector freezes on HCW staffing levels, country topography, poor logistics and infrastructure, as well as a lack of a multi-sectoral approach.

After the presentations, Ms Fritsch opened up the discussion led by the Chair. The group discussed the issues and possible actions, including infection control measures; recruitment and succession election planning; the need for CNO leadership and the need to learn how to use imperfect data.

The second session, chaired by Professor Jill White, the Dean, Nursing and Midwifery, University of Technology, Sydney, was focused on preparedness for emergencies and disasters; including those caused by emerging or re-emerging Diseases, which cross over, and include natural, man-made and infectious disease outbreaks.

Session presentations included:

- Ms Sue Greig spoke on the epidemiology and management of emerging and re-emerging diseases and infectious diseases outbreaks. These included influenza strategies and measures to address these issues. The need for health workers to prepare ahead and consider factors for planning was also highlighted. Sue described the twelve strategies to limit an infectious disease outbreak from any likely cause. These included standard precautions, hand-washing, avoiding hospital overcrowding, having a plan around 'cohorting' patients with similar conditions and ensuring health care workers have up to date in-service education and immunization. She also described a project that is developing an infection control toolkit that may be a useful strategy for other countries. This project is still ongoing and participants were invited to contribute their views.
- Professor Hiroko Minami then gave an overview on the development of a 24-hour information liaison system in Japan which enables nurses to access relevant information regarding disasters, emergency response and providing medical care after disasters. She also encouraged universities and education providers to include disaster nursing in nursing curricula and develop competencies for disaster nursing.
- Mr Kevin Kelleher presented the framework on mental health management, phases of emergency situations, national and regionally on behalf of Dr Frances Hughes. He discussed the population that required assistance and how the workforce might be organized in the event of emergencies, placing emphasis on the importance of promoting recovery, with a focus on individuals and families.
- Dr Siniva Sinclair then gave an overview of the process on planning for the pandemic from the Samoan perspective. She described the planning that has been undertaken in Samoa. She explained how the planning had increased focus on the public health issues and highlighted opportunities for improvement.

The final session of the day addressed strategic planning on priority nursing and midwifery issues impacting the PICs/Region. This session was chaired by Mr Mark Jones, the Chief Nursing Advisor, New Zealand.

Ms. Fritsch highlighted the Human Resources for Health Regional Strategy, including its vision, mission statement and framework for action. She also introduced the accompanying Pacific Island Strategic Action Plan for Nursing and Midwifery, with short and long term objectives and expected outcomes.

Initially during the session the key areas from the country reports were described and grouped into like categories, which were:

- Demand vs. supply
- Leadership
- Retention
- Education and training
- Regulation and registration
- Working environment

The larger group then spent time in small groups, each discussing one of the preceding areas. The summary of the issues arising from the country reports and the discussions is presented.

DEMAND VS. SUPPLY

- Skill mix
- Capacity building
- Need for specialist nursing and advanced practice roles including the nurse practitioner roles
- Recruitment by marketing nursing
- Potential for balance across the region between workforce supply in one country meeting demand in another
- Looking at future nurse: patient ratios — Samoa has done some work in this already
- Criteria for career pathway-problem of losing nurses to administration — Samoa has already had two pathways (clinical and administration)
- Need to be able to use imperfect data

LEADERSHIP

- Need strong policies
- Need to be collaborative
- Policy and political expertise need to be promoted
- Ability to support high performing nurses
- Succession planning
- Need for women leaders
- Sharing of information among the leaders
- Leaders mentoring each other
- Leadership to be strategic
- Ability to use information and good decision making processes

RETENTION

- Good working conditions
- Benefits
- Mobility in the workforce
- Career opportunities
- Supportive governance and environment
- Nursing workforce pathway
- To make sure that nursing and midwifery is not working in isolation
- Importance of articulation of education
- Importance that retention including “returnees” from overseas
- A culturally appropriate workforce with core cultural competencies enabling — multi-cultural/multi-lingual service provision

REGULATION AND REGISTRATION

- Competencies
- Quality assurance mechanism
- Ethics
- Potential for consistent regulation and common competencies for island countries
- Teaching and assessment skills in clinical areas
- Mutual recognition

- Is self-regulation the only model?
- Reciprocity
- Access to training in other countries
- Credentialing mechanisms

WORKING ENVIRONMENT

- Uniforms
- Living conditions
- Annual leave/sick leave
- Ability to make safe workplace
- Infection control in the workplace — needle stick injuries
- Violence
- Occupational and health safety — lifting machines, etc.
- Stress level and burnout in the workplace
- Discrimination
- Western Pacific Regional achievement award

EDUCATION AND TRAINING

- Continuing professional development
- Undergraduate education
- Accessibility
- Regional mapping of what 'basic' education is available
- Postgraduate education of health workers in distance mode - needs to be creative
- Academic steps and stairs model – recognition of prior learning
- Research training
- Systems of support for education including monitoring

Summary of sessions — Wednesday, 6 September

Professor Pelenatete Stowers presented her critique of Virginia Henderson's definition of nursing from the Pacific context, mainly Samoa. This represented the address Ms Stowers had been invited to present for the Virginia Henderson Lecture at the International Council of Nurses International Congress in 2005. She addressed the significance of the family who work in partnership with nurses in providing health care services.

She challenged nurses to define nursing from their own country's perspective to reflect their cultures, beliefs and values as well as the context that exists in their own countries. She also explained, in conclusion, that she's not advocating to change Virginia Henderson's definition of nursing but is encouraging countries to look at a complementary definition of nursing that can best reflect their culture

The SPCNOA meeting commenced with a summary of Day 2, presented by Ms June Scanlan.

The first session was facilitated by Dr Marcia Petrini and focused on the future of nursing and midwifery professions in the Pacific. Professor Jill White was the first speaker and started by acknowledging Pele's presentation. Professor White provided two scenarios on the future of nursing in the next 20 years. The first scenario was one in which nursing had almost disappeared within our society. The second scenario depicted a strong nursing profession with developments, initiatives and proactive nursing leadership. She challenged the floor by saying that we exist in a highly political, influential environment and as leaders we should be influencing political decision-making and being proactive in initiating things that are appropriate for our countries.

Dean Fulisia Aiavao explained the programme of credentialing for midwives and doctors in Samoa; phase two of the programme will be conducted this month, subsequent to a number of years of development and planning. This is a pre-requisite for the proposed NUS school of post graduate studies for nursing and midwifery.

Monica Fong described The Pacific Plan which aims to identify a regional approach and initiatives to enhance and standardize regional education and training programmes. She discussed the Pacific Forum leaders' proposal to be carried out in phases and she was open to hearing feedback from the leaders in the room especially those from the Pacific Islands. Professor Jill White emphasized the importance of a gap analysis to see what the situation is currently. Ms Kathleen Fritsch emphasized the importance of countries educating to meet their own needs first before meeting the needs of more developed countries. Professor Stowers encouraged the nurses to be mindful in getting themselves what they need and where they want to go to. She also encouraged nursing leaders to be at the decision making level.

The next session was led by Ms Mary Roroi and focused on Pacific response to nursing and midwifery workforce shortages. Professor James Buchan spoke on the issue of nursing and midwifery shortage in Australia and highlighted a useful workforce framework for analysis which includes:

- Workforce planning
- Improving recruitment and retention
- Improving skill mix
- Improving performance and deployment

Professor Buchan raised the policy challenges surrounding:

- Growing your own
- Keeping your own
- Developing your own

A number of support tools were highlighted: those from the World Health Organization; the Capacity Project; Management Sciences for Health and the International Council of Nurses human resources for health initiative.

Ms Maatasesa Mathes outlined the Samoa nursing and integrated health care delivery model, a nurse led initiative now recognized in the Ministry of Health and the Samoan government to address and respond to health demands and critical issues faced in Samoa. She also emphasized that strong leadership and good planning will make this model more effective.

Ms Lolo Tuiloma provided an overview of the Fiji education programmes. She presented information on the number of graduates from the nursing diploma and bachelor programmes and the attempts in Fiji to link their nursing intakes into the diploma programme with their workforce needs.

Mrs Helene Kukun Walter spoke on the refresher programmes for midwives who worked in the remote/rural areas in Vanuatu. She also explained the importance of the transfer of skills from the older nurses to the young one. She presented data on the more than 9000 consultations undertaken as part of an on the spot training programme.

The subsequent group discussions focused on:

- The need for multi-skilled workers;
- The need to keep a focus on the role of nurses
- Nurses being strong and clear in presenting their issues to the government

The day ended with a commitment by the chief nurses to continue to discuss implications of the Pacific Plan.

Summary of sessions — Thursday, 7 September

The keynote address was given by Dr Lesley Barclay, who explored the terms “inclusiveness and partnership” in detail and what these mean for the way forward for nurses and midwives in the Region. She provided examples of these concepts in practice and also highlighted how important these processes were to South Pacific nurses and midwives.

The key points illustrated were:

- Networking and sharing of information; networking alone is not enough
- Strong leadership
- Working together for regional goals will have greater effect and can achieve higher aspirations than what we can do as individual countries.

The discussion highlights included:

- SPNF and SPCNOA – strategic and sharing opportunities
- Need to recognize other workers (e.g. in Australia, Aboriginal Health Workers and others)
- Need to recognize that nurses can go out and make a change.

The next session was a combined panel discussion with both the SPNF and the SPCNOA, focused on: can we work together as leaders of nursing and midwifery in the Region? Why, what for and how?

Mr Geoffrey Clark (WHO) spoke first on the need for regulatory frameworks and systems that work across the region. He spoke of the current mutual recognition policy that exists between Australia and New Zealand and how this might be a model for other countries to look at.

Mrs Neti Tamarua Herman (CNO, Cook Islands) spoke on behalf of Chief Nurses (Industry). She explained the need to focus on patient safety as a basic principle. She encouraged national nursing associations (NNAs) in the Region to work together with their CNOs to bring about change. She explained that by working together, common goals can be achieved and negotiation at a higher political level will be possible.

Mrs Mary McManus (Auckland University of Technology) spoke on behalf of education. She explained how many countries are struggling with their education curricula and that it is essential that curricula be locally relevant to the people of the Pacific Islands. She encouraged the nurses to work together to ensure that education across the region was strong, led by Pacific Island countries and developed to suit individual county needs reflective of culture and local resources. She also encouraged nurses and midwives to undertake and lead research.

Mrs Faamanatu Neilson (Samoan Nurses Association) expressed support for working together.

The floor was then opened for discussion when the delegates from the NNAs were asked to provide their views. The Vice President of ICN started by discussing the way in which ICN and WHO work together.

Australia encouraged NNAs, as the voice of the nurses at the grass root level, to work closely together. The South Pacific Nurses Forum (SPNF) is an excellent example of this process. Australia also recognized that the meeting participants (SPNF and SPCNOA) need to talk more together. Samoa explained how the CNOs and NNA came together in education development to ensure a strong culturally based curriculum. Samoa invited other Pacific Island Countries to use such a collaborative model. The Cook Islands recognized that they do not have the capacity to run postgraduate nursing and midwifery programmes of their own and rely on larger countries like Samoa and Fiji to offer such programmes. Tokelau also discussed their need for assistance from other PICs. Vanuatu supported the Australia and New Zealand delegate positions. The Vanuatu delegate highlighted issues of communication breakdown and challenges for their nurses in remote areas. Vanuatu recognized the need for nurses to do political lobbying.

Tonga challenged other PICs to ensure that collaboration between the NNAs and CNOs occurs and asked that those work together to develop and sign a Memorandum of Understanding before the next SPNF meeting. American Samoa explained how different their system is as they work as a US territory. The NNAs and the CNOs do not work together and they expressed their frustration at the lack of follow up on regional meeting recommendations and lack of communication. Fiji reflected on the morning presentation with the importance of the words “partnership and inclusiveness” and highlighted the importance of networking among the PICs. Cook Islands explained the development of their education curriculum to improve services and thus benefit clients. The Samoa delegate spoke on the importance of the two parties to work together in any developments of nursing and encouraged the NNAs to come together to develop nursing and reminded the group that ‘united we stand, divided we fall.’ Papua New Guinea also supported working together with NNAs. They will be lobbying for establishing a CNO post in Papua New Guinea. The Solomon Islands explained their difficulties and their need for improvements. New Zealand thanked the panel for the opportunity to discuss these issues.

The CNO from Samoa ended the session by explaining that she had penned the question of the session and was pleased with the discussion. She explained how the partnership established in Samoa, between the CNO, Samoan Nursing Association and the National University of Samoa meant that education and system reforms could happen.

The combined group then separated into the two meetings, with the SPCNOA having their final business meeting, chaired by the CNO from Samoa. Matters discussed included the following:

- Issues and lessons learned from country reports
- Priorities for future directions for the region
- Role of SPCNOA in driving and addressing priorities
- The next Meeting Venue in Fiji (2008)

The SPNF and SPCNOA meetings ended with a combined official closing ceremony which included addresses by the Honourable Minister of Health; the President of the South Pacific Nursing Association and a representative of the World Health Organization.

3. Conclusions

The SPCNOA, formally approved for establishment in the inaugural meeting in Rarotonga 2004, formalized the details of putting the alliance into operation through the drafting of a constitution, which was approved in principle in this meeting (2006), apart from the issue of how the activities of the SPCNOA could be funded and whether there should be a Bank Account, as well as where such an account would be located. The issue of ongoing management of funds and banking responsibilities for SPCNOA was discussed but requires further analysis and resolution.

The resolutions annexed to this report highlight the outcomes of the meeting participant discussions, illustrating their commitment to collaborate and network more closely, including chief nurses as well as educational institutions, nursing associations and others, to support the implementation of a Pacific Island nursing/midwifery strategic action plan, inclusive of a comprehensive mapping and analysis of education and regulation in the Pacific Island countries.

ANNEX 1

List of Meeting Participants, Speakers, Facilitators South Pacific Chief Nursing Officers' Alliance

NAME	CONTACT ADDRESS	PHONE/FAX/E-MAIL INFORMATION
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Dr Jill White	Dean, Faculty of Nursing, Midwifery and Health University of Technology, Sydney, P.O. Box 222 Lindfield NSW 2070, Australia	Phone: 02 9514 5730 Fax: 02 9514 5049 jill.white@uts.edu.au
Dr Caroline Homer	Professor of Midwifery Faculty of Nursing and Midwifery University of Technology, Sydney	
Professor James Buchan	Visiting Professor, University of Technology, Sydney Queen Margaret University College, United Kingdom	
Ms Sue Greig	Albion Street Centre; WHO Collaborating Centre Sydney, Australia	
Ms Mary Macmanus	Head, School of Nursing Division of Health Care Practice Auckland University of Technology Auckland, New Zealand	
Mrs Mary Roroi	Ministry of Health P. O. Box 807 Waigani, NCD, Papua New Guinea	Phone: 675-4100; 675-323-0422 Fax: 675-323-0422 mroroi@health.gov.pg

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Ms Lois Angimera	Ministry of Health Nauru	
Ms Faraitoafa Utu	Department of Health Pago Pago, American Samoa 96799	
Mrs Matamuli Punimata	Department of Health Pago Pago, American Samoa 96799	
Mrs Dottie Siavi'l	Department of Health Pago Pago, American Samoa 96799	
Mrs Toaga Seumalo	President, American Pacific Nurse Leaders Council Pago Pago, American Samoa	
Mrs Helene Kukun Walter	Senior Midwives Assistant Officer Clinical RH 2002 WHO Projects Elim Jomane Church Vanuatu	
Mr John Tasserei	Nursing Council Ministry of Health Port Vila, Vanuatu	
Mr Mark Jones	Chief Nurse New Zealand	Ministry of Health Wellington
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Ms Monica Fong	Pacific Forum Secretariat Suva, Fiji	

Dr Lesley Barclay	Professor, Health Services Development Institute of Advanced Studies Charles Darwin University Australia	
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Mr William Dame	Observer, Solomon Islands	
Mr Harvest Miabule	Observer, Solomon Islands	
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Ms Ana Vulu	Registered Nurse c/o P.O. Box 865 Savalalo/Apia Tokelau	Phone: 20822 Fax: 21761
Ms Tekie Mika	Registered Nurse c/o P.O. Box 865 Savalalo/Apia Tokelau	Phone: 20822 Fax: 21761
Ms Maluapapa Malaki	Acting Nurse Manager c/o P.O. Box 865 Savalalo/Apia Tokelau	Phone: 20822 Fax: 21761

Ms Fenuafala Faafoi	Registered Nurse c/o P.O. Box 865 Savalalo/Apia Tokelau	Phone: 20822 Fax: 21761
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Ms Toesega Timaima Teao	Nurse Manager c/o P.O. Box 865 Savalalo/Apia Tokelau	Phone: 20822 Fax: 21761
Ms Ana Fita Sinapati	Senior Registered Nurse and Midwife c/o P.O. Box 865 Savalalo/Apia Tokelau	Phone: 20822 Fax: 21761
Mrs Lata Malu	Ministry of Health P. O. Box 59 Nuku'alofa, Tonga	Phone: 676-23200, ext. 419 Fax: 676-24291 QSSN@kalianet.to
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Dr Siniva Sinclair	Ministry of Health, Apia, Samoa	
Mrs Fulisia Aiavao	Planning Secretariat, Vice-Chairperson, Dean, Faculty of Nursing and Health Sciences National University of Samoa	
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Mrs Tauaitala Poloie Lees	National University of Samoa	
Tapa Taupau Tanielu	Ministry of Health Apia, Samoa	

Ms Sarah Filemu	Ministry of Health Apia, Samoa	
Ms Aofia Fualau	Ministry of Health Apia, Samoa	
Saeu Tualima	Ministry of Health Apia, Samoa	
Maatasesa Samuelu Mathes	Ministry of Health Apia, Samoa	
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Table 1: South Pacific Chief Nursing Officers Alliance Meeting Timetable

MONDAY, 4 SEPTEMBER, 2006			
TIME	SESSION	SPEAKERS	CHAIRPERSON/ FACILITATOR
0800 to 0900	Registration; Prayer		
0900 to 1030	Plenary Keynote Address: Tobacco-Free Initiative in the Western Pacific Region	Mr Burke Fishburn	
1030 to 1100	Welcome and Introductions Discussion of the 2004 SPCNOA Report and Recommendations	Ms Pelenatete Stowers	Ms Pelenatete Stowers
1100 to 1200	Presentation of draft SPCNOA by-laws/constitution for review, revision, endorsement	Mrs Lata Malu; Ms Kathleen Fritsch	Mrs Lata Malu
1200 to 12030	University of Technology, Sydney Collaborating Centre Proposal Progress Report	Professor Jill White Michelle Rumsey	Mrs Neti Tamarua Herman
LUNCH BREAK			
1330 to 1500	Group Discussion: Continuation of SPCNOA by-laws, constitution review, revision, endorsement [Country templates submitted as hard copies, for later discussion, due to time constraints]	Mrs Lata Malu; Ms Kathleen Fritsch	Mrs Neti Tamarua Herman
AFTERNOON TEA BREAK			
1530 to 1630	Group Discussion: Continuation of SPCNOA by-laws, constitution review, revision, endorsement	Mrs Lata Malu Ms Kathleen Fritsch	Mrs Neti Tamarua Herman

TUESDAY, 5 SEPTEMBER, 2006

TIME	SESSION	SPEAKERS	CHAIRPERSON/ FACILITATOR
0830 to 0900	Prayer		
0900 to 1030	Plenary Keynote Address: Research and Evidence in Nursing	Dr Marcia Petrini	
MORNING TEA BREAK			
1100 to 1230	The Chief Nurses Leadership Role in Influencing, Initiating and Driving the Development and Implementation of Policies for Ensuring Positive MDG Outcomes	Ms Kathleen Fritsch Dr Caroline Homer Ms Mary Roroi Mr Geoff Clark	Mrs Fulisia Aiavao
LUNCH BREAK			
1330 to 1500	Preparedness for Emergencies and Disasters	Ms Sue Greig Professor Hiroko Minami Kevin Kelleher Dr Siniva Sinclair	Professor Jill White
1530 to 1700	Strategic Planning on Priority Nursing and Midwifery Issues Impacting the Pacific Islands and Region	Plenary and small group work	Mr Mark Jones

WEDNESDAY, 6 SEPTEMBER, 2006

TIME	SESSION	SPEAKERS	CHAIRPERSON
0830 to 0900	Prayer		
0900 to 1000	Plenary Keynote Address: Presentation of the Virginia Henderson 2005 ICN Address	Ms Pelenatete Stowers	
MORNING TEA BREAK			
1030 to 1230	Future of Nursing and Midwifery Professions in the Pacific	Professor Jill White Dean Fulisia Aiavao Ms Monica Fong Mr Steven Baxendale	Dr Marcia Petrini
LUNCH BREAK			
1330 to 1500	Pacific Response to Nursing and Midwifery Workforce Shortages	Professor James Buchan Mrs Maatasesa Mathes Ms Lolo Tuiloma Mrs Helene Kukun Walter	Ms Mary Roroi
Chief Nursing Officers Business Meeting			

THURSDAY, 7 SEPTEMBER, 2006

TIME	SESSION	SPEAKERS	CHAIRPERSON
0845 to 0900	Opening prayer		
0900 to 1000	Plenary Keynote Address: Inclusiveness and Partnership Resolutions	Dr Lesley Barclay	
MORNING TEA BREAK			
1000 to 1200	SPCNOA Action Steps: Issues and Lessons Learned from Country Reports Priorities for Future Directions Roles of SPCNOA in Driving and Addressing the Priorities Resolutions	Group discussion	Mrs Pelenatete Stowers
LUNCH BREAK			
1300 to 1500	Plenary Panel Discussion: Can We Work Together As Leaders of Nursing and Mid- wifery in the Region—Why, What For and How?	Panelilsts: Mr Geoffrey Clark Mrs Neti Tamarua Herman Ms Mary McManus Mrs Faamanatu Neilson Responses, discussion: SPNF and SPCNOA Delegates and Participants; ICN, WHO, other partners	
1500	Official Closing Ceremony		

ANNEX 3

SPCNOA 2006
RESOLUTION #1

SUPPORT FOR ENHANCING AND STANDARDIZING NURSING/MIDWIFERY EDUCATION PROGRAMMES IN THE WESTERN PACIFIC REGION

The SPCNOA,

Recognizing the importance of high quality nursing/midwifery education to health system performance, quality of health services and improved population health outcomes;

Concerned about the impact of differing standards of education in the Region on nursing/midwifery service quality;

Recognizing that diverse qualifications and registration processes impede the movement of nurses and midwives for purposes of work and study in the Region and limit nursing/midwifery development, as acknowledged during the initial 1996 meeting of the Regulatory Authorities of the Western Pacific and South East Asian Regions;

Further recognizing the important contributions of the World Health Organization, WHO Member States, the International Council of Nursing, academic institutions, WHO Collaborating Centres, other non-governmental organizations, including the South Pacific Chief Nursing Officers Alliance (SPCNOA) and the American Pacific Nurse Leaders Council (APNLC), professional associations and other regional and global organizations to the strengthening of nursing/midwifery education and standards;

Acknowledging the formulation and acceptance of a common competencies framework at the fifth meeting of the Regulatory Authorities of the Western Pacific and South East Asian Regions (WPSEAR) in Kuala Lumpur in 2005;

Mindful of the need to strengthen existing nursing/midwifery educational institutions in lesser-resourced countries and support their priority functions in producing competent nurses and midwives to meet their countries' population health needs;

Recalling and reaffirming the draft document from the Forum Secretariat outlining a potential strategy for enhancing and standardizing regional educational programmes in nursing/midwifery;

Acknowledging the proposal as being broadly in line with discussions and agreements reached during the 2004 and 2006 meetings of the SPCNOA;

NOW THEREFORE, be it resolved that the 2006 South Pacific Chief Nursing Officers Alliance (SPCNOA), in recognition of the positive intent of the Forum Secretariat, supports and will participate in a preliminary exercise in assessment, mapping and gap analysis of current educational provision and standards required for registration as an initial first step in the process.

The 2006 SPCNOA proposes that the Common Competencies for Registered Nurses, as accepted at the WPSEAR meeting of Regulatory Authorities in Kuala Lumpur in 2004 be used as a reference point for the mapping and analysis exercise;

Furthermore, the 2006 SPCNOA suggests that the WHO Western Pacific Region provides technical support to the SPCNOA and Forum Secretariat, as they work in partnership on this important work;

The SPCNOA also proposes that an independent third party be contracted to undertake the mapping and analysis exercise;

Be it further resolved that the SPCNOA will analyze the assessment report prior to any further commitment to the proposal from the Forum Secretariat.

SUPPORT FOR A STRATEGIC ACTION PLAN
FOR NURSING AND MIDWIFERY DEVELOPMENT
IN THE PACIFIC ISLAND COUNTRIES

The SPCNOA,

Recognizing the importance of nurses, midwives and other health workers to health system performance, quality of health services and population health;

Noting, with concern, the worldwide nursing/midwifery shortage; and the significant effects of the shortage, as well as continuing health disparities in the Pacific Islands;

Mindful of the continued shortage of nurses and midwives, inequitable distribution of health workers, worsened by migration from rural to urban areas, skill-mix imbalances, poor salaries working conditions and limited professional development opportunities in the Pacific Islands;

Recognizing the weak health workforce information and analysis, as well as insufficient nursing/midwifery expertise in human resources for health and health system planning, policy development and management in the Pacific Islands;

Recalling and reaffirming resolutions WHA57.19, WHA58.17, WHA59.23 and WHA59.27 on the need for actions to mitigate the negative impact of the migration of health personnel on health systems of developing and source countries, the rapid scaling up of health workforce production and strengthening of nursing and midwifery;

Acknowledging The World Health Report 2006 key messages that educated and well-trained health workers save lives; that workers must be supported and protected; that new strategies are needed to enhance the effectiveness of the health workforce; and that national leadership, cross-border collaboration and global solidarity can address human resources for health more effectively, can result in significant improvements;

NOW THEREFORE, be it resolved that the 2006 South Pacific Chief Nursing Officers Alliance (SPCNOA) endorses and fully supports the implementation of the Strategic Action Plan for Nursing/Midwifery Development in the Pacific Island Countries and the four strategic objectives and expected outcomes, closely linked to the Western Pacific Regional Strategy on Human Resources for Health 2006–2015.

