

Human Resources for Health

Updates from the College of Medicine, Nursing & Health Sciences (CMNHS);
Fiji National University (FNU)

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Presentation Outline

- Background
- Learning & Teaching Updates
- Regional Student Progress & Attrition
- Research Updates
- Recommendation to Countries
- Recommendation to Development Partners



CMNHS Structure



PROGRAMMES

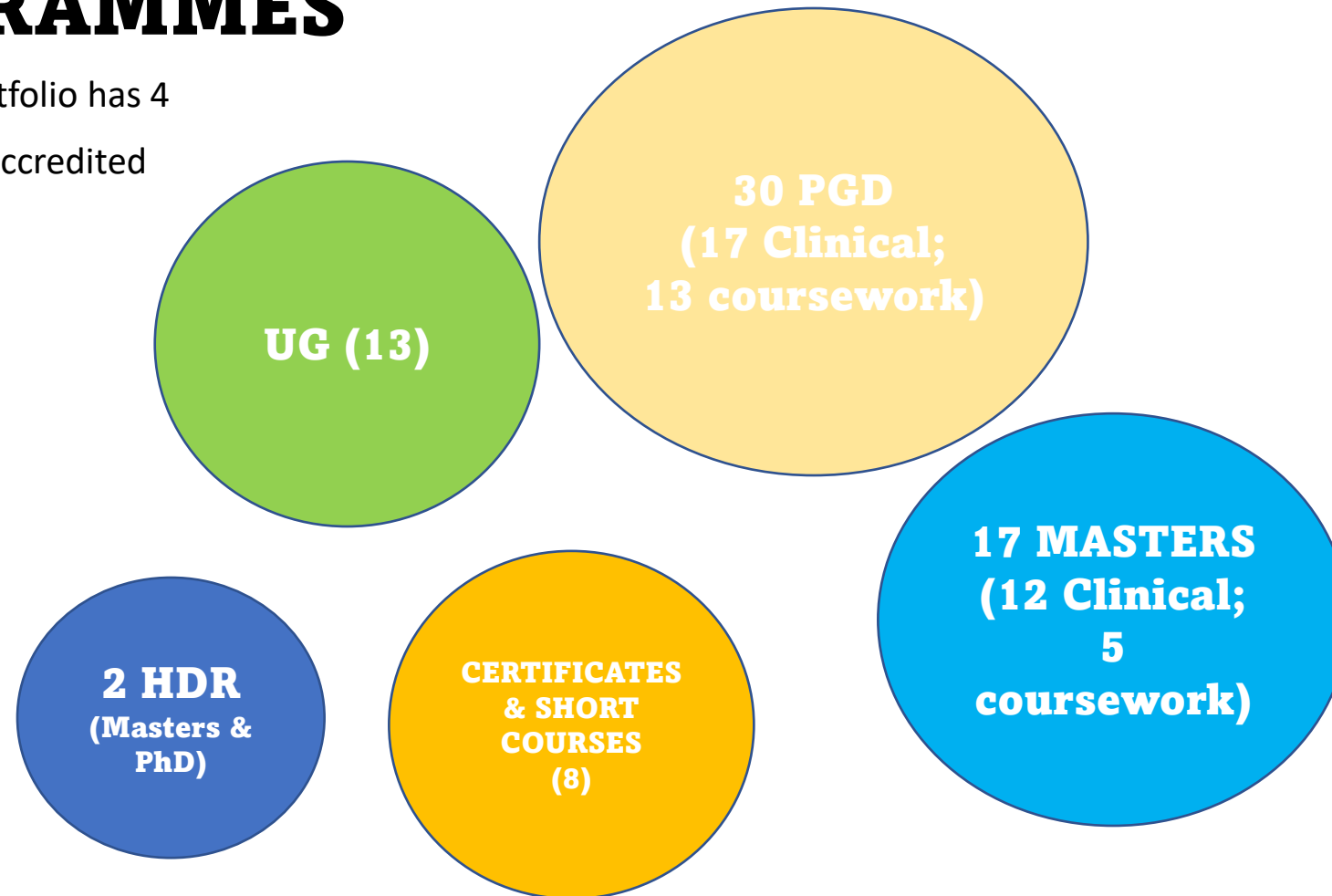
The CMNHS portfolio has 4 internationally accredited

Programmes:

BMLS, BHSM,

MHSM, PGDEC

(7 in progress)



PROGRAMMES (Undergraduate)

- **Certificates/Short Courses** (Dental assisting, **Dental Practice**, Enrolled Nursing, Community Nutrition, **GBV**, **Health Professions Foundation**, Pre-Hospital Care)
- **Bachelor Degrees** (Medicine, Dentistry, Pharmacy, Physiotherapy, Laboratory Science, Medical Imaging, Nursing, Public/Environmental Health, Health Service Management, Health promotion, Nutrition)

PROGRAMMES (Postgraduate)

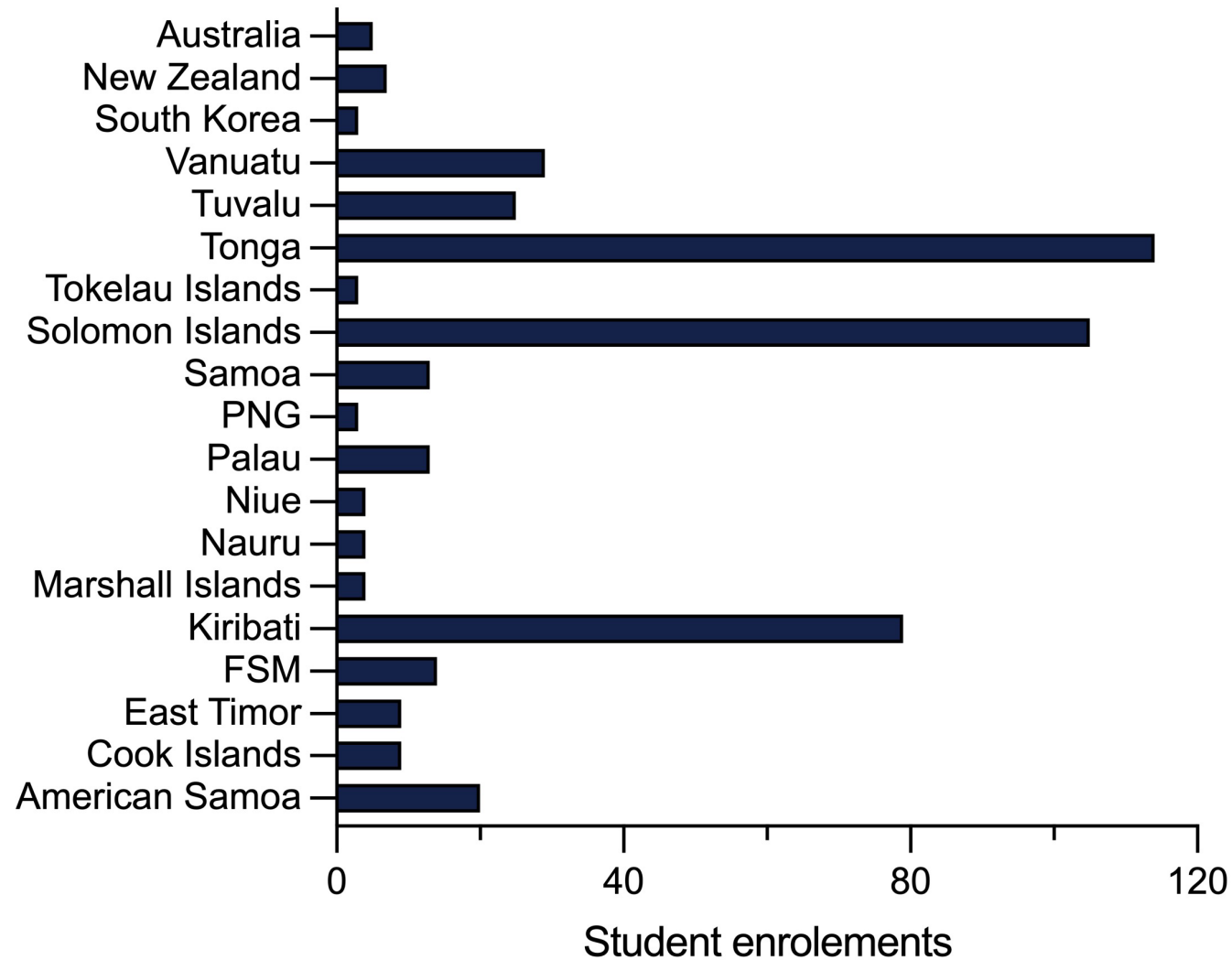
- **PG Diplomas** (**Clinical:** Dermatology, Internal Medicine, Anaesthesia, ICM, Child Health, Mental Health, Family Medicine, OBG, Surgery, Emergency Medicine/Nursing, Pathology, Midwifery, Oral Surgery, Ophthalmology; **Coursework:** PH, HP, HR, SRH, EH, HSM)
- **Masters Degrees** (**Clinical:** pathway for specialist registration; **Coursework/Thesis:** programmes as above)
- **HDR** (Masters by research; PhD)

ENROLLMENTS S1, 2023	Fiji	Regional/ International	Total
Undergraduate	1939	258	2197 (83.8%)
Female	1511	171	1682
Male	428	87	515
Postgraduate	301	112	413 (15.7%)
Female	217	70	287
Male	84	42	126
HDR	10	3	11 (0.5%)
Female	5	1	5
Male	5	2	6
TOTAL	2250	373	2621

- **1,974 females (75%)**
- **715 first years (27%)**
- **371 regional/international (14%)**

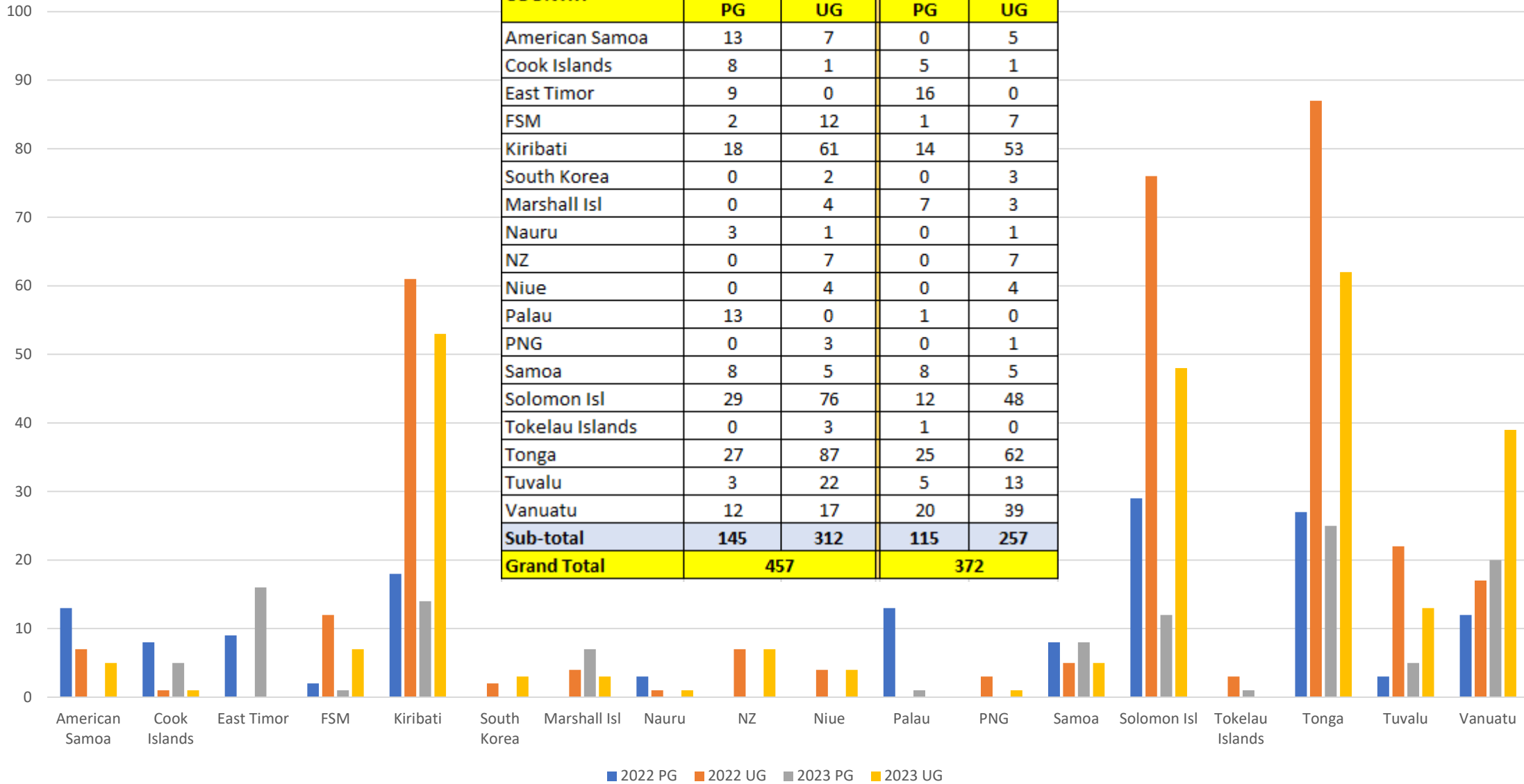
Academic Staff: 178
Support Staff: 86
Total: 264

Regional student enrollments by Country (2023)

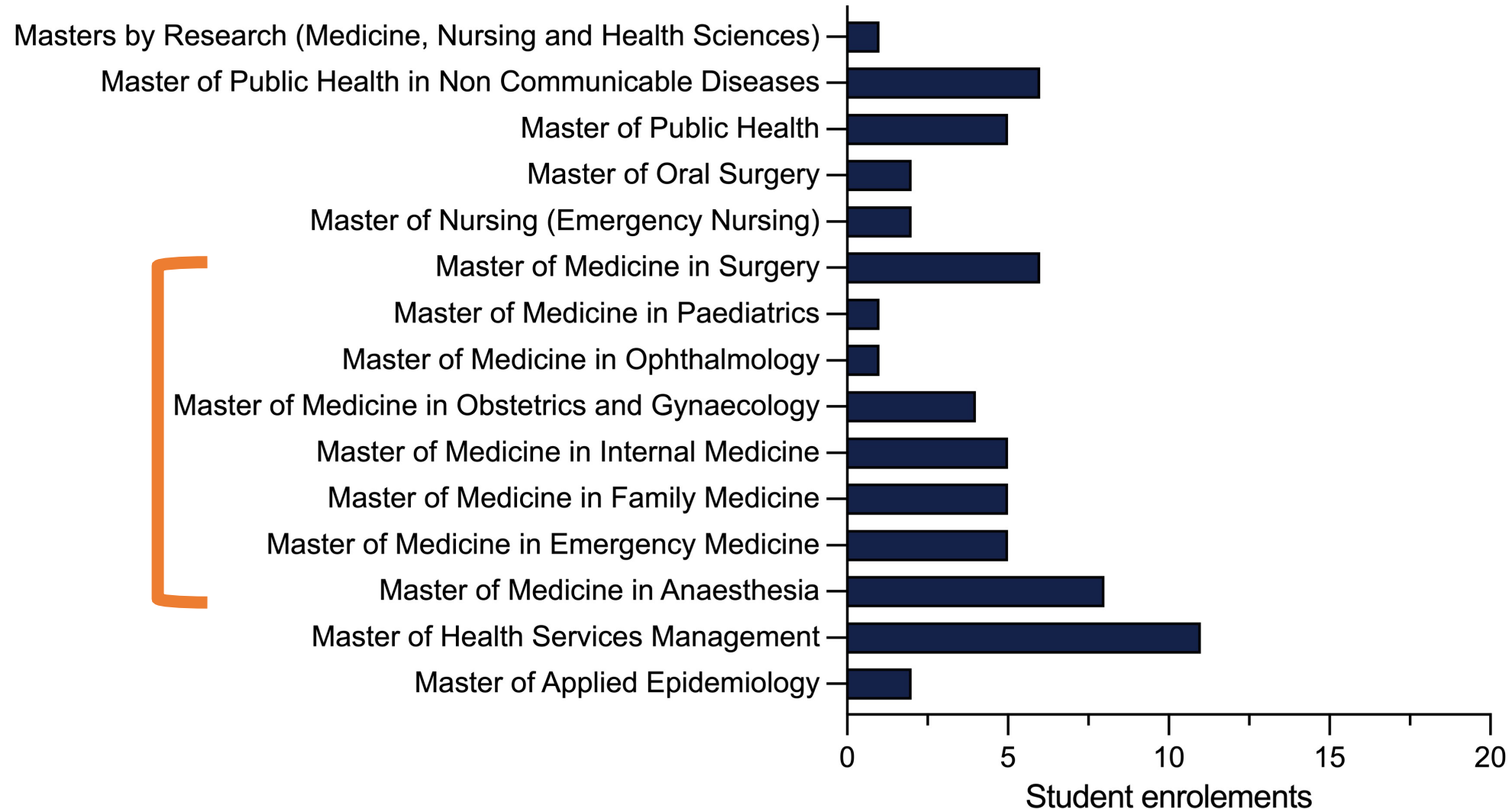


2022 vs 2023 Enrollments

COUNTRY	2022		2023	
	PG	UG	PG	UG
American Samoa	13	7	0	5
Cook Islands	8	1	5	1
East Timor	9	0	16	0
FSM	2	12	1	7
Kiribati	18	61	14	53
South Korea	0	2	0	3
Marshall Isl	0	4	7	3
Nauru	3	1	0	1
NZ	0	7	0	7
Niue	0	4	0	4
Palau	13	0	1	0
PNG	0	3	0	1
Samoa	8	5	8	5
Solomon Isl	29	76	12	48
Tokelau Islands	0	3	1	0
Tonga	27	87	25	62
Tuvalu	3	22	5	13
Vanuatu	12	17	20	39
Sub-total	145	312	115	257
Grand Total	457		372	



Regional student enrollments by Masters Programme (2023)



Select L&T highlights

- ✓ First batch of Masters in Emergency Nursing in 2022 (1 from Tonga). Second batch now (2023), with 3 regional students (Vanuatu-2 and Kiribati-1).
- ✓ First batch of MMED in Intensive Care Medicine started this year (2 candidates from Tonga).
- ✓ First batch of MMED Dermatology expected to graduate Dec 2024
- ✓ First batch of Masters in SRH to graduate this year (1 student from Tonga)
- ✓ First batch of Cert IV in Health Professions Foundation Studies (Tonga – 2; Tuvalu – 3; Vanuatu – 1)
- ✓ First batch of Postgraduate Diploma in Perioperative Nursing to begin in Sem 2, 2023
- ✓ First batch of Postgraduate Diploma in Community Health Nursing to begin in Sem 2, 2023
- ✓ PhD programme – 3 regional students enrolled from 2022

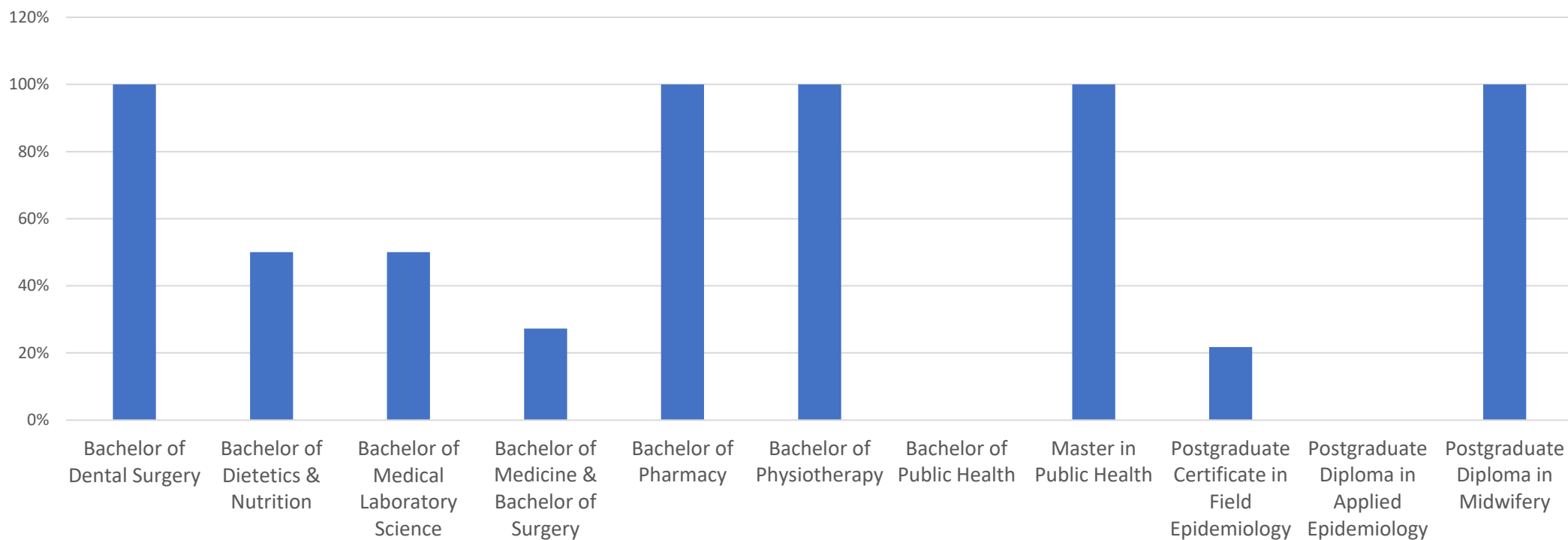
Select L&T highlights

- Other new programmes on offer in 2023:
 - Postgraduate Diploma in Perioperative Nursing
 - Postgraduate Diploma in Community Health Nursing
 - Master of Intensive Care Medicine (subspecialty)
 - Master of Psychiatry

Regional Student Progress & Attrition

- For 3 countries – one representative each from Micronesia, Melanesia and Polynesia (and one from the North Pacific)
- Student enrollment, graduation, retention, attrition
- 2020 & 2021 were “abnormal years” (will show as retention/attrition for 2021/2022)
- 2019 as an example of a “normal year” (will show as retention/attrition for 2020)

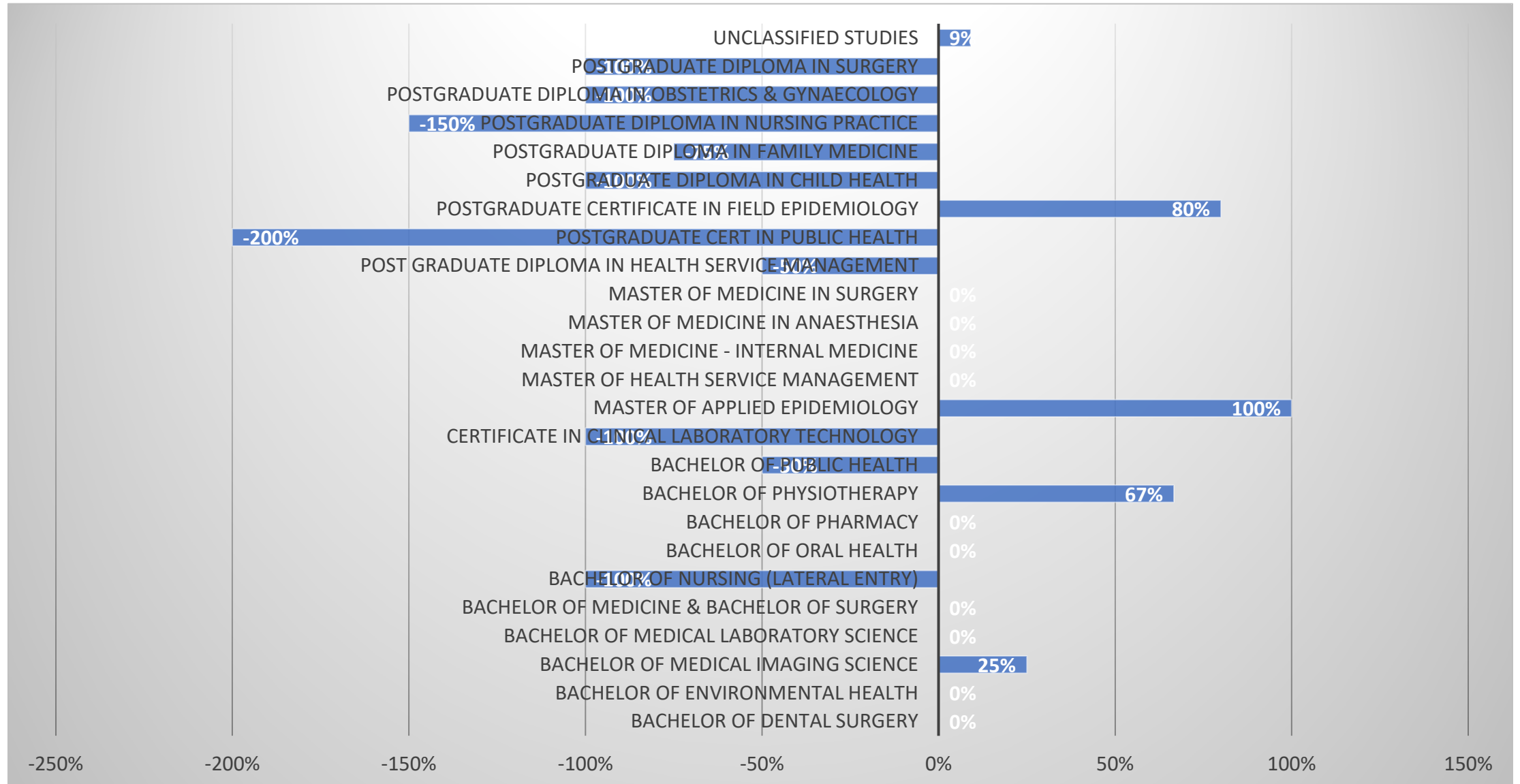
Federated States of Micronesia - Attrition Rates 2020



Row Labels	2019 ER DATA	2019 GRADUATION	2020 DATA	RETENTION RATE	ATTRITION RATE
Federated States of Micronesia	69	35	14	71%	29%
Bachelor of Dental Surgery	1			0%	100%
Bachelor of Dietetics & Nutrition	2		1	50%	50%
Bachelor of Medical Laboratory Science	2		1	50%	50%
Bachelor of Medicine & Bachelor of Surgery	11		8	73%	27%
Bachelor of Pharmacy	1			0%	100%
Bachelor of Physiotherapy	1			0%	100%
Bachelor of Public Health	1		1	100%	0%
Master in Public Health	1			0%	100%
Postgraduate Certificate in Field Epidemiology	46	35	1	78%	22%
Postgraduate Diploma in Applied Epidemiology	2		2	100%	0%
Postgraduate Diploma in Midwifery	1			0%	100%

	2019 ER DATA	2019 GRADUATION	2020 DATA	RETENTION RATE	ATTRITION RATE
Tonga	85	32	61	109%	-9%
Bachelor of Dental Surgery	2	2		100%	0%
Bachelor of Environmental Health	1		1	100%	0%
Bachelor of Medical Imaging Science	4	2	1	75%	25%
Bachelor of Medical Laboratory Science	3	1	2	100%	0%
Bachelor of Medicine & Bachelor of Surgery	25	5	20	100%	0%
Bachelor of Nursing (Lateral Entry)	3	4	2	200%	-100%
Bachelor of Oral Health	4		4	100%	0%
Bachelor of Pharmacy	4	2	2	100%	0%
Bachelor of Physiotherapy	3		1	33%	67%
Bachelor of Public Health	2	1	2	150%	-50%
Certificate in Clinical Laboratory Technology	1	1	1	200%	-100%
Master of Applied Epidemiology	1			0%	100%
Master of Health Service Management	1		1	100%	0%
Master of Medicine - Internal Medicine	1		1	100%	0%
Master of Medicine in Anaesthesia	1		1	100%	0%
Master of Medicine in Surgery	1		1	100%	0%
Post Graduate Diploma in Health Service Management	2	1	2	150%	-50%
Postgraduate Cert in Public Health	1	2	1	300%	-200%
Postgraduate Certificate in Field Epidemiology	5	1		20%	80%
Postgraduate Diploma in Child Health	1	1	1	200%	-100%
Postgraduate Diploma in Family Medicine	4	4	3	175%	-75%
Postgraduate Diploma in Nursing Practice	2	3	2	250%	-150%
Postgraduate Diploma in Obstetrics & Gynaecology	1	1	1	200%	-100%
Postgraduate Diploma in Surgery	1	1	1	200%	-100%
Unclassified Studies	11		10	91%	9%

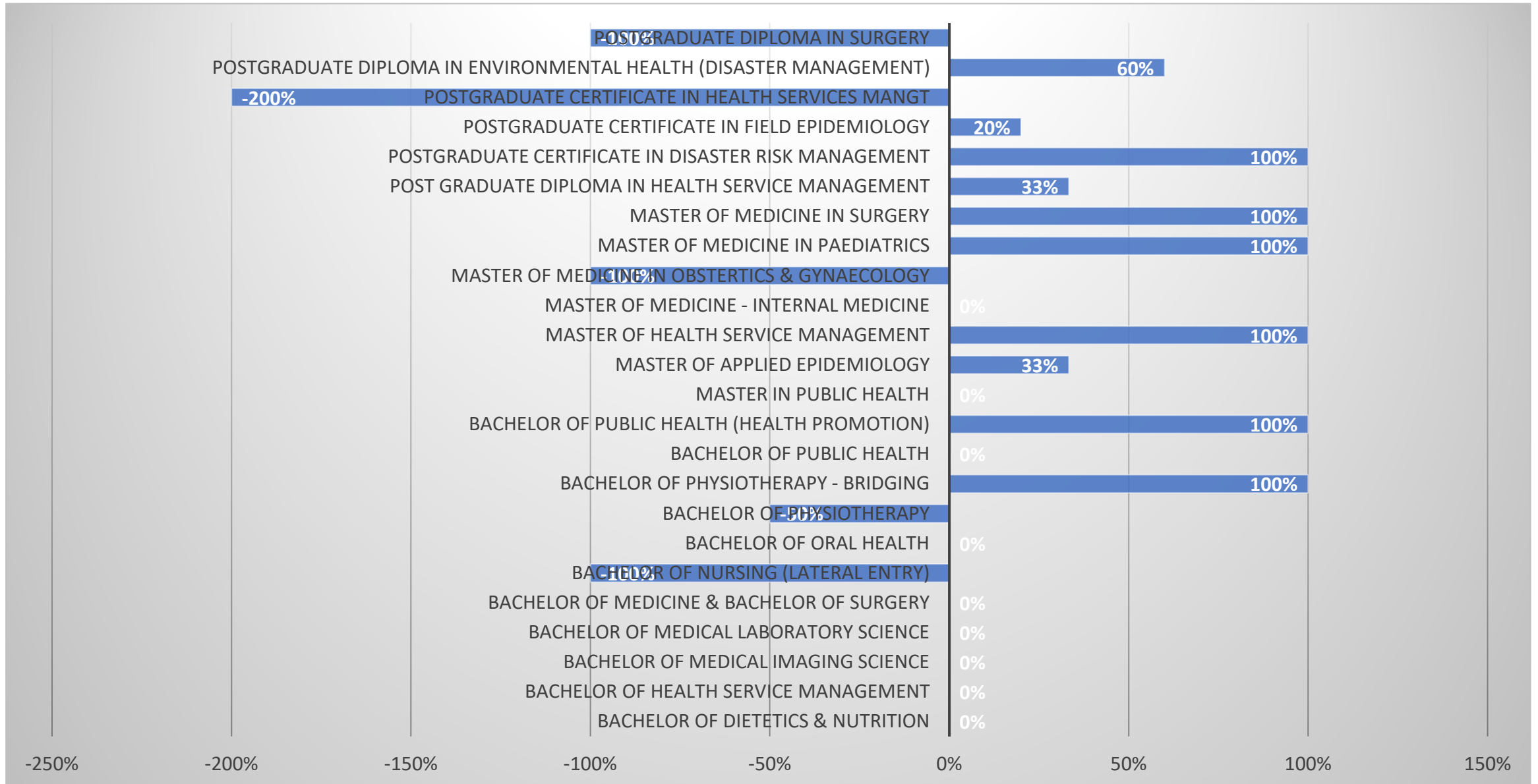
TONGA



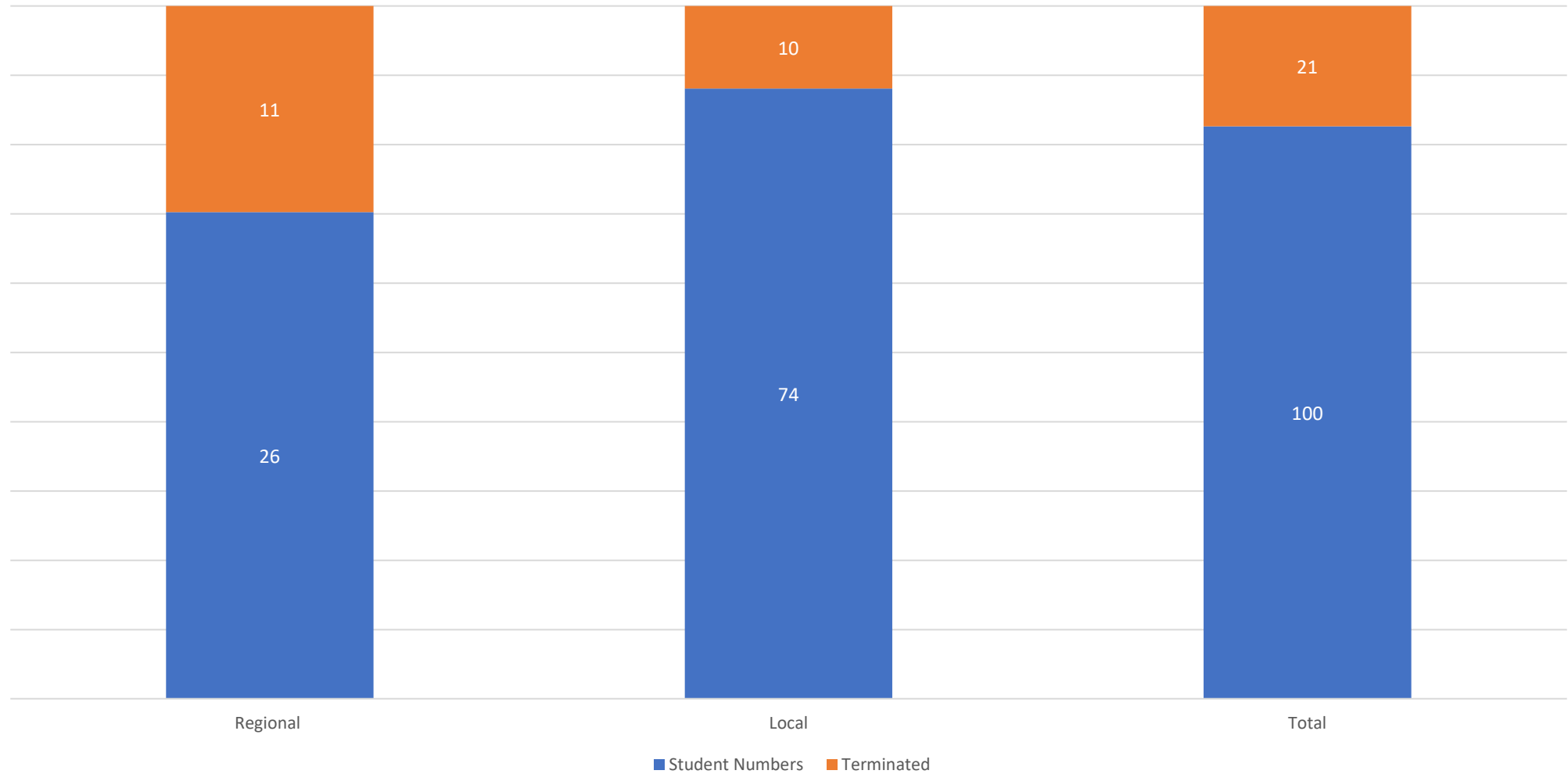
VANUATU

	2019 ER DATA	2019 GRADUATION	2020 DATA	RETENTION RATE	ATTRITION RATE
Vanuatu	61	27	25	85%	15%
Bachelor of Dietetics & Nutrition	1	1		100%	0%
Bachelor of Health Service Management	1		1	100%	0%
Bachelor of Medical Imaging Science	2		2	100%	0%
Bachelor of Medical Laboratory Science	2	2		100%	0%
Bachelor of Medicine & Bachelor of Surgery	5	1	4	100%	0%
Bachelor of Nursing (Lateral Entry)	1	1	1	200%	-100%
Bachelor of Oral Health	2		2	100%	0%
Bachelor of Physiotherapy	2	2	1	150%	-50%
Bachelor of Physiotherapy - Bridging	1			0%	100%
Bachelor of Public Health	8	2	6	100%	0%
Bachelor of Public Health (Health Promotion)	1			0%	100%
Master in Public Health	1		1	100%	0%
Master of Applied Epidemiology	3		2	67%	33%
Master of Health Service Management	1			0%	100%
Master of Medicine - Internal Medicine	1		1	100%	0%
Master of Medicine in Obstetrics & Gynaecology	1	1	1	200%	-100%
Master of Medicine in Paediatrics	1			0%	100%
Master of Medicine in Surgery	1			0%	100%
Post Graduate Diploma in Health Service Management	3		2	67%	33%
Postgraduate Certificate in Disaster Risk Management	1			0%	100%
Postgraduate Certificate in Field Epidemiology	15	12		80%	20%
Postgraduate Certificate in Health Services Mangt	1	3		300%	-200%
Postgraduate Diploma in Environmental Health (Disaster Ma	5	1	1	40%	60%
Postgraduate Diploma in Surgery	1	1	1	200%	-100%

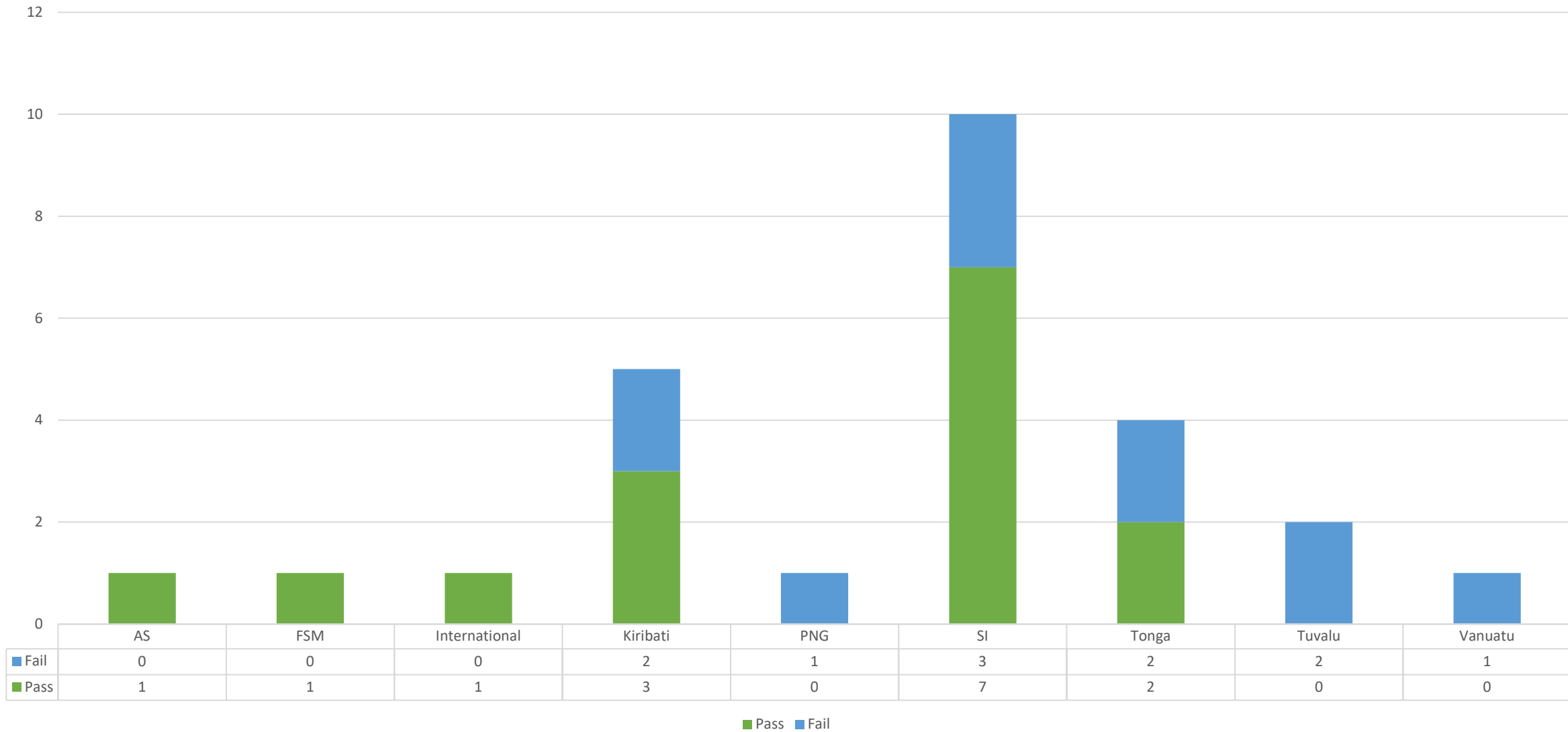
VANUATU



MBBS 1 2022 - Attrition



Attrition Rate By Country MBBS 1 2022



Programme Developments for 2024

- Several PIC's have requested FNU for in-country delivery; FNU teams have made scoping assessments & recommendations
 - Emergency Medicine
 - Family Medicine
 - Midwifery
 - Nurse Practitioner training
 - Enrolled Nursing .
- PG Diploma in Ear, Nose and Throat (ENT) – to go on offer
- Continuing Discussions:
 - MMED Orthopedics
 - PGD Radiology
 - Diploma in Health Counselling
 - Short Courses

RESEARCH UPDATES

- Average of 80 Masters research projects completed every year (40% clinical programmes; 40% regional students)
- Average 40-80 operational research projects every year by DDM/PGCFE programme across the PICT's
- Av 30% publication rate of completed research – while we are capacity building in manuscript writing/publishing, also established Pacific Health Observatory & FNU/CMNHS Research Repository
 - Knowledge translation platform
 - Research repository for collection of all Pacific health literature, especially unpublished work

FNU LAUNCHES PACIFIC HEALTH OBSERVATORY AND STUDIES ON COVID-19

Press Release

Posted On: September 5, 2022

Launch of Pacific Health Observatory Sep 5, 2022



Launch of Research Repository April 19, 2023

PACIFIC HEADS OF HEALTH | Réunion des directeurs de la santé du Pacifique

Challenges with CD/ID Research

- Human capacity
- Research Lab Infrastructure

**FIJI NATIONAL UNIVERSITY
SEROLOGY LABORATORY**

SUVA - FIJI
Towards Strengthening COVID-19 and Routine Immunization | EST: 2023



Fiji National University in partnership with the Fiji Ministry of Health and Medical Services, Australian Department of Foreign Affairs and Trade and Pacific Pathology Training Centre [NZ]



3. Pacific Regional Capacity Building

***"Stakeholders' Meeting - Cook Island
Support for Strengthening Health
Professionals' Training during
COVID"Project***

28 September 2022 | Holiday Inn, Suva, Fiji

Countries' Ethics Committees Represented

1. Cook Islands
2. Kiribati
3. Vanuatu
4. Solomon Islands
5. Tonga
6. Samoa



Recommendations/Requests to the Countries

- Delays in release of offer letters for regional students (especially for MBBS prog) is usually due to waiting time for confirmation of scholarships from countries. FNU requests countries that the award of conditional scholarships to students is not made without an offer letter from FNU.
- Delays in confirmation of offer letters for applicants are also due to incomplete application forms before the close of applications (normally end of November)
- PG selection process happens in the preceding Sem 2 (for the following year intake). Clinical masters applicants need to get registered with the Fiji Medical Council and this takes time. Strongly recommend that trainees send documents in time, and register online with FMC.

Recommendations/Requests to the Countries

- As part of Phase 2 of PCSWHIP Prog, FNU is working with the Nossal Institute to develop a Country Training Needs Analysis. Please respond to the request from Nossal.
- FNU requests support of countries towards our calls for programme advisory board membership – to ensure FNU programmes capture regional industry perspectives
- Heads of Health to agree to a small working group to work on issues related to regional student intake, performance / attrition and other challenges. The WG will report back to PHoH out of session with the view to then tabling a paper to the PHMM later in the year for approval
 - The make up of the WG is suggested to be representatives from Fiji, FNU, one rep from Melanesia, Micronesia and Polynesia, and PIHOA and SPC

Recommendations to development partners

- To support regional marketing of programmes
- Consider sponsorship of regional students to programmes that are currently running on low student intake
 - MMED Psychiatry
 - Masters of SRH
- Consider sponsorship of regional students to upcoming new PG programmes