

Pacific Heads of Nursing & Midwifery Meeting

Réunion des directeurs des soins infirmiers et obstétricaux du Pacifique

Regional Nursing Regulation and Accreditation

Pacific Heads of Nursing and Midwifery Meeting

14-16 November 2023

Presented by: Mele Sii Inukihaangana Filise, Tonga,

South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA);

Presented to SPCNMOA Steering Committee August 2023 By A/Prof Karen Hammad

Professor Michele Rumsey, Director, WHO Centre for Nursing, Midwifery & Health
Development, University of Technology Sydney (UTS);



Regional Quality Improvement Project (RQIP) – History

- [SPCNMOA, WHO CC UTS and ANMAC held meeting in 2018 Cooks Islands](#)
- [WHO, SPCNMOA, WHO CC UTS, produced regional Scoping report 2020-2021](#)
- [Discussed at SPC PHoNM 2021 meeting](#)

[The Pacific Health Ministers \(2022\) resolution commit:](#)

to proactively advocate on the national and international stage for intersectoral and international action to address the health impacts of climate change, highlighting the special needs of the Pacific.

We will do this by:

“the subregional Quality Improvement Programme for Nursing and other identified health-care specialist workforces, including visiting specialists, with a **focus on education and regulation**”;



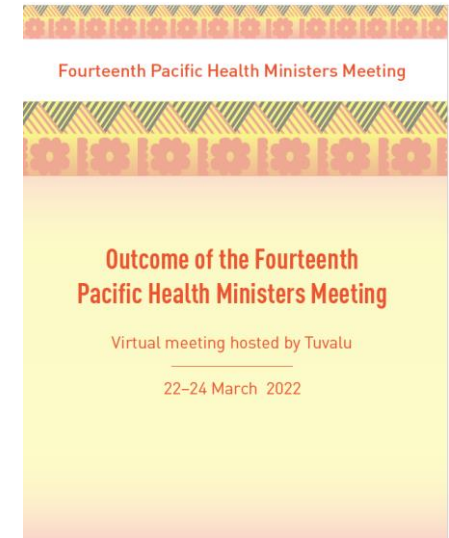
Scoping Study: Improving the quality of nursing and midwifery education and regulation in Pacific Island countries and areas

Prepared for WHO South Pacific, Suva, Fiji

WHO Collaborating Centre for Nursing, Midwifery and Health Development, University of Technology, Sydney

South Pacific Nursing and Midwifery Officer Alliance (SPCNMOA)

January 2021



Steering Committee

Position and Organisation	Country	Name
Nursing Advisor, SPC	Fiji	Silina Waqa Ledua
Technical Officer, WHO	Fiji	Deki Yangkom
CNMO	Palau	Antonette Merur
DNS	Solomon Islands	Michael Larui
CNMO	Fiji	Colleen Wilson
CNMO	Samoa	Ulisese Tapuvae
CNMO	Cook Islands	Ngatamariki Manea
CNMO	Papua New Guinea	Mary Kililo
CNO/CNMO	Tonga	Mele Sii Inukihaangana Filise
CNO/CNMO	Vanuatu	Harriet Sam
Secretariat		
WHO CC UTS	Sydney, Australia	Professor Michele Rumsey
WHO CC UTS	Suva, Fiji	Associate Professor Karen Hammad
ANMAC	Canberra, Australia	Alan Merritt
ANMAC	Canberra, Australia	Greg Cantwell

Participating Countries



Project Progress

1. Agree on a regional approach to regulation, including accreditation, with links to country-based systems;
2. Develop both practice and accreditation standards that meet regional needs;
3. Develop consistent overarching curriculum guidelines for undergraduate and post-graduate courses, all of which are accredited, which integrate the practice standards;
4. Explore scope of practice for different levels of health workers;
5. Develop coherent and transparent pathways that enables healthcare workers to move between the various levels of work and education e.g. nurses aid, EN, community health worker, registered nurse, midwife, clinical nurse specialist, nurse practitioner etc.;
6. Review policies and guidelines on workforce mobility to considering the health needs of each country in the region and provide guidance if required.

Participating Countries

Country	Dedicated Nursing Act	Year	Stand-alone nursing committee	Support requested
CI	Yes	1986	Yes	Yes
FIJ	Yes	2016	Yes	Currently under review
KIR	No		Yes	Yes
MI	No			
NAU	No			
PAL	No		No	Yes
PNG	No		Yes	
SI	Yes	1987	Yes	Currently Under review
TOK	No		No	Yes
TON	Yes	2021	Yes	Currently under review
TUV	Yes	2008	No	Yes

* Data not yet collected in Niue, Samoa, Vanuatu

Summary – Comparison of Nursing Roles

Country	Registration criteria		Temporary licence period		Registration renewal		
	Registration fee	Exam	Temporary license period before registration?	Duration of temporary licence	Registration renewal fee	Frequency of renewal	Criteria for registration renewal
CI	50 NZD	In country where qualification is gained	No	12 months	20 NZD	annual	30 CPD points
FIJ	80 FJD	Yes	Yes	18 months	80 FJD	annual	CPD points
KIR	\$0	No	Yes	12 months	\$0	never	N/A
NAU	200 AUD	No	No	N/A	100AUD	annual	CPD points
PAL	50 USD	No	Yes	6 months	20 USD	2 years	CPD points
SI	150 SBD	No	Yes	12 months	\$0	never	N/A
TON	50 TOP	Yes			25 TOP	annual	
TOK	As per country where qualification was gained		No	N/A	\$0	never	N/A
TUV	\$0	Yes	No	N/A	\$0	never	N/A

AUD - Australian Dollar, FJD - Fijian Dollar, NZD- New Zealand Dollar, USD - United States Dollar, CPD - Continuing Professional Development

* Data not yet collected in Marshall Islands, Niue, Papua New Guinea, Samoa, Vanuatu

Summary –Nursing Roles & In-Country Nursing Programs

Country	Nursing roles	# of HEI	Program for RN	Duration of program	NP program	MW program	EN/LPN program
CI	Nursing roles	1	Yes	3 years	No	No	No
FIJ	RN, MW, NP, EN,	3	Yes	3 or 4 years	Yes	Yes	Yes
KIR	RN, RNS, MW, NP, EN, CHW, SN	1	Yes	3 years	No	No	No
MI	RN, MW, MA, NA	1	Yes	2 years	No	No	No
NAU	RN, MW, LPN, NA, NP	0	No Nursing programs				
PAL	RN, MW, NP, EN, NA	1	Yes	2 years	No	No	Yes
SI	RN, NA	2	Yes	3 or 4 years	No	Yes	No
TON	RN, MW, NP,	1	Yes	3 years	No	Yes	No
TOK	RN, MW, NP, NA, CHW	0	No Nursing programs				
TUV	RN, MW, NP, EN, NA	0	No Nursing programs				
<p>EN – Enrolled Nurse, CHW – Community Health Worker, LPN – Licenced Practice Nurse, MA – Medical Assistant, MW - Midwife, NA – Nurse Assistant/Nurse Aide, NP – Nurse Practitioner, PCA – Patient Care Assistant, RN – Registered Nurse, RNS – Registered Nurse Specialist, SN – Student Nurse HEI – Higher Education Institutions</p>							

* Data not yet collected in Niue, Papua New Guinea, Samoa, Vanuatu

Summary – Nurse Migration

- limited data is available on inbound and outbound mobility of the health workforce in PICTs and in the region
- The [WHO Global Code of Practice on the International Recruitment of Health Personnel](#) (the Code) encourages the bi-annual reporting of the numbers of health workers leaving and joining the health workforce
- Need to strengthen nursing HRH data collection

Future Directions

- **Short term**
- Commit to reviewing and strengthening professional regulatory systems by revising **Nursing, Midwifery and Health Professional Acts** to ensure that regulations are contemporary and facilitate the efficient recruitment of qualified nurses and midwives into the health service to increase access to quality health services.
- Commit to strengthening **registration processes** for registered roles including Registered Nurse, Registered Midwife, Nurse Practitioner and Enrolled Nurse/Licensed Practical Nurse in PICTs.

Future Directions

- **Long term**
- Consider **harmonising professional regulations for registration and accreditation** across PICTs and creating **mutual recognition agreements** to reduce bureaucracy and support standards.
- Consider development of a **'live' registry** of Nurses and Midwives across the Pacific region that is interoperable across health systems and national regulators.
- The development of a live registry would facilitate accurate data collection about nurse migration within our region.

Updates on Webpage

Previous Reports and Briefs available here

<https://www.uts.edu.au/research/who-collaborating-centre/what-we-do/4.-service-delivery-and-regulation/regional-quality-improvement-project>



The Regional Quality Improvement Project (RQIP) was first conceptualised at an Accreditation Workshop with SPCNMOA, ANMAC and WHOCC UTS in the Cook Islands in 2018.

Next Steps

- 1. Draft report end of January 2024 outlining common standards for regulation and accreditation of nursing, midwifery and healthcare worker programs in the Pacific that provides:
 - Minimum standards/guidelines for regulation and accreditation of nursing and midwifery courses,
 - Minimum standards/guidelines for competency standards and scope of practice for nursing and midwifery related courses,
 - Maps minimum standards/guidelines to each country's qualification framework and/or Pacific Qualifications Framework.



Australian
Nursing & Midwifery
Accreditation Council



Thank you.



<https://www.uts.edu.au/research/who-collaborating-centre>



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