

Human Resources for Health

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

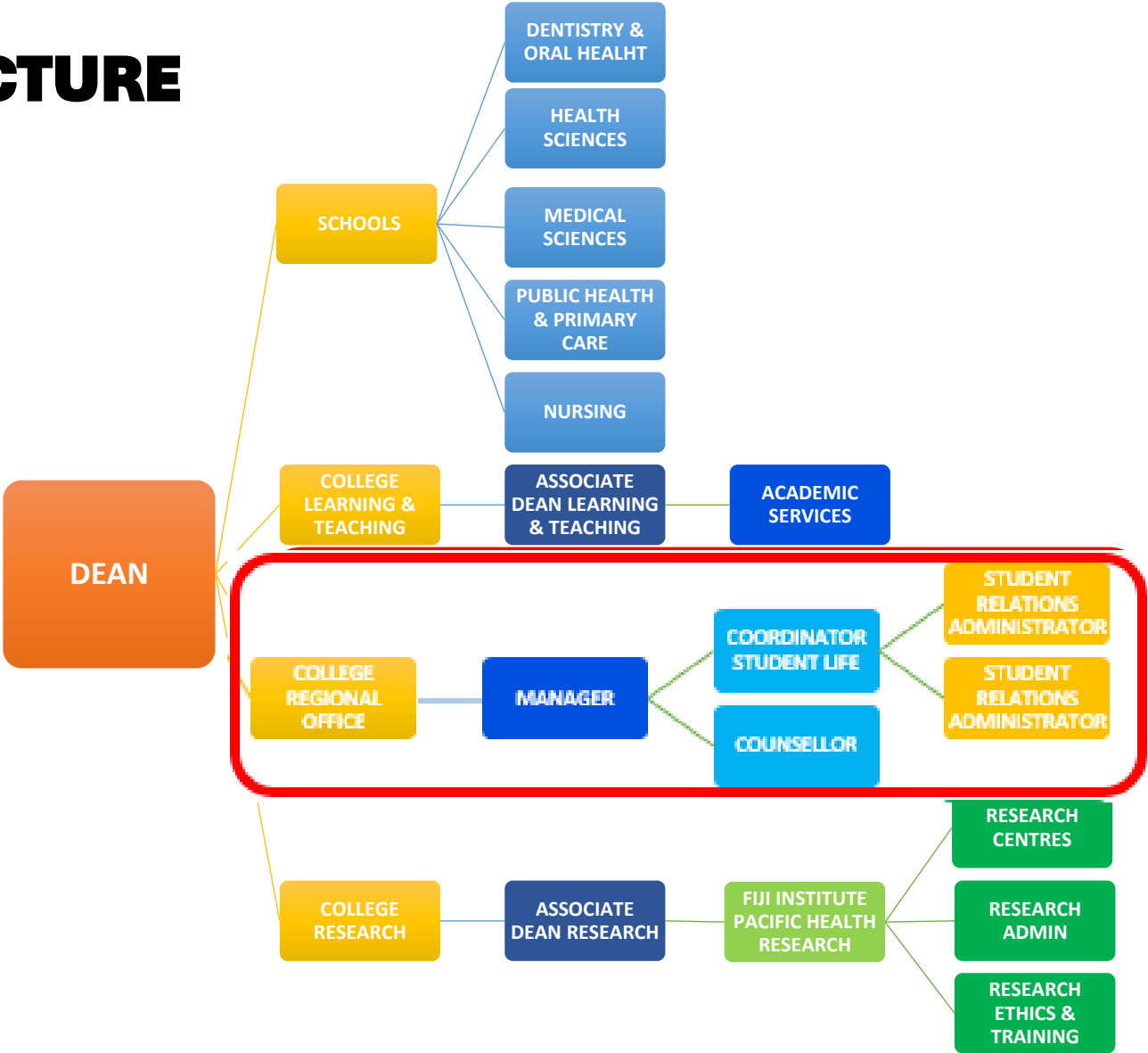
Dr Donald Wilson

PRESENTATION OUTLINE

- Background
- Learning & Teaching Updates
- Regional Student Enrollment Summary
- Research Updates
- Recommendation to Countries
- Recommendation to Development Partners



CMNHS STRUCTURE

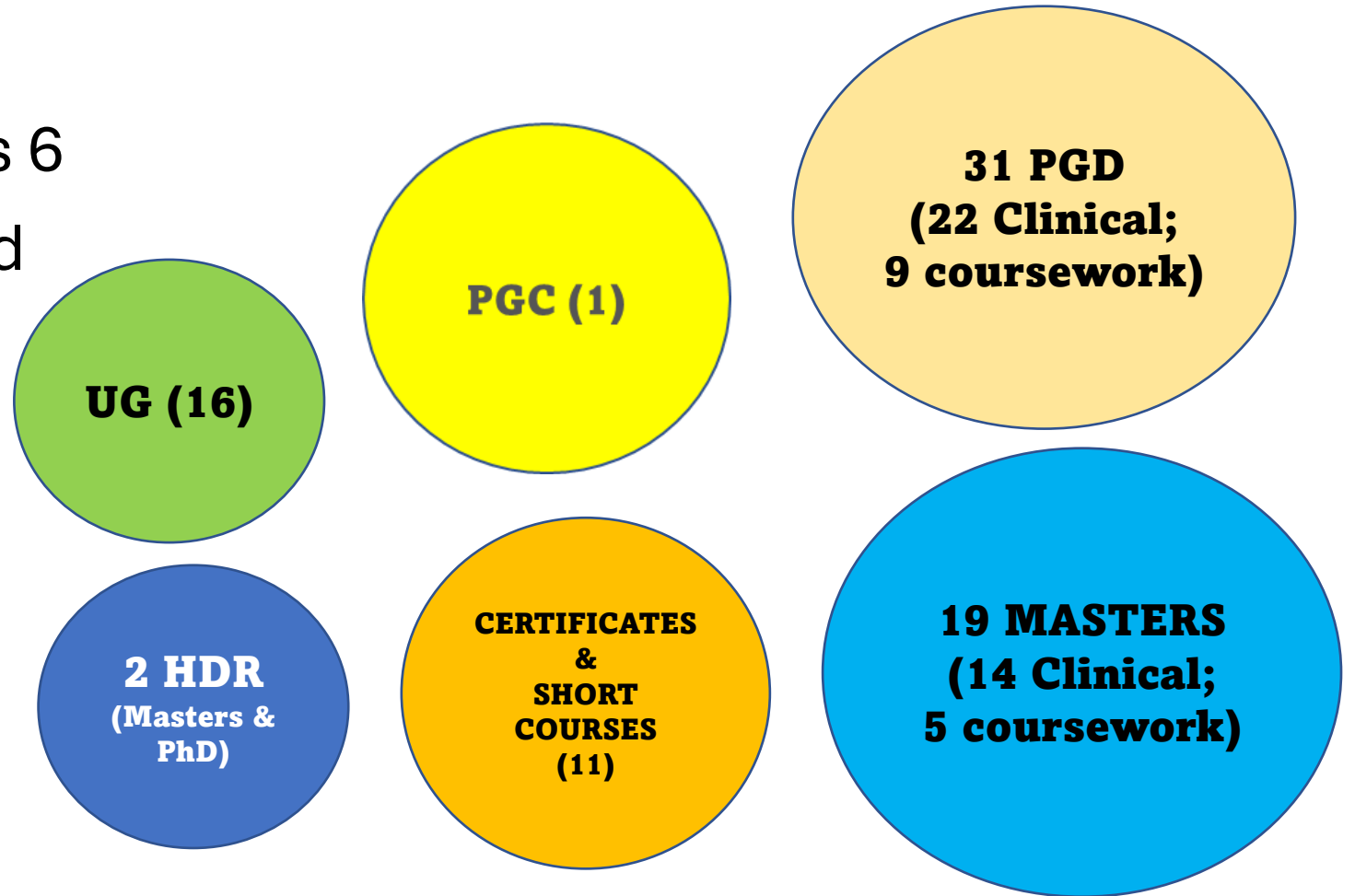


LEARNING & TEACHING UPDATE

Programmes

The CMNHS portfolio has 6 internationally accredited Programmes:

BMIS, BMLS, BHSM,
PGDHSM, MHSM,
PGDEC



PROGRAMMES (Undergraduate)

Bachelor Degrees (Medicine, Dentistry, Dental Technology, Pharmacy, Physiotherapy, Laboratory Science, Medical Imaging, Nursing, Public/Environmental Health, Health Service Management, Health Promotion, Nutrition)

Diploma (Public Health/Health Promotion)

Certificates/Short Courses (Clinical Laboratory, Public Health/Health Promotion, Dental Assisting, Dental Practice, Enrolled Nursing, Community Nutrition, GBV, Health Professions Foundation, Pre-Hospital Care)

PROGRAMMES (Undergraduate)

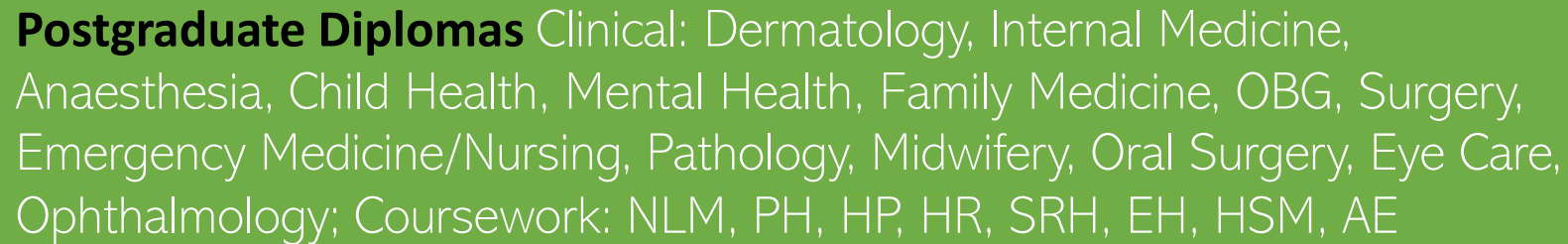
Higher Degree by Research (HDR): Masters by research; PhD

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Masters: Clinical: Nursing Practice, ICM, pathway for specialist registration; Coursework/Thesis: programmes as above

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Postgraduate Diplomas Clinical: Dermatology, Internal Medicine, Anaesthesia, Child Health, Mental Health, Family Medicine, OBG, Surgery, Emergency Medicine/Nursing, Pathology, Midwifery, Oral Surgery, Eye Care, Ophthalmology; Coursework: NLM, PH, HP, HR, SRH, EH, HSM, AE

A green rounded rectangular box containing the text 'Postgraduate Diplomas Clinical: Dermatology, Internal Medicine, Anaesthesia, Child Health, Mental Health, Family Medicine, OBG, Surgery, Emergency Medicine/Nursing, Pathology, Midwifery, Oral Surgery, Eye Care, Ophthalmology; Coursework: NLM, PH, HP, HR, SRH, EH, HSM, AE'. A grey arrow points upwards from the bottom center of this box towards the middle of the orange box above it.

Regional Student Enrolment Summary : (Sem 1, 2024)

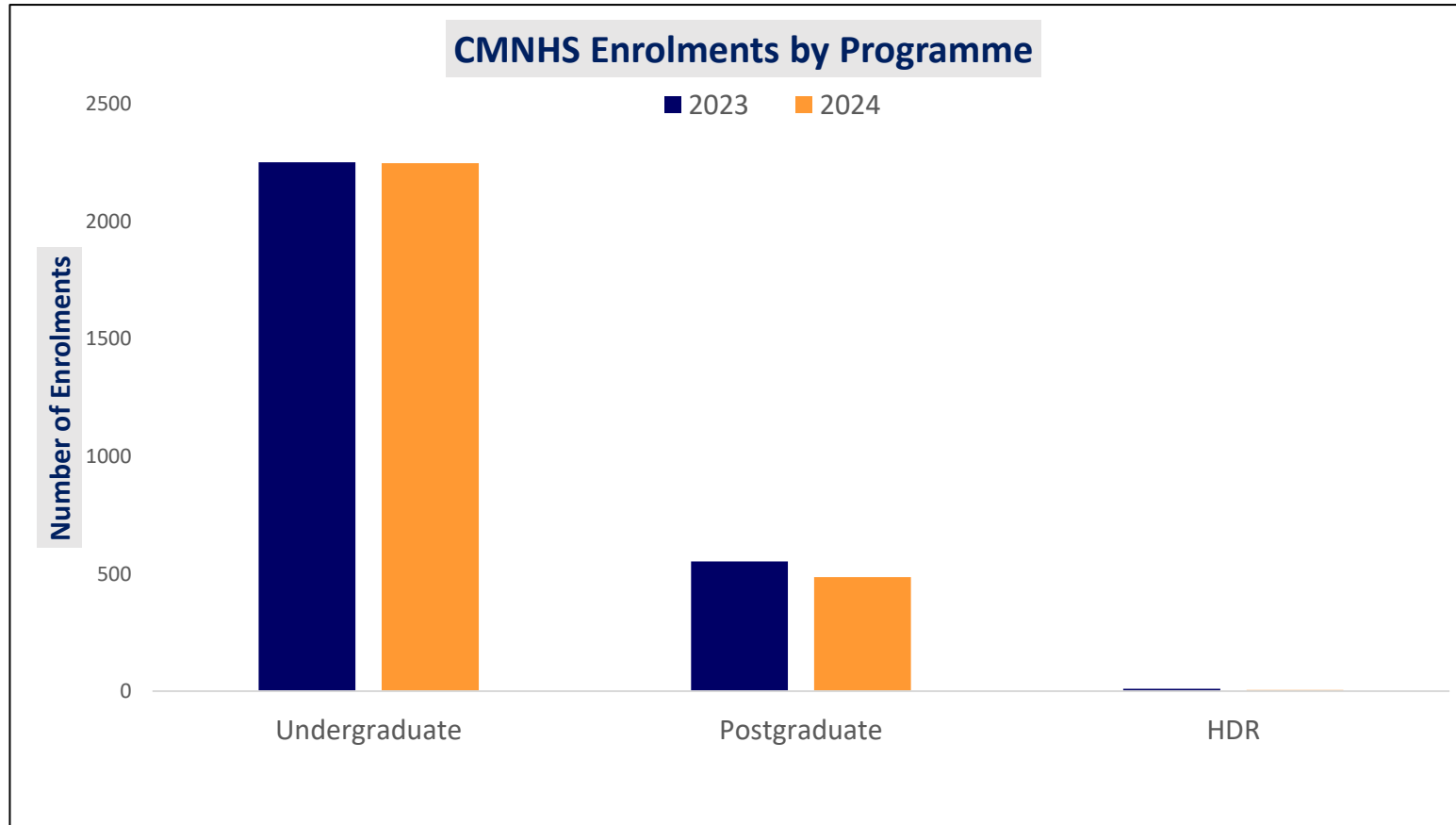


Enrolment	Fiji	Regional	International	Total
Undergraduate	1906	331	12	2,249 (82.08%)
Female	1401	238	7	
Male	505	93	5	
Postgraduate	313	153	16	482 (17.59%)
Female	218	85	11	
Male	95	68	5	
HDR	7	2	-	9 (0.41%)
Female	5	-	-	
Male	2	2	-	
TOTAL	2226	486	28	2740

- 1,624 females (59.27%)
- 486 regional (17.74%)
- 28 international (1.02%)

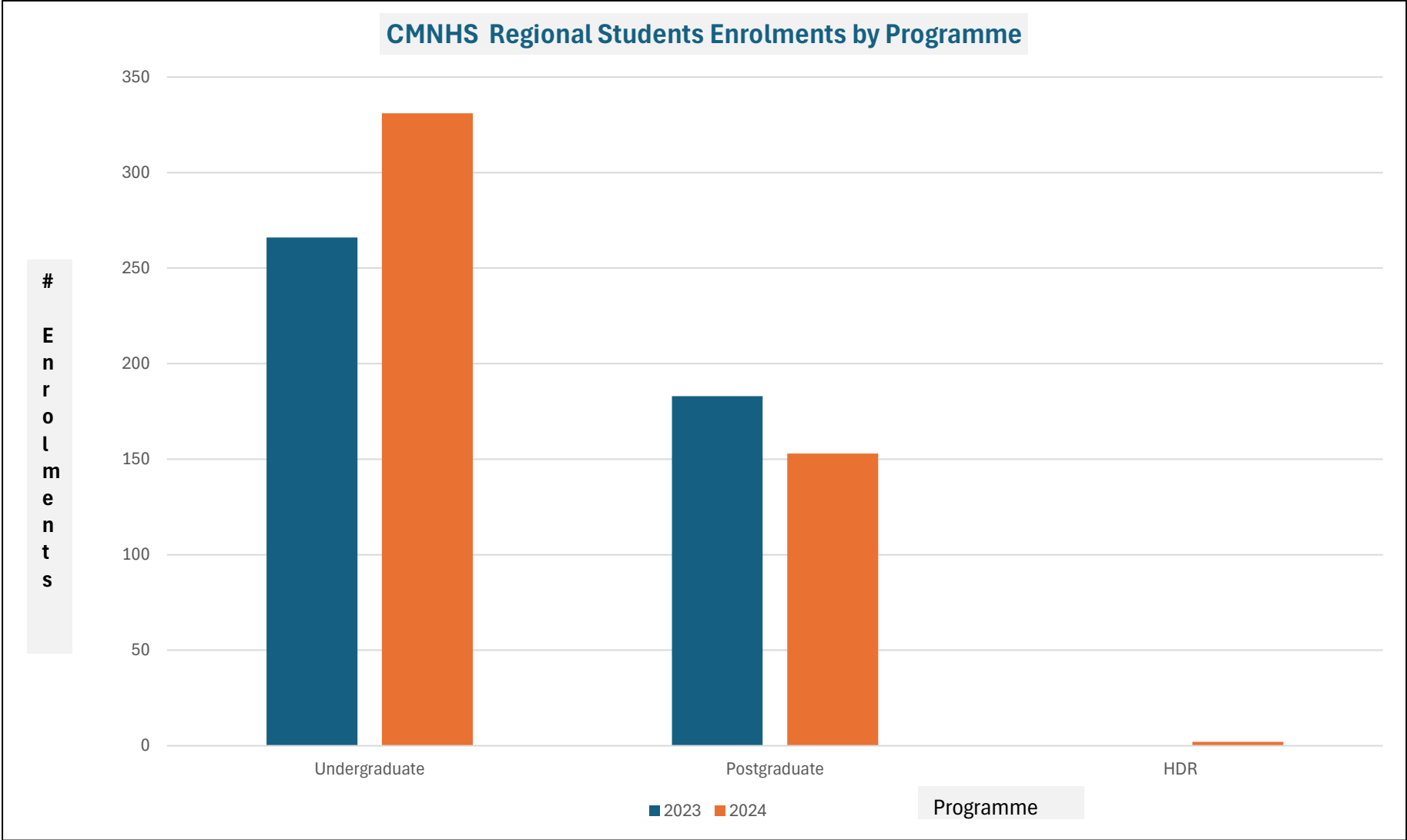
Academic Staff: 202
 Support Staff: 80
 Total: 282

CMNHS Enrolments by Programme (2023 vs 2024)



Programme	2023	2024
Undergraduate	2253	2249
Postgraduate	553	482
HDR	11	9
Total	2817	2740

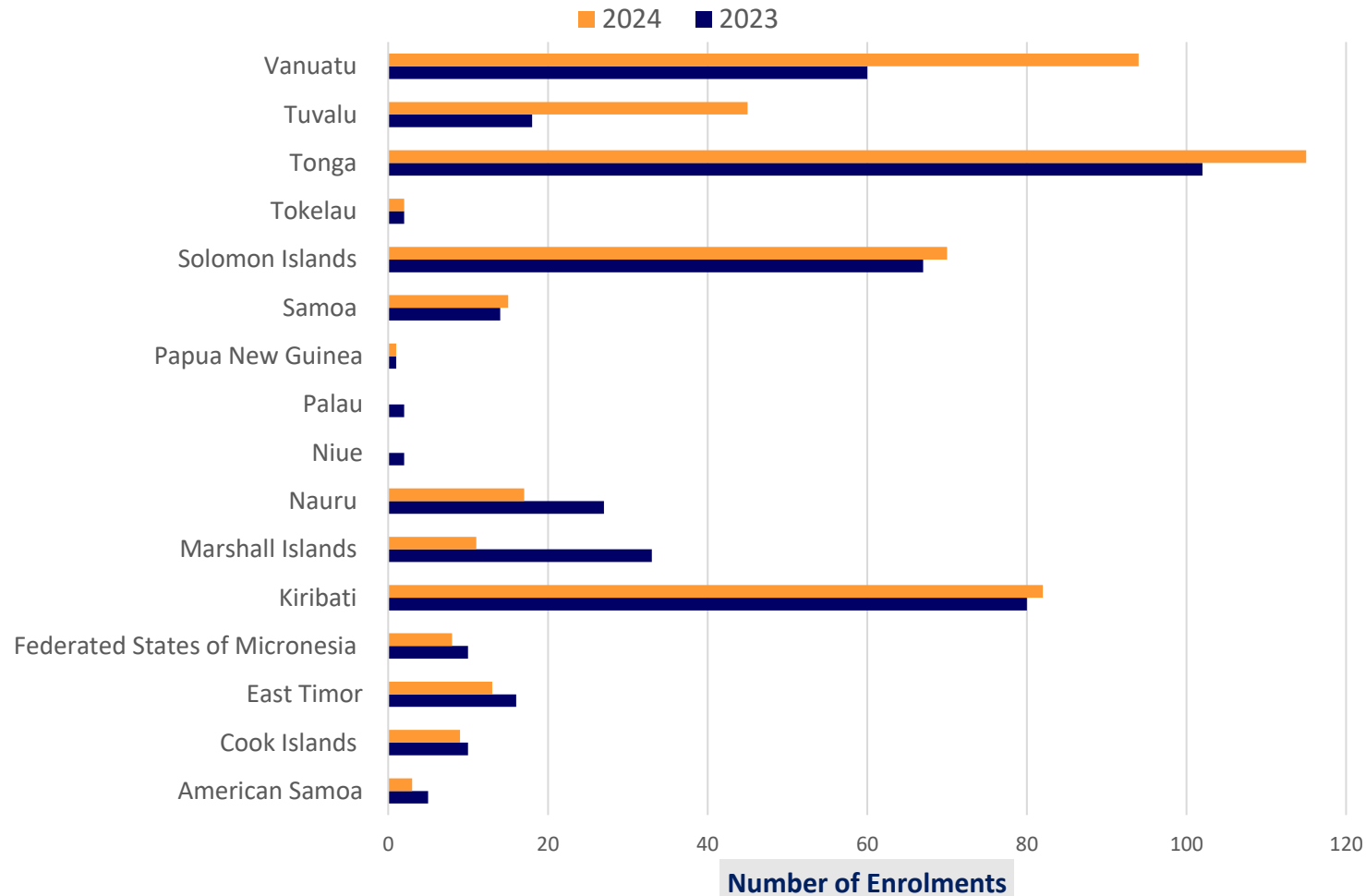
Regional student enrolments by Programme (2023 vs 2024)



Programme	2023	2024
Undergraduate	266	331
Postgraduate	183	153
HDR	0	2
Total	449	486

Regional student enrolments by Country (2023 vs 2024)

CMNHS Regional Student Enrolments by Country



Country	2023	2024
American Samoa	5	3
Cook Islands	10	9
East Timor	16	13
Federated States of Micronesia	10	8
Kiribati	80	82
Marshall Islands	33	11
Nauru	27	17
Niue	2	
Palau	2	
Papua New Guinea	1	1
Samoa	14	15
Solomon Islands	67	70
Tokelau	2	2
Tonga	102	115
Tuvalu	18	45
Vanuatu	60	95
Total	449	486

SELECT L&T HIGHLIGHTS

Other new programmes on offer in 2024:

- Bachelor of Dental Technology (semester 2 -2023)
- Postgraduate Diploma in Clinical Dentistry (General Practice)
- Postgraduate Diploma in Otolaryngology
- Postgraduate Diploma in Nursing (Perioperative Nursing)
- Postgraduate Diploma in Nursing (Intensive Care Nursing)
- Master of Nursing (Nurse Practitioner)

In country teaching of CMNHS programmes

- Midwifery (RMI & Cook)
- Enrolled Nursing (Nauru & Tuvalu)
- BN (LE) - Tonga

PROGRAMME DEVELOPMENTS FOR 2024

- Continuing Discussions:
 - ✓ MMED Orthopaedics
 - ✓ PGD Radiology
 - ✓ Short Courses
 - ✓ Family Medicine Prog: discontinued MoU with Rocketship (to continue engagement of individual volunteer supervisors in-country)
- Biomedical Engineering :
 - ✓ Offered by the CETVET (College of Engineering & TVET)
 - ✓ Cert IV (1yr FT)
 - ✓ Diploma in Engineering (Electronics, Engineering & Control) – 2yrs FT



Health Information Management

- ❑ Collaboration between FNU & La Trobe University to deliver a Health Information Management course for the Pacific
- ❑ Specific need identified at the Pacific Health Information Network (PHIN) Meeting in March 2023
- ❑ La Trobe University has been identified as one such institute who is already delivering an online HIM curriculum at the Undergraduate and Masters levels.
- ❑ Goal - to explore developing a HIM program for the Pacific region, using existing online course material and tailoring it to health systems needs of the Pacific

Health Information Management

Benefits

- ✓ Students would be able to study from their homes on a full or part-time basis
- ✓ Students would not be displaced from their homes and families to undertake this study overseas
- ✓ The course material would be tailored to reflect the reality of Pacific models of health service delivery, not Australian ones
- ✓ Graduates would be more likely to be retained by their own country

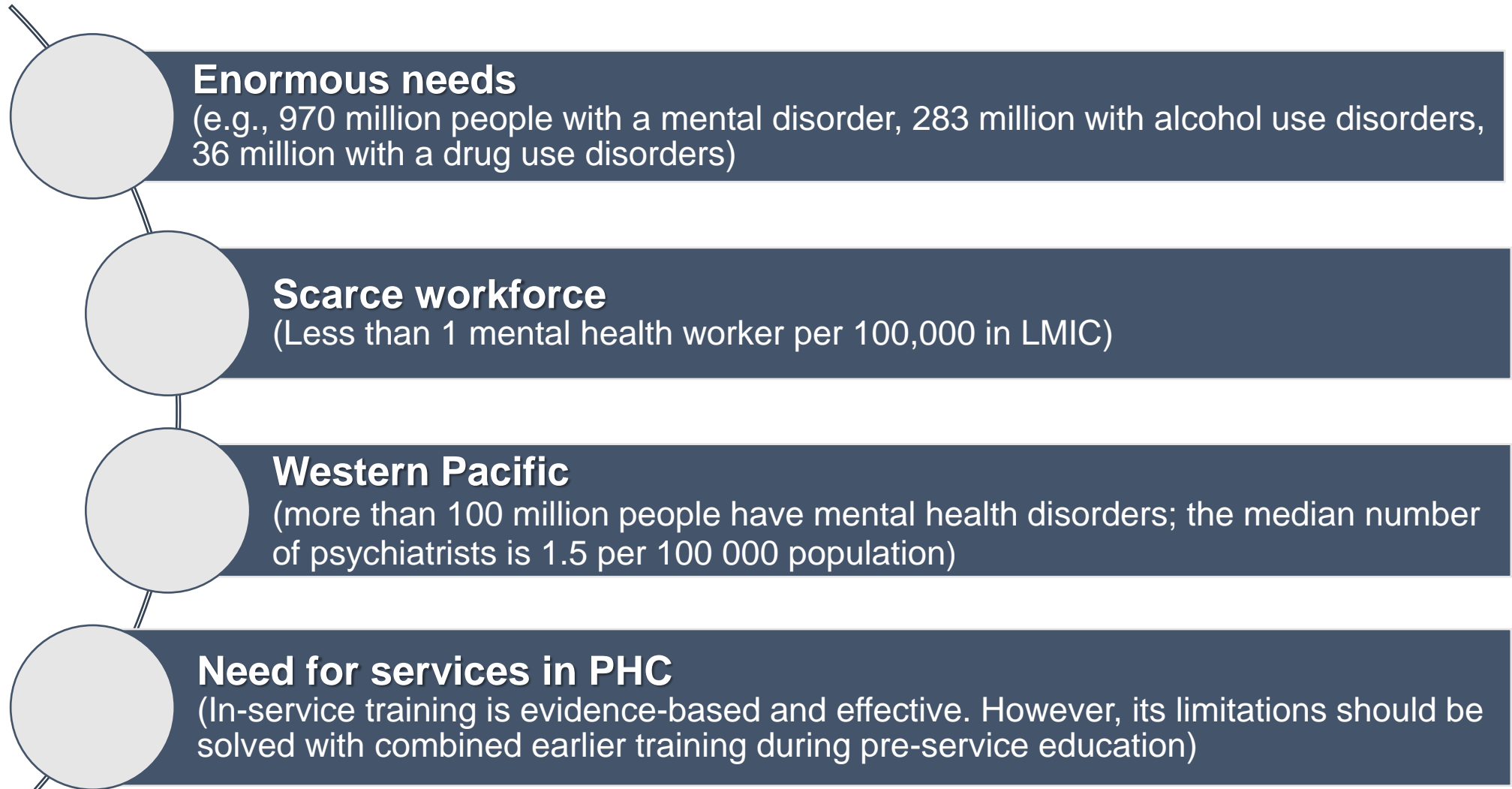
Next Steps

- ✓ Development of a business case for funding to establish this Pacific HIM course.
- ✓ May consider the use of micro-credentials as a method of program delivery



Pre-service education for nursing and medical students in mental health, neurological and substance use (MNS) conditions

Problem and context



Pre-service education for nursing and medical students in mental health, neurological and substance use (MNS) conditions

More sustainable solution

Competency-based education (CBE) is an outcomes-based approach to learning that situates attitudes, knowledge, and skills in the context of practice and the health services provided.

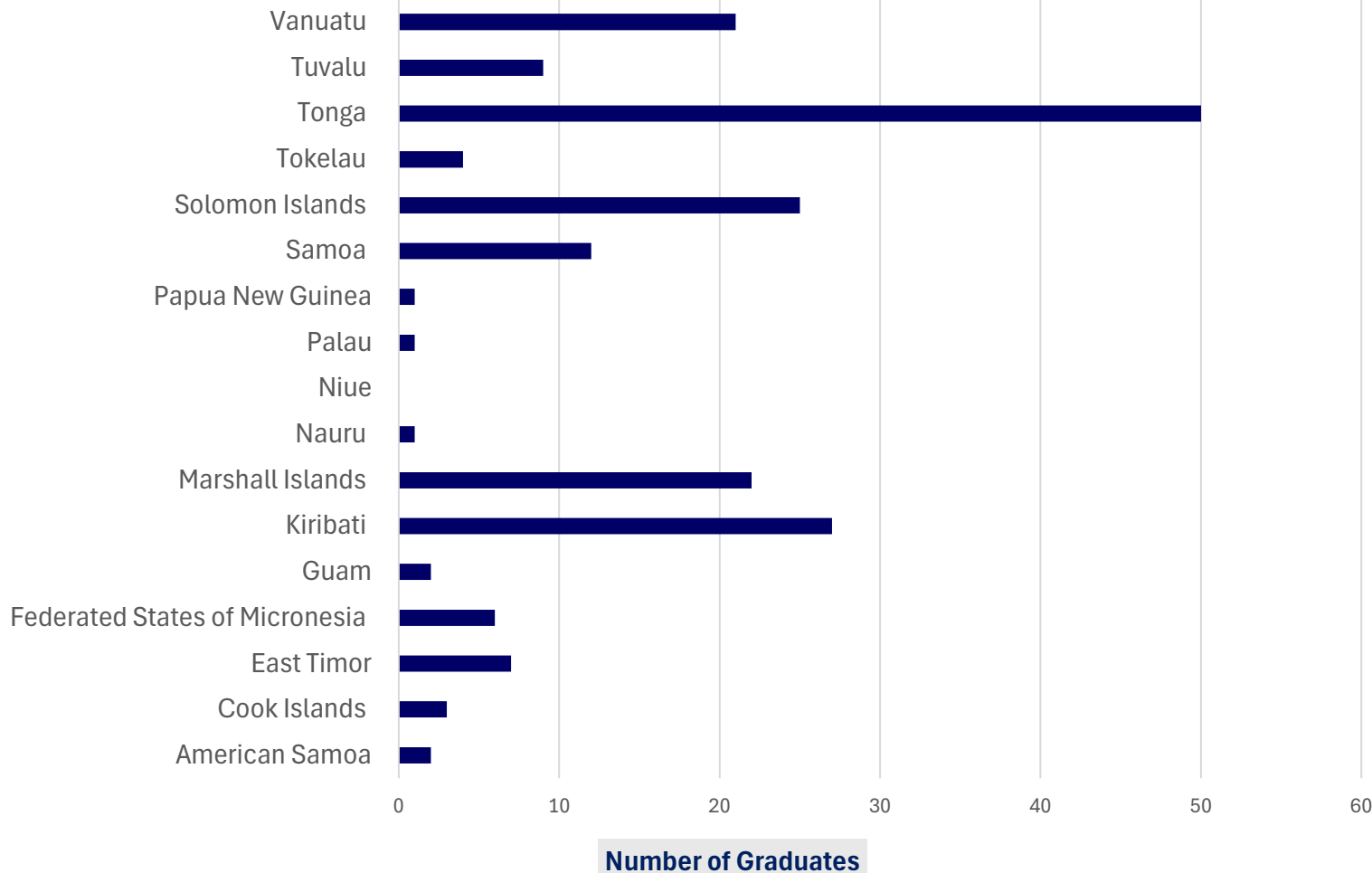
Ensures

- general health care professionals are competent in providing quality and effective mental health care
- continuous shortages of competent mental, neurological and substance use (MNS) care are better managed
- integrated care at all stages of life

Example: The WHO guide to pre-service education in providing care for people with mental, neurological and substance use conditions for nursing and medical undergraduate students

Regional student Completion by Country (Dec 2023)

CMNHS Regional Student 2023 - Completion by Country



Country	# of graduates
American Samoa	2
Cook Islands	3
East Timor	7
Federated States of Micronesia	6
Guam	2
Kiribati	27
Marshall Islands	22
Nauru	1
Niue	0
Palau	1
Papua New Guinea	1
Samoa	12
Solomon Islands	25
Tokelau	4
Tonga	50
Tuvalu	9
Vanuatu	21
Total	193

Graduation Highlights

❑ 2023 Graduation Awards

- ✓ Royal Australasian College of Dental Surgeons Braham Pearlman Award for Outstanding Achievement in Clinical Dentistry - **Tonga**
- ✓ International Association of Dental Research Oceania Section Best Research Student Award – **Tonga**
- ✓ Australian Institute of Medical and Clinical Scientists (AIMS) Special Award in the programme Bachelor of Medical Laboratory Science – **2 from Tonga**
- ✓ Award for the highest academic achievement in the Masters Anaesthesia jointly sponsored by the Australia and New Zealand societies of Anaesthesia - **Samoa**
- ✓ Saubhag Balgovind prize for the most outstanding graduate in Postgraduate Diploma in Nursing Leadership & Management – **Tonga**

❑ CHPFS class Roll (2nd Cohort) with 51 students



Country	#
Federated States of Micronesia	1
Fiji	37
Kiribati	2
Solomon	1
Tonga	1
Tuvalu	1
Vanuatu	8

RESEARCH UPDATES

Fiji institute for Pacific Health Research (FIPHR)

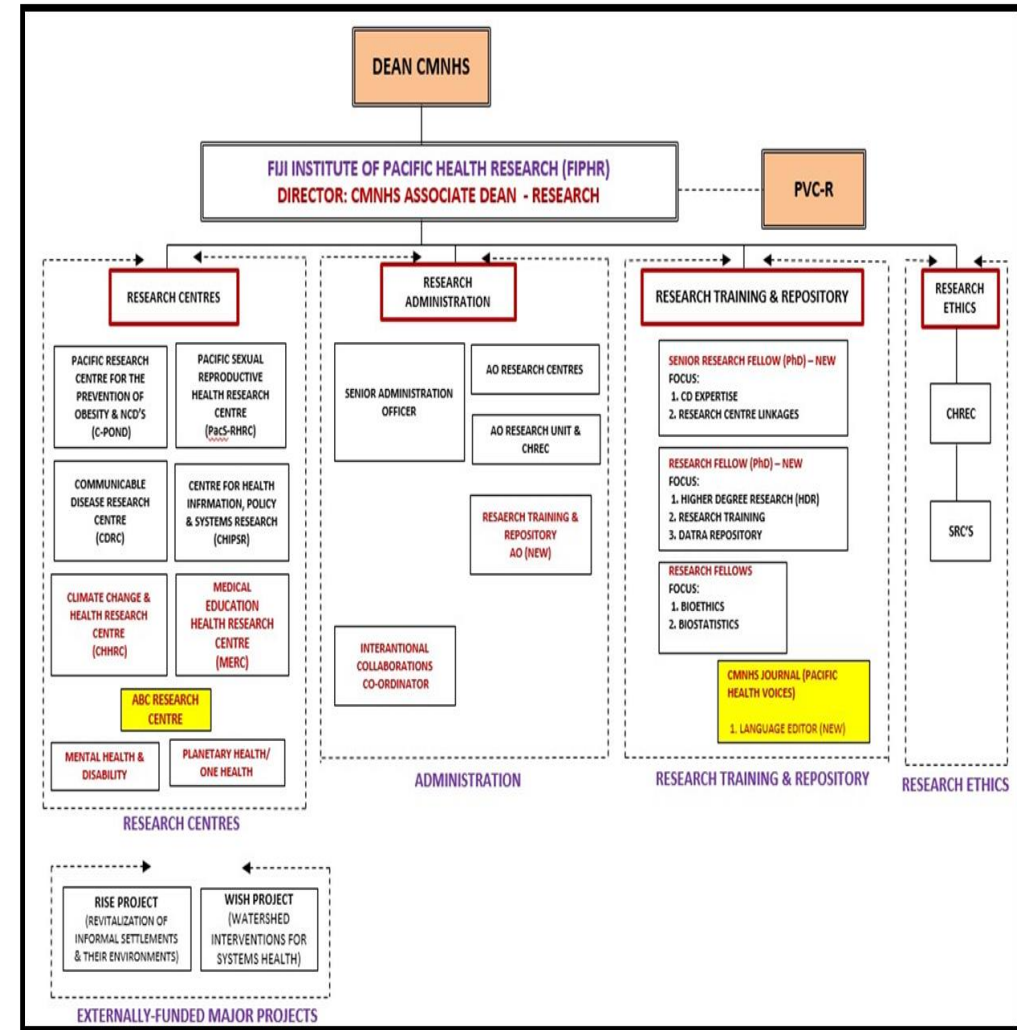
Research activities in the region

The FIPHR structure has five Research Centres, a Research Training and Repository Unit, and an administration arm

College Human Health Research Ethics Committee (CHHREC)- Accredited & Internationally registered

Container Serology Laboratory and ISO9001 RISE Lab for Lab-based research activities

Pacific Islands Health Research Symposium (PIHRS) 2-4 September followed by a **Writing Workshop 5 -6 September** in Nadi



Research activities in the region- Laboratories

CONTAINER SEROLOGY LABORATORY



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

Recommendations for governments

- 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 is usually advised that the government has scholarships available for those students, requesting FNU for offer letters. Often, these students have not met the necessary minimum entry requirements, so it is advisable for governments to not offer conditional scholarships without a letter from FNU
- Delays in confirmation of offer letters for applicants are also due to incomplete application forms, and submission of full required application documents, before the close of applications (normally end of October 2024)
- To support calls for programme advisory board membership – to ensure FNU programmes capture regional industry perspectives
- Resources such as time, personnel/workforce (brain drain) and training continue to pose challenges to **effective healthcare** across the region. Strategies for continued **collaboration and adaptation** to meet country specific needs have been discussed extensively with the overall goal of **improving healthcare standards across the region** always at the forefront

Recommendations for development partners

- To support regional marketing of programmes, and consider sponsorship of a number of students to programmes that are currently running on low student intake (MMED Psychiatry; M-SRH; Nurse Practitioner Masters)
- Support of regional participants to annual Pacific Islands Health Research Symposium



**PREVALENCE AND CONSEQUENCES OF WORKPLACE
VIOLENCE AGAINST EMERGENCY DEPARTMENT NURSES
IN THE NORTHERN DIVISION, FIJI ISLANDS – PATIENTS
PERSPECTIVE**

Principle Investigator: Monish Deo

Supervisor: Mrs. Keshni Singh

Co-Supervisor(s): Professor Di Brown

Mrs. Sabiha Khan

Mr. Kishan Kumar

Monday 4th September , 2023

Aim and objectives

Aim: This study assessed the prevalence and described the consequences of WPV experienced by nurses working at the EDs in the Northern Division, Fiji Islands.

Objectives:

1. To determine the demographic characteristics of the ED nurses who are the participants of this study.
2. To assess the prevalence of WPV experienced by the nurses working in EDs.
3. To identify the types of WPV faced by the nurses in EDs.
4. To describe the consequences of WPV experienced by nurses working in the ED.

Results

Table 2: Demographic Characteristics and WPV Incidents According to Participant's Characteristics

Variables	Respondents Characteristics n (%)	Physical violence n (%)	Verbal abuse n (%)	Verbal threat n (%)	Sexual Harassment n (%)
WPV in the last 12 months.	n=90	n= 19 (21.1)	n= 69 (76.7)	n=46 (51.1)	n=18 (20.0)
Yes	66 (73.3)				
No	24 (26.7)				
Gender					
Male	12 (13.3)	2 (10.5)	10 (14.5)	8 (17.4)	1 (5.6)
Female	78 (86.7)	17 (89.5)	59 (85.5)	38 (82.6)	17 (94.4)
Age					
<30	54 (60.0)	11 (57.9)	40 (58.0)	26 (56.5)	7 (38.9)
30+	36 (40.0)	8 (42.1)	29 (42.0)	20 (43.5)	11 (61.1)
Health Facility					
Divisional Hospital	22 (24.4)	6 (31.6)	20 (29.0)	15 (32.6)	1 (5.6)
Sub- Divisional Hospital	27 (30.0)	8 (42.1)	23 (33.3)	14 (30.4)	11 (61.1)
Health Centers	41 (45.6)	5 (26.3)	26 (37.7)	17 (37.0)	6 (33.3)
Education Level					
Diploma	6 (6.7)	1 (5.3)	4 (5.8)	2 (4.3)	1 (5.6)
Bachelor	71(78.9)	11 (57.9)	52 (75.4)	34 (73.9)	12 (66.7)
Post- graduate diploma	13 (14.4)	7 (36.8)	13 (18.8)	10 (21.7) ²⁸	5 (27.8)

Results

- A total of 90 registered nurses that participated in the study were given the questionnaire. All 90 participants took part in the study yielding a 100% response rate.
- In the last 12 months, just over 73% (95% CI: 63% to 82%) of the respondents had experienced WPV. The prevalence rate of WPV subtypes were physical violence 21.1% (95% CI: 13% to 31%); verbal abuse 76.7% (95% CI: 66% to 85%); verbal threat 51.1% (95% CI: 46% to 62%); and sexual harassment 20.0% (95% CI: 13% to 30%).

Discussion

- The overall twelve months prevalence of WPV among participating emergency nurses was 73.3%.
- The prevalence of WPV in the health facilities in the northern division of Fiji was higher than the prevalence of WPV worldwide and in certain other African nations, such as Ghana, Ethiopia, and the Gambia (Boafo & Hancock, 2017; Liu et al., 2019; and Sisawo, Ouédraogo, & Huang, 2017).

Conclusion

- Provision of a safe and violence free ED is a critical issue for today's health care system.
- Results of the study has shown that the way nurses responded to the violent episodes was indicative of their lack of training and absence of policy and guideline on management of WPV.
- There needs to be a clear and comprehensive mechanism to support nurses who have experienced WPV.

Recommendation

- Development and implementation of policies and guidelines on WPV management in the ED.
- Nurses working in ED and in health centers receiving emergency cases to undergo a formal training on WPV recognition, management and prevention. Training on WPV management would help nurses manage violence effectively.
- Hospitals should promote workplace safety with zero tolerance to violence. This will encourage nurses to provide services to its patients without fear.