



NEWSLETTER

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The Project for Strengthening the the Need-Based In-Service Training for Community Health Nurses in Fiji, Tonga, Vanuatu

Technical cooperation project between Ministries of Health in Fiji, Tonga, and Vanuatu and JICA

Vision to Train-Frangipani in Nursing Vanuatu, Tonga, Fiji, and Nippon (Japan)



Signing on the agreements between three governments of Fiji, Tonga, and Vanuatu and JICA in May 2010

LAUNCHING THE PROJECT "NB-IST FOR NURSES"

The project for "Strengthening the Need-Based In-Service Training (NB-IST) for community health nurses" was launched in October 2010 in Fiji, and in February 2011 in Tonga. It will be launched in Vanuatu in April 2011. The project is based on the Record of Discussions (R/D) concluded in May 2010 between the three governments of Fiji, Tonga, and Vanuatu and Japan International Cooperation Agency (JICA).

This is a three-year technical cooperation project. The project aims to strengthen the mechanism of the NB-IST for community health nurses leading for improving quality of community health services

in the three countries. The project will introduce the NB-IST model developed in Central Fiji in 2000s. In Fiji, the project aims to adapt the model on a national scale. In Tonga and Vanuatu, the model will be used and piloted.

The project seeks to establish a system of NB-IST while activities will be tailored to the contexts of three countries. The countries will establish a loose network of cooperation in order to contribute to the development of health workforce that can strengthen the health system as a whole in the Pacific region.

MESSAGES FROM PROJECT DIRECTORS

Dr. Salanieta Saketa
Permanent Secretary, MOH, Fiji

We would like to welcome the project. The project will be a milestone for the development of community health nursing in Pacific region.

Nursing is the backbone of all health services. Their continuous development is paramount. The vision to have a healthy population that is driven by a healthy care delivery system and is supported by a caring and competent health workforce will be fulfilled through the project. Therefore, we, the Ministry of Health, have engaged in developing competent health work forces. The introduction of this new IST project will certainly add value to this vision of Nursing in Fiji.

We hope that the project will be implemented successfully and the benefit and lessons learnt will be shared with its neighboring countries.



Dr. Siale 'Akauola
Director of Health, MOH, Tonga

Welcome the project. The MOH in Tonga reaffirms our position to continuously support operation of the project in Tonga in a timely and systematic manner. I express appreciation toward JICA and EOJ for giving such an opportunity to benefit the people of Tonga.

Having an effective and efficient workforce is crucial in order to provide high quality health service to people. Development of the NB-IST would be paramount in particular to the health of the people of Tonga and the nursing force although verifying the impact of the project is very important. Also, working in partnership with other stakeholders (vertical and horizontal programs, other donors, etc.) in the NB-IST is significant.



The Project for Strengthening the Need-Based In-Service Training for Community Health Nurses in Fiji, Tonga, Vanuatu

Nurses in the Pacific countries play a crucial role in primary health care delivery and promoting healthy life. This role requires diverse capacities under changing demand of health care needs in these days. Despite such circumstances, an adequate system for continued nursing education is not in place. Having completed their basic education, nurses have few opportunities to learn practical skills and knowledge necessary to realistically deal with community health needs.

As part of effort to respond to such situation, Japan International Cooperation Agency (JICA) in cooperation with the Fijian Ministry of Health developed a model of “The Need-Based In-Service

Training (NB-IST) for Community Health Nurses” in Central Fiji during the period between 2003 and 2007. This NB-IST model has generated certain results, and the activities are successfully maintained to date.

In this context, the governments of Fiji, Tonga and Vanuatu requested to the government of Japan a technical cooperation project on leadership development of community health nurses. Based on the Records of Discussion (R/D) concluded between JICA and the three governments, “Project for strengthening the NB-IST for Community Health Nurses in Fiji, Tonga, and Vanuatu” was launched in October 2010.

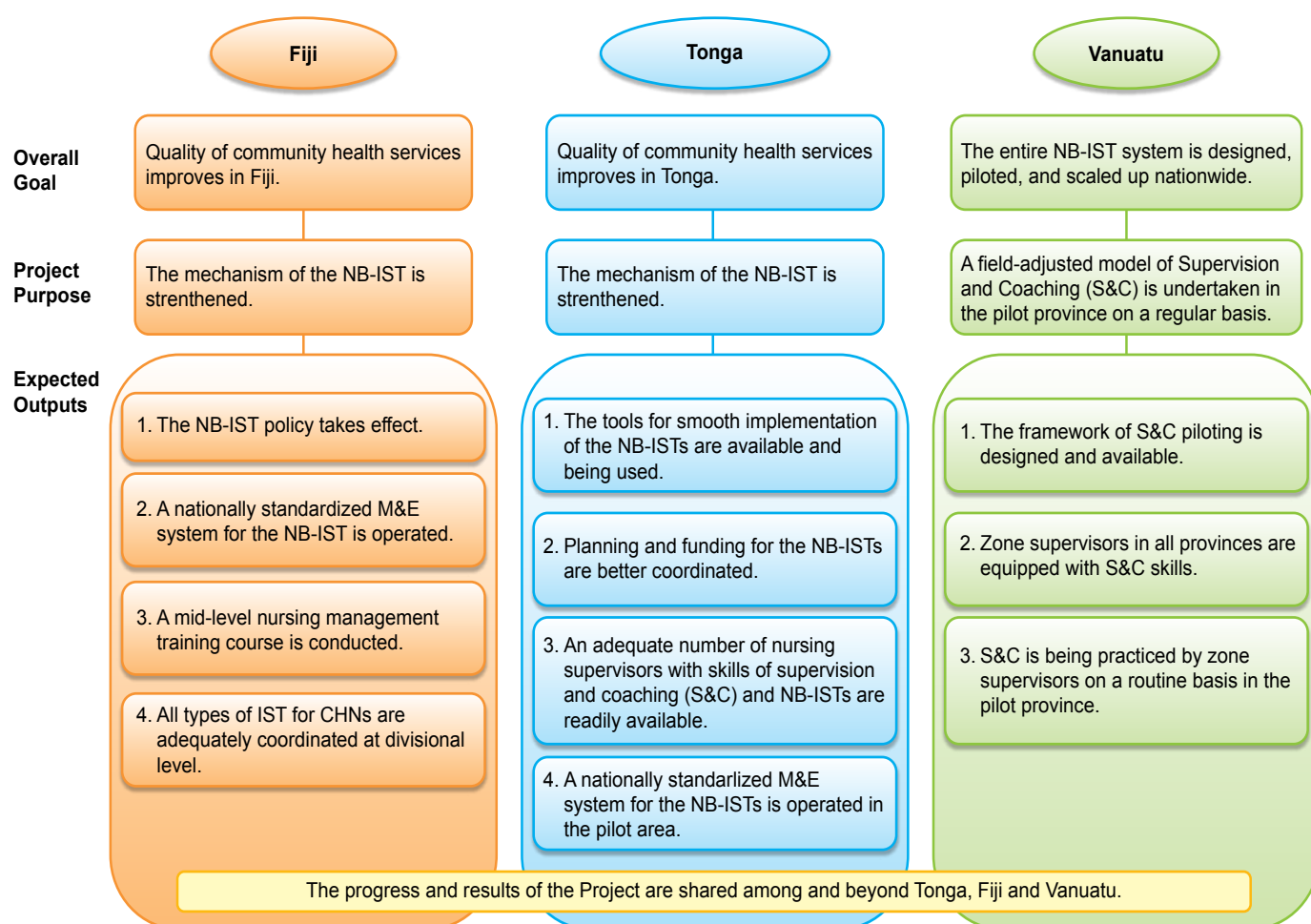
What is the Need-Based In-Service Training?

In-Service Training (IST) aims to improve the capacity of the workers in order to improve the quality and efficiency of their assigned works. IST is classified broadly into two categories by its design, these are; (1) “Top-down type IST” which is driven by supply side such as “National structured IST” and “Program based IST”, and (2) “Bottom-up type IST” such as “Need-Based In-Service Training (NB-IST)” and “Supervision and Coaching (S&C)”. Though these IST programs have relevance each other, this project will focus on the latter.

The NB-IST refers to a locally planned IST courses provided near the field for the purpose of meeting training needs identified through S&C. Meanwhile, S&C refers to a series of day-to-day capacity building activities that are conducted by a nursing supervisor. During conducting the S&C, a nursing supervisor and community health

nurses identify difficulties/uncertainties in daily practices through mutual “Competency assessment” as well as discussion between the supervisor and nurses. Subsequently, the supervisor provides appropriate advice and possible solutions timely.

The NB-IST and S&C are closely relevant each other. Based on the field needs identified through S&C, the supervisors propose training courses to the higher health office or MOH. The proposal from supervisors should be reflected into the plan of the IST programs following year. After the implementation of the NB-IST, additional technical guidance will be provided individually through the following S&C. Simultaneously, another mutual competency assessment will be implemented to identify next training needs. This sequence of such works explains the mechanism of NB-IST.



Held the first JCC Meetings of the project

Fiji

The first meeting of the Joint Coordinating Committee (JCC) of the project was held on the 2nd of December, 2010 at Tanoa Plaza Hotel in Suva. The meeting was attended by the Permanent Secretary, MOH, and the Director of Nursing Services, and various stake holders for the development of health workforce, such as Head and lecturers of the school of Nursing, Fiji National University (FNU), as well as representatives of WHO and donors.

In the meeting, the outline of the project, implementation methodology including the establishment of working groups, and annual plan of activities were presented by the project team and approved by JCC. A fruitful discussion was made after presentations. Representative of Pacific Human Resources for Health Alliance (PHRHA), WHO expressed his supportive opinions on nurses' leadership development and supervision & coaching. Participants from Cent-eastern divisional health office explained how the NB-IST in former project benefited their nurses.



Tonga

The JCC of the project was established in its first meeting held on the 22nd of February, 2011 at Tonga Medical Association meeting room in Nuku'alofa. The meeting was attended by Embassy of Japan, JICA Tonga office, Director of Health, Principal planning officer, Chief nursing officer from MOH, Chief medical officer Vava'u island-district, and various stake holders for the development of health workforce.

The outline of the project was presented by the project team. There was an active discussion among participants. By the end of the meeting, JCC approved the project implementation methods including the establishment of a working group and Annual plan of activities in 2011– June,2012. Also, JCC appointed two national IST coordinators for nursing and six nursing supervisors in two pilot areas; Vava'u and Tongatapu.



Other Main Activities

(Oct, 2010 to Mar, 2011)



Baseline survey in Fiji



TOT on Supervision and Coaching (Fiji)



Courtesy call to Minister of Health in Tonga



Working group meeting for the management course with FNS, FNU



National Nursing Forum in Fiji

Activities in April – June 2011

Fiji

- Training on S&C and Competency standards (CS) for nursing supervisors
- Working group meetings (WGM) : monthly
 - C: Management course
 - D: M&E
 - E: Policy Design

Tonga

- Baseline survey
- TOT on CS for Nursing supervisors
- Training on CS for nurses in Vavav'u and Tongatapu
- Monthly working group meeting
 - Development of CS assessment tools
 - Development of S&C guidelines

Vanuatu *(will start the project!!)*

- The 1st JCC meeting
- Baseline survey
- Monthly working group meeting: Development of the CS with its assessment tools.

Information

Please send your ideas on the title of this newsletter.

This newsletter will provide information concerning progress of the project activities to relevant stake holders.

We would be pleased to accept your active participation in this newsletter. Please send us any articles and/or pictures relevant to the NB-IST and Supervision Coaching.

Please send us your opinions on the project and the newsletter.

MAIN ACTORS OF THE PROJECT

MOH, Fiji



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Permanent Secretary for Health



Sr. Silina W. Ledua
Director Nursing Services



Sr. Taratoka Tamani
National IST Coordinator

MOH, Tonga



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Director of Health



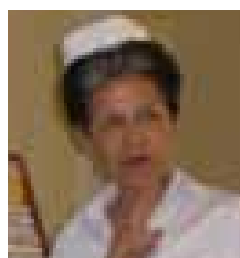
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