

Report on the South Pacific Chief Nursing Officers Alliance Meeting

RAROTONGA, COOK ISLANDS
15-19 NOVEMBER 2004





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Message from Mrs Neti Tamarua Herman Chief Nursing Officer, Cook Islands

Kia Orana.

The Cook Islands nurses, nursing association and Ministry of Health were pleased to host the first meeting of the South Pacific Chief Nursing Officers' Alliance (SPCNOA), as we believe that moving forward in nursing and health requires partnerships, advocacy and leadership.

The participation of government chief nurses and observers from twelve South Pacific countries contributed to the advancement of nursing and population health, through broad-ranging discussions of issues affecting nursing and the health of our nations, information sharing, identification of potential best practices and coalition-building.

Having the SPCNOA meeting held concurrently with the South Pacific Nurses' Forum (SPNF) provided an ideal opportunity to promote and strengthen partnerships between Government Chief Nurses and National Nurses Associations, in developing collective nursing contributions in individual countries and the Region.

Special thanks are given to Mrs. E. Iro, President of the Cook Island Nurses Association, and members of the Cook Islands Nurses' Association and the 12th South Pacific Nurses' Forum organizing committee, for their commitment in implementing and hosting this historic event.

The SPCNOA meeting, would not have been possible without the support and contributions of the following persons and organizations:

- The Cook Islands Ministry of Health;
- The Cook Islands Nurses Association;
- The World Health Organization, Western Pacific Region; and
- Government nurses and observers from twelve South Pacific Countries.

I look forward to the 2006 SPNCOA and SPNF meetings in Apia, Samoa.

Kia Manuia,

Neti Tamarua Herman
Chief Nursing Officer, Cook Islands





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1. INTRODUCTION

The meeting of the South Pacific Chief Nursing Officers Alliance was held in Rarotonga, Cook Islands, from 15 to 19 November, 2004. The 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 and the World Health Organization's Forum for Government Chief Nurses, held in Geneva from 13 to 15 May 2004. It was 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 between Government nurses and national nursing associations. Emphasis was placed on a discussion of the formal establishment of a network to strengthen nursing leadership, aimed at facilitating a more effective response to health challenges affecting countries in the region.

Overall objectives of the meeting were to:

1. Establish a formal mechanism for government chief nurses of the South Pacific;
 - a. to share information and lessons learned regarding national policy processes and strategies to increase overall national and regional nursing/midwifery effectiveness; and
 - b. to strengthen networking among government chief nurses to promote peer support and leadership development;
2. Build effective alliances and partnerships with National Nurses' Associations at regional and national levels and facilitate collaborative efforts in advancing national and regional health priorities within the framework of the Millennium Development Goals;
3. Explore opportunities to demonstrate nursing/midwifery innovative models of service delivery in strengthening primary health care; and

4. Reach consensus on mechanisms to support the evaluation of national progress on nursing and midwifery development, as a contribution to the global assessment of progress towards attaining the objectives of the Strategic Directions for Strengthening Nursing Midwifery Services.¹

Opening remarks

A joint opening ceremony was held for over 125 delegates and participants attending the 12th South Pacific Nurses' Forum (SPNF)² and the SPCNOA participants, including government nurses and/or academic leaders from 11 South Pacific Island Countries. A list of SPCNOA participants is found in Annex 1.

Opening addresses were delivered by the Honourable Vaevaetaearoi Vaevae Pare, Minister of Health, Cook Islands; Ms. E. Iro, President of the Cook Islands Nursing Association, Mrs. N. Tamarua Herman, Chief Nursing Officer, Cook Islands; Mrs. R. Bryant, International Council of Nursing (ICN) representative; and Ms. K. Fritsch, Regional Nursing Adviser, World Health Organization. Plenary session presentations on workforce policy development, the migration of skilled health personnel in Pacific Island Countries and emerging diseases—lessons from SARS were delivered by Professor James Buchan, Professor John Connell and Professor Jill White, respectively.

2. PROCEEDINGS

Thematic overview

The SPCNOA meeting sessions reflected existing nursing, health workforce and health system issues and needs, particularly nursing workforce recruitment and retention, in the context of health reforms, Millenium Development Goals (MDGs), the double burden of communicable diseases and non-communicable diseases and vulnerable population groups. Presentations and discussions were held on the following topics:

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

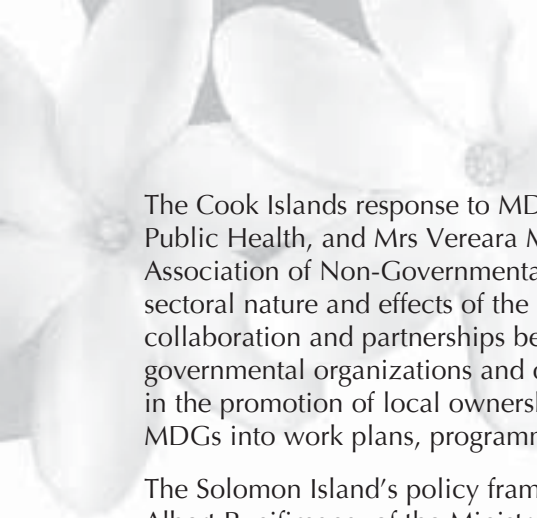
² The SPNF is comprised of nursing associations in the South Pacific.

- The rationale for the formation of a network of government nurses and foundational steps leading towards the SPCNOA meeting;
- Millenium Development Goals (MDGs) and country responses to MDGs;
- MDG priorities and supportive nursing actions in relation to human resources for health, non-communicable disease risk reduction, in particular tobacco-control; and, HIV/AIDS;
- Health system reforms and nursing;
- Building health leadership capacity;
- Outcomes of the 2004 Western Pacific and South-East Asian Region Regulatory meeting;
- Models of mental health nursing in small island states;
- An assessment of needs related to the organization of national mental health services and related training and education; and
- Mechanisms to support the formal establishment of a network of South Pacific Chief Nursing Officers.

The meeting timetable is attached as Annex 2.

Summary of sessions - 15 November

Following an introduction to the rationale and objectives of the SPCNOA meeting, presentations and discussions focused on the contributions of nurses and midwives to the advancement of Millenium Development Goals. Ms. K. Fritsch, World Health Organization, presented an overview of the MDGs, formulated at the Millennium Summit in 2000, which highlighted the goals and targets related to health, particularly the important roles of nurses and midwives in achieving progress toward the health-related goals. The linkages between vulnerability, socio-economic disparities, health and ill-health were illustrated, as well as the impacts of ill-health in terms of worsening impoverishment. Nurses and midwives roles in reaching mothers and children, ethnic minorities, in urban and rural, remote areas and in providing them with basic preventive and curative services was noted to be critical to the achievement of MDG targets.



The Cook Islands response to MDGs, presented by Ms. N. Short, Director of Public Health, and Mrs Vereara M. Taripo, President of the Cook Islands Association of Non-Governmental Associations (CIANGO) highlighted the multi-sectoral nature and effects of the MDG response and the contributions of collaboration and partnerships between the Ministry of Health, non-governmental organizations and other sectors in raising awareness of the MDGs in the promotion of local ownership and community involvement in integrating MDGs into work plans, programmes and social development initiatives.

The Solomon Island's policy framework related to MDGs, presented by Mr. Albert Punifimana, of the Ministry of Health, emphasized the need for legislation to promote gender equity, as well as national policies addressing HIV/AIDS, sexually transmitted infections (STIs) and tuberculosis.

A presentation by Ms. M. Roroi of the Department of Health, Papua New Guinea, delineated the generalized HIV epidemic in the country and its physical, psychological and social consequences. The strategic response to HIV in the country includes the establishment of a National AIDS Council Secretariat (NACS) which facilitates a multi-sectoral response involving government departments, Faith Based Organizations (FBOs), non-governmental organizations and development partners. Particular emphasis was placed on leadership advocacy skills; leading by example and appropriate role-modelling to influence care delivery and attitudinal change for the care of HIV positive patients; and the need for comprehensive training for health workers to address knowledge gaps, attitudes and the practice of universal precautions and infection control activities.

Professors Jim Buchan and John Connell led a summary discussion of the key aspects of strengthening of human resources for health in support of progress towards MDG goals, in the context of workforce planning, recruitment and retention, deployment and performance management, and utilization and skill-mix.

Summary of sessions - 16 November

The nursing/midwifery response to rising rates of non-communicable diseases (NCDs) was illustrated via a presentation by National University of Samoa (NUS) nursing students on the preliminary results of a nurse-focused NCD survey, carried out to ascertain nurses' health status in relation to 4 NCD risk factors. Data analysis of survey results is expected to provide the basis for action planning aimed at developing nurses as role models for healthy lifestyle promotion.

Presentations by Professors Jill White, Francis Hughes and Chief Nursing Officers, Ms. Pele Stowers and Ms. N. Tamarua Herman, on the second day of the meeting highlighted epidemiological and health reform trends, their impacts in developed and developing countries, linked to nursing and midwifery responses aimed at addressing the impacts of such trends, including workforce downsizing, dismantling of nursing leadership and the refocusing of nursing interventions and prevention activities to address rising rates of chronic diseases.

An overview of the Pacific Health Leadership and Management Development Programme,, implemented by the NUS in 2002, was presented by Mrs. F. Aiavao. The programme exemplifies a regional participatory, competency-based training programmed aimed at meeting the development needs of health ministries in Pacific Island countries.

The day concluded with a summary presentation by Mr. G. Clark of the World Health Organization, highlighting the common nursing competencies serving as standards to potentially guide professional licensure reciprocity among countries of the Western Pacific and Southeast Asian Regions.

Summary of sessions - 17 November

Mental health services and human resources for mental health care were the focus of presentations, group work and discussions on the third day of the meeting. The AIGA Model of mental health care in Samoa, as explained by Ms. Iokapeta Enoka, places emphasis on a continuous, collaborative, family-focused and community-based mental health care system. The AIGA Model integrates mental health care and community health services and was developed in view of the need for change in the provision of mental health services as well as the need to incorporate cultural beliefs and values into care provision. Specialist advanced practice mental health nursing education is offered at the NUS for nurses from within and outside Samoa.

Community-based provision of culturally-focused mental health services by non-governmental personnel in the Cook Islands was described by Ms. M. Taikoko, who also identified common mental health problems, including a high incidence of stress among care-givers, persons with chronic illness and in communities at large. Services provided by non-governmental personnel, either within limited budgets or under voluntary arrangements include mental health promotion and prevention, early detection, counselling and other interventions. There is a recognized need for a mental health policy framework, as an integrated component of overall national health planning in the country, as well

as human resource capacity-building inclusive of the further integration of mental health skills and services into public health nursing activities.

Day three of the meeting included a situational analysis and needs assessment for mental health policy and planning, facilitated by selected team members (Dr. T. Barrett; Dr. Frances and Professor Mary Finlayson) of the New Zealand Government and World Health Organization's Mental Health Project. The project is designed to support countries in developing their own mental health policies, incorporating technical and capacity-building support. In addition to the creation of a mental health regional support network, planning steps and activities supported by the project would include policy-making for mental health; the development of supportive structures, with necessary technical support; analysis of optimal service-mix and action plan development. Meeting participants identified a variety of mental health needs in their countries, including:

- Service needs, including capacity-building, access to specialist services;
- Lack of legislation and policies;
- Lack of sufficient funding and budgetary allocations for mental health services;
- Training and learning needs;
- Lack of facilities and/or a need for restructuring of existing facilities;

Following the mental health sessions, all participants joined in a group discussion concerning the rationale for forming an alliance of chief nursing officers, as well as associated advantages, disadvantages, potential obstacles and facilitating factors.

Summary of sessions - 18 November

Meeting participants reached agreement on forming an alliance. The title of such an alliance was discussed in depth, resulting in the chosen title, determined by a majority show of hands of "South Pacific Chief Nursing Officers Alliance." The formulation of terms of reference for the alliance is expected to continue in follow-up to the meeting, through email communications and teleconferencing. The World Health Organization, Western Pacific Region and the University of Technology, Sydney, which is beginning the process of becoming a possible WHO Nursing/Midwifery Collaborating Centre, will continue to facilitate the

work of the SPCNOA secretariat. Various options for possible financial support were discussed and the WHO country budget planning processes were reviewed, to further nursing involvement in biennial budgetary planning.

During a combined plenary session with the South Pacific Nurses Forum (SPNF), the chief nursing officers/government nursing representatives had an opportunity to discuss the major outcomes of the SPCNOA meeting and to review, for possible endorsement, selected recommendations tabled by the SPNF. The SPCNOA participants proposed holding future meetings prior to SPNF meetings. Possible future joint sessions for paper presentations, though proposed by the SPCNOA, did not receive the full support of all the SPNF delegates, as it was suggested by one to two delegates that further time be taken for the consideration of joint paper sessions. Although one of the intended outcomes of the formation of the SPCNOA is the strengthening of solidarity and partnership between chief nursing officers and national nursing associations, it was explained that efforts to strengthen such partnerships did not constitute any influence over the SPNF, nor any shared secretariat.

Various issues discussed during the joint SPNF/SPCNOA session included the HIV/AIDS epidemic in Papua New Guinea and the potential severe consequences for the nation and the South Pacific without urgent, concerted efforts to deal with the crisis; and the support of the Commonwealth Nurses Federation (CNF) in relation to HIV/AIDS in the Pacific Islands. The upcoming 2005 meeting of Pacific Island Ministers of Health was also discussed, as it presents an important advocacy opportunity for nurses and midwives to work with health leaders and partner agencies in addressing common problems affecting health services and population health outcomes.

The following SPNF recommendations were tabled and endorsed by the SPCNOA:

- Opportunities should be found to enable the effective exchange of nurses between small islands and large islands for the enhancement of standards of education and practice.
- In order to facilitate mutual recognition across the South Pacific, the New Zealand Nursing Council reconsider their decision to title enrolled nurses as nurse assistants and that this be done in consultation with the other nurse regulatory authorities across the South Pacific.

- The South Pacific Nurses Forum should promote formal and informal exchange programmes between South Pacific countries, and that exchange go both ways, and that the forum should lobby these with South Pacific countries' chief nursing officers for implementation.
- The Commonwealth Nurses' Federation (CNF) programmes, e.g. HIV/AIDS, should be available in the South Pacific Region.

Field visits to the Rarotonga Hospital and the Creative Centre for Disabilities completed the fourth day of the meeting.

Summary of sessions - 19 November

Formal closing presentations were delivered by the Honourable Minister of Health of the Cook Islands, the President of the Cook Islands Nursing Association, the Chief Nurse of the Cook Islands, the regional representative of the Commonwealth Nurses' Federation, and a representative of the World Health Organization.

The Cook Island traditional leaders were present at the closing ceremony, during which time a candle lighting ceremony took place, including the handing over of the candle from the Cook Island hosts to the Samoa Nursing Association President and Chief Nursing Officer.

3. CONCLUSIONS

The participating government nurses from 11 South Pacific Island countries fully supported the establishment of an alliance of government nursing leaders to promote: (1) nursing unity, political advocacy and influence over health policy-making and planning; (2) information sharing and dissemination of potential best-practices; (3) support and mentoring among Member States; and (4) data gathering and reporting on World Health Assembly resolutions and other health and nursing decrees. The development of the School of Nursing, University of Technology, Sydney, as a potential WHO Nursing/Midwifery Collaborating Centre was discussed and supported by all participants.

Unity, collaboration, networking and leadership of chief nurses can be expected to facilitate a more effective nursing response to health issues and to strengthen support between and among countries through joint projects and enhanced collaboration between government nursing leaders and nursing associations.



Annex 1



South Pacific Chief Nursing Officers Alliance Meeting Timetable

Monday 15 November, 2004			
Time	Session	Speakers	Chairperson
0800 to 0900	Registration		
0900 to 1030	Official opening ceremony		
1030 to 1100	Workforce policy development and management for nursing/midwifery	Professor Jim Buchan	
1100 to 1130	Migration of skilled health professionals	Professor John Connell	
1130 to 1200	Emerging diseases—Lessons learned from SARS	Dr Frances Hughes and Professor Jill White	
Lunch Break			
1400 to 1430	Introductions and overview and rationale for the meeting	Mrs. Neti Tamarua Herman	Kathleen Fritsch
1430 to 1500	Workshop on Millenium Development Goals: Introduction to MDGs	Kathleen Fritsch	
	Cook Island response to MDGs	Mrs Nga Short	
	HIV/AIDS Experience in Papua New Guinea	Mrs Mary Roroi	
Afternoon Tea Break			
1530 to 1630	Workshop on Millenium Development Goals:		Kathleen Fritsch
	Solomon Islands response to MDGs	Mr Albert Punifimana	
	Non-governmental organizations response to MDGs	Mrs Vereara Maeva Taripo	
1630 to 1730	Group discussion: Human resources for health and MDGs	Professor Jim Buchan and Professor John Connell	
Dinner, Hosted by the Minister of Health			

Tuesday 16 November, 2004

Time	Session	Speakers	Chairperson
0830 to 0900	Prayer and summary of day one	Mrs Pele Stowers	Mrs Lata Malu
0900 to 1000	The nursing/midwifery response to non-communicable diseases in Samoa	National University of Samoa Nursing Students	
0930 to 1030	Health system reforms: Challenges to Nursing		Mrs Lata Malu
	The Trans Tasmania Response/Experience	Professors Francis Hughes and Jill White	
	Pacific Island Nations	Mrs Neti Tamarua Herman and Mrs Pele Stowers	
Morning Tea Break			
1100 to 1200	Building healthy leadership capacity	Mrs Fulisia Aiavao	Mrs Pele Stowers
Lunch Break			
1300 to 1400	Nursing regulations and competencies in the Western Pacific and Southeast Asian Regions	Mr Geoff Clark	
1530 to 1700	SPNF paper presentations		



Wednesday 17 November, 2004			
Time	Session	Speakers	Chairperson
0830 to 0900	Prayer and summary of day two	Mrs Lata Malu	Mrs Mary Roroi
0900 to 1000	Mental health in Pacific Island Countries: Samoa Cook Islands	Mrs Iokopeta Enoka Mrs Merana Taikoko	
Morning Tea Break			
1030 to 1230	Mental health situational analysis and needs assessment	Dr T. Barrett Dr Frances and Professor Mary Finlayson	Mr Geoff Clark
Lunch Break			
1330 to 1730	Formalizing the alliance of Chief Nursing Officers: Global perspective What is it? How, when? Funding? Proposal for SPCNOA and next steps	Mrs Pele Stowers Mrs Neti Tamarua Herman Mrs Lata Malu Mrs Kathleen Fritsch	Mr Geoff Clark
Evening Cocktails, Hosted by the Prime Minister			

Thursday 18 November, 2004

Time	Session	Speakers	Chairperson
0820 to 1030	Opening prayer and summary of day three and Preparations for joint meeting with SPNF	Mr Albert Punifimana	Mr Albert Punifimana

Morning Tea Break

1030 to 1230	SPNF and SPCNOA partnership meeting Explanations of the chief nursing officers alliance and discussion of affiliations with SPNF Resolutions	SPNF and SPCNOA delegates and participants	Mrs. E. Iro and Mrs. Kathleen Fritsch
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Lunch Break

1400 to 1600	Field Visits		
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Dinner, Hosted by CIANGO

Friday 19 November, 2004

0830 to 1000	Prayer and summary of day four Summary of SPCNOA recommendations and next steps Closing comments from chief nursing officers Closing remarks—2004 and 2006 hosts	Mrs Lata Malu and Mr Albert Punifimana All participants Mrs Neti Tamarua Herman and Mrs Pele Stowers	Ms Moli Paau
1000 to 1200	Formal closing ceremony—SPNF and SPCNOA		

Lunch Break

Evening Farewell Dinner, Hosted by the Cook Islands Nursing Association

Annex 2



LIST OF MEETING PARTICIPANTS SOUTH PACIFIC CHIEF NURSING OFFICERS' ALLIANCE

Name	Contact address	Phone/fax/email information
Mrs. Neti Tamarua Herman	Ministry of Health P.O. Box 109 Rarotonga, Cook Islands	Phone: 682-22664 (w) Fax: 682-23670 nursing@health.gov.ck
Dr. Frances Hughes	University of Auckland; Adjunct Professor, University of Technology, Sydney P. O. Box 58026, Whitlay, Wellington New Zealand	Phone: 642-1276 4977 Fax: 64-4-234-8689 F.Hughes@auckland.ac.nz
Dr. Jill White	Dean, Faculty of Nursing, Midwifery and Health University of Technology, Sydney, PO Box 222 Lindfield NSW 2070, Australia	Phone: 02 9514 5730 Fax: 02 9514 5049 jill.white@uts.edu.au
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
Ms. Ketiligi S H Fereti	Niue Health Centre Fonuakula Alofi, Niue Island	Phone: 683-4100; 683-3809 Fax: 683-4265 No internet access
Ms. Moli Paau	Department of Health Pago Pago, American Samoa 96799	Phone: 684-633-7224 Fax: 684-633-1911 molipaau@hotmail.com
Mr. Jacques Honore Maurice	C/o Evelyn Emile Ministry of Health Port Vila, Vanuatu	Phone: 678-22512; 678-22100; 678-43696
Mrs. Rigieta Nadakuitavuki (represented by Mrs. Iloi Rabuka)	Ministry of Health P.O. Box 2223 Government Buildings Suva, Fiji	Phone: 679-3306-177 Fax: 679-3306-163 RNadakuitavuki@health.gov.fj
Ms. Filoimanatu Leauma	Ministry of Health P.O. Box 41 Funafuti, Tuvalu	Phone: 688-20749; 20480 Fax: 688-20481 fleauma@yahoo.com

Mr. Albert Punifimana	Director of Nursing Ministry of Health and Nursing Council P.O. Box 349 Honiara, Solomon Islands	Phone: 677-20830, ext. 332/333
Mr. Suhote Sikihi	Chief Nursing Officer, Solomon Islands	
Mrs. Edith Fanega	Nursing Superintendent, Solomon Islands (observer)	
Mrs. Eileen Ludu	Assistant Nursing Officer, Solomon Islands (observer)	
Mr. George Mabata	Chief Nursing Officer, Guadalcanal Province (observer)	
Mrs. Lata Malu	Ministry of Health P. O. Box 59 Nuku'alofa, Tonga	Phone: 676-23200, ext. 419 Fax: 676-24291 QSSN@kalianet.to
Ms. Mele Cama	Senior Tutor Nurse, Tonga (observer)	
Ms. Pelenatate Stowers	Ministry of Health Private Bag Apia, Samoa	Phone: 685-21212, ext. 386 Home: 685-25335 PelenateteS@health.gov.ws
Mrs. F. Aiavao	Dean, Faculty of Nursing and Health Sciences, National University of Samoa (observer)	
Mrs. Iokapeta Enoka	Faculty of Nursing and Health Sciences, National University of Samoa (observer)	iokapetaenoka@ipasifika.net
Ms. Florence Collins	National University of Samoa nursing student (observer)	
Ms. Telie Mika	National University of Samoa nursing student (observer, from Tokelau)	
Ms. Tau Talai	National University of Samoa nursing student (observer)	



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Ms. Kathy Fritsch	Regional Adviser, Nursing WHO/WPRO P.O. Box 2932 UN and Taft Ave. 1000 Manila Philippines	Phone: 632-528-9804 fritschk@wpro.who.int
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