



AN EDUCATION PARTNERSHIP FOR NURSING WORKFORCE DEVELOPMENT IN SOLOMON ISLAND



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SOLOMON ISLANDS

MALAITA PROVINCE

ISABEL PROVINCE

WESTERN PROVINCE

CENTRAL PROVINCE

GUADALCANAL PROVINCE

TEMOTU PROVINCE

RENNELL & BELLONA PROVINCE

MAKIRA PROVINCE

SOUTH PACIFIC OCEAN

SOLOMON SEA



NURSING SERVICE IN SOLOMON ISLANDS



NURSING SERVICES IN SOLOMON ISLANDS



SOLOMON ISLAND SCHOOL OF NURSING

- ◎ Prior to 1984
 - ◎ Nursing education within MHMS
 - ◎ Highest award Certificate in Nursing
- ◎ 1984 Transfer of nursing Education to Solomon Island College of Higher Education
 - ◎ Establishment of School of Nursing and Health Studies (SNHS)
 - ◎ Along with 7 other Schools
- ◎ 1995 Upgrade from Certificate to Diploma
- ◎ 1996 Implementation of first Diploma in Nursing





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REVIEW OF NURSING DEVELOPMENT AND EDUCATION SI. APRIL 2008

- ⊙ Nursing Regulatory Processes
- ⊙ Separation between nursing education and nursing service
- ⊙ In-service Education
- ⊙ Diploma in Nursing
- ⊙ Nursing Development programme





DEVELOPMENT 2009 - 2010

- ⊙ Regulation Work completed
 - ⊙ Development and implementation of RN Competencies in SI
 - ⊙ Regulatory process to approve nursing education programmes
 - ⊙ Probation Course review



SOLOMON ISLAND COMPETENCIES

- ③ Developed in a Consultative process
 - ⦿ Focus group of senior nurses in Honiara
 - ⦿ Review of current competencies
 - ⦿ Align with WPSEAR competencies
- ③ Draft discussed and confirmed by Nurses leaders from all provinces
- ③ Approved by SI Nursing Council



SI COMPETENCY DOMAINS

5 DOMAINS

- LEGAL PROFESSIONAL AND ETHICAL PRACTICE
- MANAGEMENT OF CARE
- MANAGEMENT AND LEADERSHIP
- THERAPEUTIC ENVIRONMENT AND COMMUNICATION
- COMMUNITY AND PUBLIC HEALTH

18 COMPETENCIES





IMPLEMENTING COMPETENCIES TO SOLOMON ISLAND

Stage 1 Developing nursing practice to level of competencies

1. Assessing the need for competency development
 - a) Unit assessment
 - b) Individual nurses self & manager assessment
2. Staff development to raise level of competency in nursing over 3 years
3. Staff appraisals using competencies

Stage 2 Licensing using competencies



EDUCATION FRAMEWORK





GENERAL PRINCIPLES

- ③ Education is aligned to the practice development for RNs
- ③ Educational programmes need to advance nurses academically as well as clinically
- ③ All nursing programme of more than one month in length should credit into a degree at a bachelor or postgraduate level
- ③ Education programmes need to be evaluated for their effectiveness.

EDUCATION DEVELOPMENT

SI



Post Bachelor
degree

4 years degree
includes 3 year
Diploma

3 Year diploma
Level 6

PHD PG/Masters
Specialist Nsg

Out of Country

Bachelor in Nursing
Acute care, Primary
Health, Midwifery

In Country
SICHE

Diploma in Nursing

SICHE

DIPLOMA IN NURSING





CHANGES FOR NEW DIPLOMA

- ◎ Clear nursing practice development that;
 - ◎ meets registration competencies and
 - ◎ prepares nurses for RN practice in both primary health settings and hospitals
- ◎ Connection between theory and practice
- ◎ A clinical teaching process with roles for clinical nurses and clinical teachers
- ◎ Clear outcomes and expectations for each clinical practice experience
- ◎ Strengthen primary health focus



CHANGES FOR NEW DIPLOMA CONT.

- Emphasize SI health priorities
 - Major diseases and areas with poor health outcomes
 - national health policies and programmes
- Development of literacy:
 - English
 - Computer
- Reduce the number of theory courses & assessments
- Upgrade learning and teaching

DIPLOMA IN NURSING YEAR 1

- ① Normal function of individuals families and communities
- ① Understanding health and wellness of an individual, family and community
- ① Practice focus
 - assessment of a well person families and communities
 - Basic skills
 - Screening and prevention



DIPLOMA IN NURSING YEAR 2

- ① Nursing the ill person in hospital
 - ⦿ Medical Surgical
 - ⦿ Communicable diseases
- ① Obstetrics
- ① Nursing Practice
 - ⦿ Recognition and management of diseases
 - ⦿ Management of the pregnant woman and newborn infant
- ① Child health (IMCI programme)



DIPLOMA IN NURSING YEAR 3

- ⊙ Nursing the complex patient
 - ⊙ Paediatrics
 - ⊙ Mental illness
 - ⊙ Specialised and emergency care
 - ⊙ Nursing patient with a multifaceted disorder
- ⊙ Population health
 - ⊙ Nursing in Remote Areas
 - ⊙ Research and Surveillance
- ⊙ Preparing for registered nurse practice.



CURRICULUM CONCEPTS

- ⊙ Movement from health , primary health to disease management to population health
- ⊙ Skill development
 - ⊙ Development of assessment and diagnostic ability
 - ⊙ Health promotion and disease prevention
 - ⊙ Disease management and continuity of care
 - ⊙ Nursing individuals, families and populations
- ⊙ Development of competency for RN practice
- ⊙ Development of thinking & problem solving





MAJOR HEALTH ISSUES: DIABETES

Year 1	Year 2	Year 3
<p>Physiology of Glucose metabolism</p> <p>Health</p> <ul style="list-style-type: none"> •Nutrition •Exercise •Weight control <p>Life style changes</p> <p>Prevention of Diabetes</p> <ul style="list-style-type: none"> •Health promotion •Health screening •Health education •National programmes 	<p>Pathophysiology of Diabetes</p> <ul style="list-style-type: none"> ▪ Hypo and hyperglycaemia <p>Management of diabetes</p> <ul style="list-style-type: none"> ▪ Complications ▪ Medical /surgical management of diabetic patient <p>Diabetes in Pregnancy</p>	<p>Diabetic patients with other conditions</p> <ul style="list-style-type: none"> ▪ Hypertension ▪ MI ▪ Amputations <p>Diabetic patient in surgery</p> <p>Management of diabetic pt in a clinic</p> <p>Diabetic programmes</p> <p>Breaking diabetic cycles in families</p>



CLINICAL LEARNING AND TEACHING

- Framework for practice development against nursing competencies
- Longer blocks of practice experience in one area
- Practice experience spread across the 3 years
- Clinical learning and teaching involves a partnership between the student, a clinical preceptor and the clinical teacher.

DEGREE DEVELOPMENT



PATHWAYS TO BACHELOR DEGREE

Yr of study	Programme	Comments
Year 4	Bachelor of Nursing	RN direct entry to year 4 with RPL
↑	2 years RN practice	MOH requirement
Year 3	Diploma in Nursing	3 yr Level 6 Diploma Leads to nursing registration in SI
Year 2		
Year 1		



BACHELOR OF NURSING

Acute Nursing Practice

Primary health Care

Core Courses

Leadership and Management

Research and Evidence Based practice

Applied Science and Pharmacology

1. Advanced Assessment and Diagnostic Inquiry in Acute Nursing practice
2. Acute Nursing Practice
3. Management of the ill Child

1. Advanced Assessment and Diagnostic Inquiry in Primary Health
2. Primary and Population Hth.
3. Child Health Management



IMPLICATIONS OF DEGREE

- ⊙ RNs in Solomon Islands (SI) can advanced to degree level
- ⊙ Degree is designed for and focuses on the advancement of nursing practice in SI and surrounding countries
- ⊙ RNs with strengthened assessment and diagnostic skills especially for work in an isolated sole practice areas
- ⊙ Addresses major health issues and health strategies in SI
- ⊙ Regional centre for nurses to complete a bachelor degree that is relevant to Pacific nursing practice and addresses local need and issues
- ⊙ First SI undergraduate degree will set the process for others



CHALLENGES

- ⊙ Resources; funding, books, e-learning, English literacy
- ⊙ Qualified teaching staff
- ⊙ First degree in SICHE. Requires upgrading of College to degree level
- ⊙ Ongoing funding for nurses to complete further education
- ⊙ Midwifery degree
 - ⊙ Transfer from Health Ministry to Education Ministry
 - ⊙ Registration and regulation for Midwifery (Inc competencies)
- ⊙ International recognition



WHERE TO FROM HERE ?