

## **Fiji HRH Issues and Developments**

### **1. New Nursing School Graduation**

Fiji has two Nursing Schools namely Fiji School of Nursing, managed by Government and TISI Sangam Nursing School, a private nursing school in the second largest island in the country.

TISI Sangam Nursing School opened its doors in 2005 and started training nurses from its campus close to the government hospital Labasa Hospital. In February 2008, the first batch of 61 nurses graduated from the school. Of this number, only 14 were able to be taken by government based on the Ministry of Health vacancy number. Remaining nursing graduate continue to offer volunteer work at the main hospital both to gain more clinical experiences whilst awaiting job offers both from within the country and overseas.

### **2. Pacific HRH Alliance**

The Pacific HRH Alliance was launched after a meeting in Suva Fiji in December 2007. This alliance is receiving support from Pacific Island Countries and as mandated by the PIC Minister's of Health, the alliance will perform a coordinating mechanism to enhance the effectiveness and impact of stakeholders and various partners support for HRH.

### **3. Reform of Management Structure**

The Ministry of Health is reviewing its management structure established after the health reform of 2004 to improve management efficiency. The revised structure is expected to streamline management of human resources and realign staffing to key areas of service of the department.

### **4. Legislations**

#### **Nursing Act**

As agreed to by Cabinet in 2005, the current Nurses, Midwives & Nurse Practitioners Act is been reviewed and to be replaced by a new Nursing Act. The new legislation is expected to further protect and strengthen the nursing workforce in Fiji. A key component of the new Act will be on registration and licensing including the mandatory requirement of Continued Medical Education (CME).

#### **Medical & Dental Practitioners Act**

Similar to the Nursing Act, the review of the current Medical & Dental Practitioners Act is been undertaken to address, amongst others, the need for CME as a pre-requisite to annual licensing to practice. Separation of the Dental component as a stand along Act is also pursued.

#### **Allied Health Workers Act**

Unlike the Nursing and Medical Acts, there is no Allied Health Workers Act. The current workforce in Physiotherapy, Laboratory Technology and Para dental are not governed by any legislation. This new Act will address key issues with the professionals including the protection of the public from mal practices.

### **5. Multi skill Training**

Consideration for training of mid level and multi-skilled officers is been progressed with donor partners and the Fiji School of Medicine. Creation of positions and structures within the civil service will also be undertaken as appropriate.

-----END-----