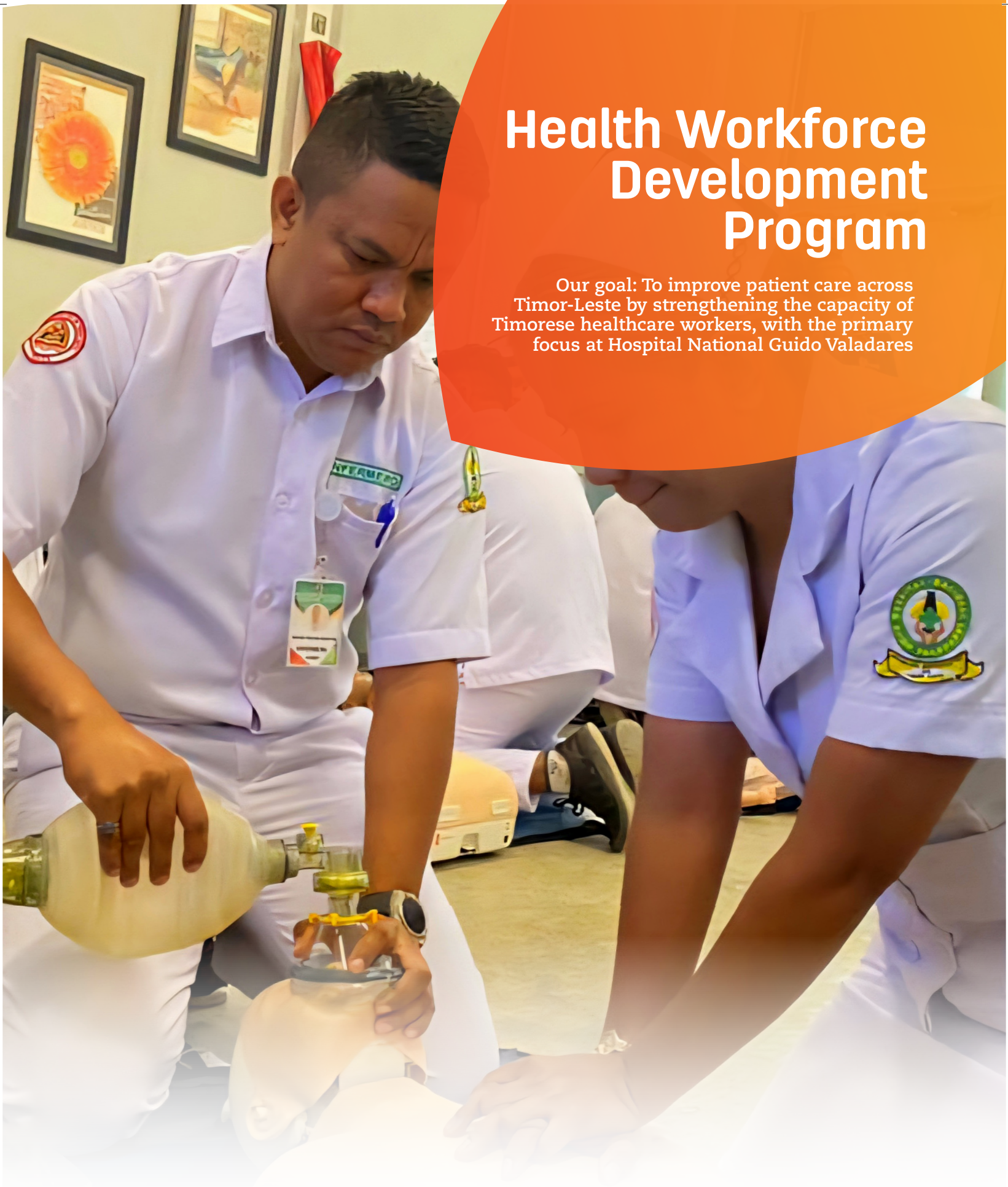


Health Workforce Development Program

Our goal: To improve patient care across Timor-Leste by strengthening the capacity of Timorese healthcare workers, with the primary focus at Hospital Nacional Guido Valadares



ST JOHN OF GOD
International Health

Hospitality | Compassion | Respect | Justice | Excellence

Strategic alignment

We are dedicated to fostering a culture of lifelong learning, evidence-based and reflective practice, and continuous professional development across all our programs and collaborations.

This includes working closely with stakeholders and partners, such as Hospital National Guido Valadares (HNGV) and Referral Hospital Maubisse (RHM), to ensure that our initiatives are collaborative, sustainable, and locally led.

Our commitments and strategic actions all relate to the **St John of God Health Care Strategy** which recognises that *Every Moment Matters* and outlines the five key priority areas: Sustainability, Care Journey, People First, Integrated Care and Community Impact.

Alignment with the Timor-Leste National Health Sector Strategic Plan II: 2020-2030

4	Governing the National Health Systems
5	Health Service Delivery
7	Essential Resources

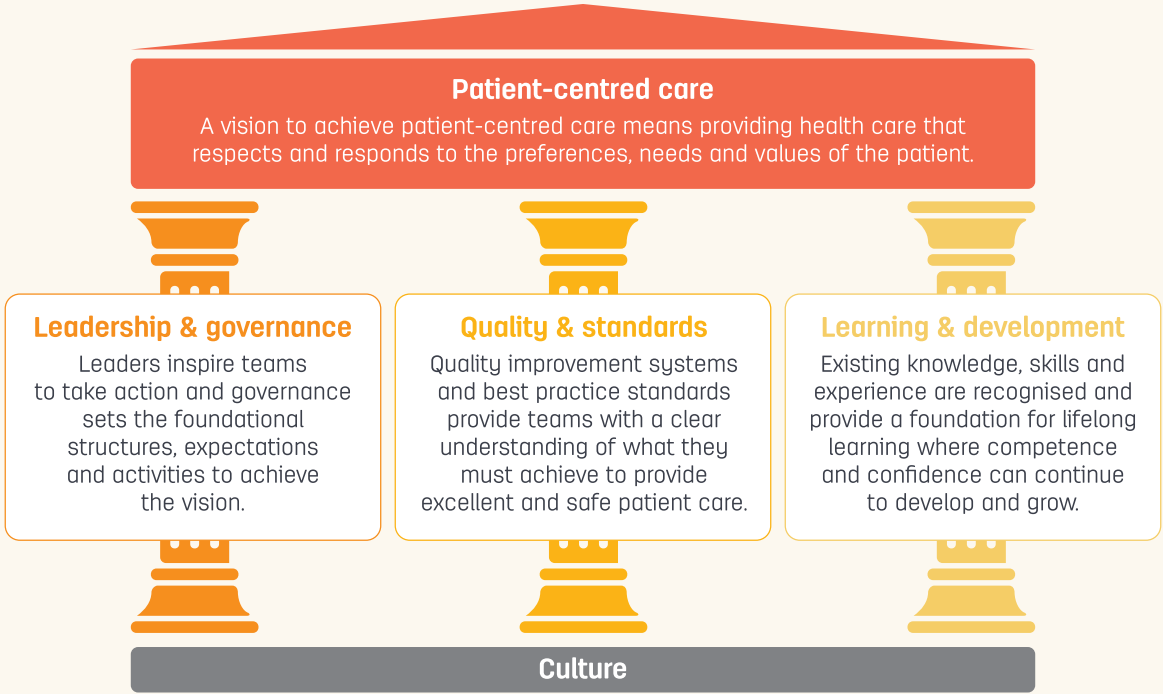
Alignment with the Timor-Leste National Strategic Plan for Hospitals: 2025-2030

1	Establish policies, regulations or laws that improve the governance structures
3	Train human resources for secondary, tertiary healthcare; postgraduate and in-service training for doctors, nurses, midwives and allied health professionals
6	Expand and deliver tertiary healthcare services at the national level hospital, in accordance with the Government program

Alignment with the United Nations Sustainable Development Goals

Goal 3	Ensure healthy lives and promote well-being for all at all ages
Goal 4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
Goal 5	Achieve gender equality and empower all women and girls
Goal 12	Ensure sustainable consumption and production patterns
Goal 17	Strengthen the means of implementation and revitalise the global partnership for sustainable development

Stable and sustainable development



Commitments and strategic actions

We are committed to:

Strategic actions:

Leadership and Governance

ONE

Supporting the Ministry of Health (MoH) in its ongoing efforts to develop management and leadership skills of its leaders, enabling them to drive the MoH vision towards excellence in patient care

- 1.1 Deliver the Health Manager Program (HMP) to at least one cohort
- 1.2 Complete follow up after training for previous HMP graduates

Quality and Standards

TWO

Supporting the development and implementation of hospital and patient care standards

- 2.1 Support the development, socialisation, and implementation of HNGV policies and procedures together with tools to measure compliance
- 2.2 Support the design and development of a Quality learning and development program
- 2.3 Promote Workplace Health and Safety (WHS) as an integral part of hospital services and standards implementation

Learning and Development

THREE

Promoting the professional standing of nurses and midwives in Timor-Leste to support the provision of excellent and compassionate patient care.

- 3.1 Promote the acknowledgment of full time, hospital/facility based Clinical Nurse/Midwife Educators who are responsible for developing, implementing, assessing, monitoring, and evaluating approved learning and development programs

FOUR

Continuously supporting nurses and midwives to strengthen their capacity in clinical knowledge, skills, competence, and confidence to achieve excellence in patient care

- 4.1 In consultation and collaboration with HNGV and RHM Maubisse, continue to deliver the:
 - Core Competency Program
 - New Nurse and Midwife Program
 - Educator Development Program
 - Neonatal Resuscitation Program
- 4.2 Focus on ward based clinical coaching to promote and support practice change
- 4.3 Continue to support and respond to clinical specialisation needs where capacity and resources allow

Cross Program Commitments

FIVE	Focusing on increasing the use of technology within our programs to ensure they are contemporary and sustainable	5.1 Explore the use of technology to enhance processes, reporting, monitoring, and evaluation across all programs, with a focus on digital sustainability and improving digital literacy
SIX	Exploring and developing a research focus within SJG International Health to share and raise the profile of our work	6.1 Investigate the feasibility of establishing a research component within the team 6.2 Identify opportunities to present the work of SJG International Health at conferences and workshops while exploring funding options for research-focused projects 6.3 Explore opportunities to support and work with the HNGV Cabinet of Training, Research and Cooperation
SEVEN	Fostering collaboration and partnerships to enhance program effectiveness and ensure long-term sustainability	7.1 Strengthen stakeholder engagement and inter-organisational collaboration and partnerships in Timor-Leste, while enhancing SJG International Health's profile in nursing, midwifery, quality, and leadership development. 7.2 Create and implement a partnership with Australian Volunteers International (AVI) to enhance human resources available for supporting our programs
EIGHT	Exploring program expansion to maximise impact	8.1 Investigate the possibility of SJG International Health expanding to another municipality
NINE	Continuously strengthening the capacity of national caregivers within the SJG International Health team	9.1 Finalise the Caregiver Capability Framework and commence implementation
TEN	The handover of our resource materials to National Institute of Public Health of Timor-Leste (INSPTL) to ensure program sustainability	10.1 Continue to develop a strong and effective working relationship with INSPTL that allows the development of a plan for resource handover and improving digital literacy
ELEVEN	Ensuring we remain compliant with the Australian Council for International Development (ACFID) Code of Conduct	11.1 Complete the ACFID Code of Conduct self-assessment every three years 11.2 Complete the ACFID Exceptions report as required