



STRATEGIC PLAN 2020 - 2030



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At the
University of the South Pacific
- AusAid Performance Theatre, Laucala Campus,
by the
Speaker of the House of Parliament
of the
Republic of the Fiji Islands,
His Excellency,
Hon. Ratu Epeli Nalatikau.*

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Acronyms and Abbreviations

Term	Meaning
BCVD	Blue Circle Voice Diabetes on Volunteers in Combating Diabetes
CHW	Community Health Worker
CSO	Civil Society Organization
DCPG	Diabetes Community Peer Group
DFI	Diabetes Fiji Inc.
DFC	Diabetes Foot Care
DFSP	Diabetes Fiji Strategic Plan
FBO	Faith Based Organization
FDP	Fiji Development Plan
GDM	Gestational Diabetes
IDF	International Diabetes Federation
KRA	Key Results Area
LDS	Latter Day Saint Charities
MOHMS	Ministry of Health and Medical Services
MO	Medical Officer
NCD	Non Communicable Disease
ROI	Return on Investment
SDG	Sustainable Development Goal
WDF	World Diabetes Foundation
WPR	Western Pacific Region

FOREWORD

I am indeed honored to present the Diabetes Fiji Inc Strategic Plan 2020-2030.

Diabetes is the leading cause of disability and blindness and according to the World Health Organization it is also the highest cause of deaths in Fiji. Therefore, the burden lies not only on the patients but their family members, the workforce and the government itself.

The strategic plan focuses on four Key Result Areas: Diabetics, Diabetes Fiji Incorporated Governance and Direction, National Leadership in the Management of Diabetes and Global partnership in Fiji's management of Diabetes.

1. **Diabetics.** Empowering the diabetics and those at high risk of diabetes.
2. **Diabetes Fiji Incorporated Governance and Direction.** Establishing advocacy and working partners for awareness drive, effective sharing of basic Diabetes information, and knowledge and service delivery between government, private sector and civil society.
3. **National Leadership in the Management of Diabetes.** Working with Ministry of Health and Medical and Medical Services and other Ministries and organizations on effective National Control over diabetes and decentralization of diabetics' services.
4. **Global Partnerships in Fiji's Management of Diabetes.** Ensuring Fiji's conformity to International standards of

Diabetes management and establishing global partnerships in research, delivery and program design.

A special appreciation to Mrs. Litia Mawi, retired roving ambassador, for rendering her services voluntarily to lead the team in developing this key strategic plan.

My sincere gratitude to the staff of Diabetes Fiji for their effort in putting this strategic plan together.

Mohammed Taabish Akbar Chair- Diabetes Fiji Inc

Background Information

Diabetes Fiji previously known as National Diabetes Foundation of Fiji was established in 1981 to create awareness on World Diabetes Day celebration. In 1983 it became a member of International Diabetes Federation (IDF). IDF's mission is to promote diabetes care, prevention and cure worldwide. The Federation is engaged in action to tackle diabetes from the local to the global level- from programs at community level to worldwide awareness and advocacy initiatives. Diabetes Fiji Incorporated (DFI) was registered as a Charitable Trust in July 2012 and the name change is endorsed by the Ministry of Health and Medical Services (MOHMS), Fiji and IDF.

DFI focuses mainly on:

- encouraging policy makers at the highest level to help create conducive environments for controlling diabetes,
- empowering people with diabetes or at risk of diabetes with knowledge and other resources to manage/control their conditions,
- creating awareness amongst caregivers, relatives, friends, and community to provide the needed support for people with diabetes,
- strengthening health care systems to provide appropriate, affordable and sustainable services to people with diabetes,
- educating communities on risk factors,
- advocating for healthier lifestyles to reduce the prevalence for diabetes and
- Acting as an advocate for the general diabetes community.

Introduction

The Diabetes Fiji Inc. Strategic Plan (DFSP) 2020-2030 is the all-encompassing document that will provide overall strategic direction for managing Diabetes in Fiji over the next ten year-period. This DFSP presents a reviewed Vision, Mission, and Values of Diabetes Fiji Inc. which cascade from the values of the Ministry of Health and Medical Services.

Vision: Diabetes in better hands

Mission: To steer Fiji's national solidarity in combating Diabetes.

Values:

1. Equity
2. Integrity
3. Respect for Human Dignity
4. Responsiveness
5. Customer Focus

The DFSP framework has been developed after extensive situation analysis to gauge where Fiji is in terms of meeting Global health indicators. This evaluation of "Beginning with the end in mind" has facilitated the development of a document outlining "where we want to be" in 2030 and the strategies showing "how we will get there". Identifying DFI's major stakeholders such as patient, caregiver, working partners that also affect health status were considered in developing this document.

This DFSP has been guided by the Ministry of Health & Medical Services (MOHMS) Strategic Plan, Fiji's National Development

Plan (FNDP) and International Diabetes Federation (IDF) guidelines, with due consideration of the Post 2015 Sustainable Development Goals of the Agenda 2030, and its five underlying principles of *people, prosperity, planet, peace and partnership* with the overall theme of *Leaving No One Behind*. Efforts have been made to align to Fiji Government priorities such as extension of opening hours and improving accessibility to services.

The DFSP is systematized according to 4 **Key Results Areas (KRA)**:

1. Focusing on the Diabetics themselves.
2. Centering on Diabetes Fiji Inc. (DFI) Corporate Governance and Direction,
3. National Leadership in the Management of Diabetes
4. Global Partnership in Fiji's Management of Diabetes.

Under each of the KRAs there are a series of Intended Impact, as summarized below.

Key Result Area 1: Diabetics

1. **Effective Management, Resilience Endurance & Survival**
2. **Healthy Communities, Workplace & Environment**

Key Result Area 2: DFI Corporate Governance and Direction

1. **National Attentiveness, Public Consciousness and Lifestyle Changes**
2. **Raised DFI Profile**
3. **National synergy and solidarity in combating Diabetes**

Key Result Area 3: National Leadership in the Management of Diabetes

- 1. Effective National Control over Diabetes**
- 2. Achievement of SDG 3 Healthy lives and wellbeing for all at all ages**
- 3. Improved Organization Decision- Making and Behavioral Change**
- 4. Impartial and Reachable Diabetic Services to All**
- 5. A qualified, motivated workforce that is caring, customer- focused and responsive to population diabetic needs**

Key Result Area 4: Global Partnership in Fiji's Management of Diabetes

- 1. Sustaining Membership of IDF through FIJI's conformity to International Standards of Diabetes Management**
- 2. Achievement of SDG 17 Global Partnerships for the 2030 Agenda Goals**

MAP

Diabetes Fiji Inc. Strategic Plan 2020 – 2030

Vision: Diabetes in Better Hands

Mission: To steer Fiji’s national solidarity in combating Diabetes

Key Result Area	Stakeholders (WHO)	Intended Impact (WHY)	Key Strategies (WHAT)	Key Outputs (HOW)	Responsibility (WHO BY)	Timeline (WHEN BY)	
1 Diabetics	Diagnosed	<i>Effective Management, Resilience, Endurance & Survival</i>	<i>Empower Diabetics through Awareness and Meaningful Engagement in Treatment and Cure</i>	Diabetics Registration and Profiling Initiatives	DFI/SDMO/ Delivery Partners	2024	
				Targeted and Focused Engagement Programmes	DFI/MOHMS/ Delivery Partners	2020	
				Diabetes Risk Assessment	DFI/MOHMS	2022	
				Diabetes Education	DFI/MOHMS	2020	
			<i>Eliminate all forms of discrimination and marginalization of Diabetics</i>	Diabetics Human Rights Alertness	DFI/FHRC/ UNHRC/	2024	
				Correcting Misconceptions in Society	Advocacy Partners	2020	
	Undiagnosed	<i>Healthy Communities, Workplaces, Environment</i>	<i>Prevention through Proactive Awareness, Screening and Diagnosis</i>	<i>Ensure Effective Medication</i>		DFI/FPBS/ Pharmaceutical Association/ Fiji Consumer Council	2023
				Diabetes Medication Quality Test	Diabetes Medication Impact Survey		
	Undiagnosed	<i>Healthy Communities, Workplaces, Environment</i>	<i>Prevention through Proactive Awareness, Screening and Diagnosis</i>	Public Outreach through Targeted Events at Schools, Organizations, Workplaces and Communities at Large		DFI/SDMO	2025
				Early Detection Services through Diabetes Screening			

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2	DFI Corporate Governance and Direction	Advocacy Partners	National Attentiveness - Public Consciousness - Lifestyle Changes	National Diabetes Awareness at ALL levels of Society	Visible Publications on Diabetes – Posters, Billboards, Pamphlets, Flyers, Audio-visuals, Social Media	DFI/Advocacy Partners	2022
					Diabetes Informative Drives, Campaigns, Crusades, Events	DFI/Advocacy Partners	2022
	Working Partners	Raised DFI Profile	Fulfilment of all-encompassing DFI Corporate Management aspects that will: - propel DFI's validity as a Delivery Partner - induce wide-ranging collaboration from potential partners	Invitations for DFI Sponsorship	DFI/Advocacy Partners	2020	
				Classifications of Sponsors	DFI/Advocacy Partners	2020	
		National synergy and solidarity in combating Diabetes	Collaborative efforts between Government, Private Sector and Civil Society.	- Fundraise for DFI financing - Align ALL Undertakings to DFI Objects - Formalize Working Partnerships - Exercise Employer Role - Formalize DFI's acquired assets - Sustain existing DFI physical assets - Maximize ROI on DFI Physical Assets - Maximize ROI on DFI Financial Assets - Manage DFI Investment - Expand DFI Investment	DFI Board of Trustees	2022	
				Effective sharing of basic Diabetes - Information - Knowledge - Service Delivery	DFI/Working Partners	2020	
			Price and supply chain regulations on merchandise that: - prevent/minimize/manage diabetes	DFI/Working Partners	2023		

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				- cause/worsen diabetes		
3 National Leadership in the Management of Diabetes	Min Health & Medical Services	Effective National Control over Diabetes	Alignment to Health and Medical Services Sectoral Diabetes Policy Priorities	Memorandum of Understanding (MOU) with MOHMS on Diabetes-specific deliverables	DFI/MOHMS	2020
			Alignment to National Diabetes Policy Priorities	MOUs with Advocacy/Delivery Partners on Diabetes-related deliverables	DFI/Advocates/Working Partners	2022
		Achievement of SDG 3 - Healthy lives and wellbeing for all at all ages	Alignment to Global NCD/Diabetes related Targets and Indicators	Agreements and Contracts on NCDs/Diabetes related activities	DFI/MOHMS/Working Partners	2022
		Improved Organization Decision-Making and Behavioural Change	Results-based Monitoring and Evaluation	Diabetic Population Surveys General Customer Feedback Diabetes-Related Studies/Research	DFI/SDMOs	2021
	Caregivers	Impartial and Reachable Diabetic Services to ALL	Decentralization of Diabetic Services	Mobilizing diabetic-specialized staff and services at the sub-divisional level	DFI/MOHMS	2022
				Establishment of Diabetic Wards in all hospitals	DFI/MOHMS	2026
				Appropriate equipping of sub-divisional hospitals with minimum functional biomedical	DFI/MOHMS	2026
		A qualified, motivated workforce that is caring, customer-focused and responsive to population diabetic needs	Screening, Recruitment, Training and Retention of best-fit diabetes workers and caregivers	Diabetic Care-giving In-Service Training Plan	DFI/MOHMS/WP	2025
				Specialized Diabetic Care-giving knowledge and skills	DFI/MOHMS/WP	2025
				Inclusion of risk-reduction in medical and nursing training curricula	DFI/MOHMS/Academia	2022

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4	Global Partnership in Fiji's Management of Diabetes	International Diabetes Federation	<i>Sustaining Membership of IDF through Fiji's conformity to International Standards of Diabetes Management</i>	<i>Compliance with IDF guidelines, standards and benchmarks</i>	Creation of a Website for DF for Universal Networking	DFI/IDF	2020
					Evaluation Reports to the BCVD – Blue Circle Voice Diabetes on Volunteers in Combating Diabetes.	DFI/IDF/BCVD	2022
					Reports/Evidence of DF Compliance	DFI	2021
					Privileges of DF Compliant with IDF Membership Standards: - Centre of Excellence in Diabetic Care - Centre of Excellence in Diabetic Education	DFI	2022
	Development Partners	<i>Achievement of SDG 17 – Global Partnerships for the 2030 Agenda Goals</i>	<i>Global Partnerships in - North/South - South/South - Triangular Cooperation</i>	Reports and Updates	DF	2021	
				Partnerships in Diabetes - Institutional capacity building - Human Resource Development - Research - Program Design - Service Delivery	DFI/Global Development Partners	2021	
				Partnerships in Grants and Assets	DFI/Global Development Partners	2022	
		<i>Maximizing all existing financing sources and exploring new funding mechanisms</i>					