1. Historical events in nursing and midwifery

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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</table>
| 1906-1950 | - Colonial Administration established medical services in the late 1800.  
- Sir Maui Pomare suggested for young women to be trained as nurses  
- A 12 bed hospital was opened in 1890 staffed by New Zealand nurses who were contracted for 2 years.  
- Missionaries started basic education by teaching simple written English.  
- Nursing care were provided by missionaries, nuns, and wives of expatriates.  
- Language barriers between European nurses and local nurses resulted in training problems.  
- Locals held on to superstitious beliefs that the spirits of the dead comes back to haunt the living.  
- No high school education system in the Cook Islands. It only went as high as grade 5 at primary level.  
- Only boys from chiefly ranks were selected to attend school and the bright ones would go on to the Te Aute College in New Zealand.  
- No young women could be trained, as parents were reluctant to allow their daughters to deal with sick bodies and human waste.  
- Only one woman completed a 12 month nursing instructions in 1917-1918. Ani Pirangi, she was also involved in the setting up of the Child Welfare Association. She died in 1961.  
- Cultural and language differences resulted in shortage of nursing staff and tutors.  
- Nursing instructions were given by Matrons or Medical Officers in all clinical areas.  
- Nursing instructions were terminated in 1917 due to the shortage of qualified nurses in the hospital. |
| 1965 | - Cook Island nursing marked the end of 65 years of New Zealand administration of the islands by issuing specially minted Cook Island nursing medals to all registered nurses (RNs) who had qualified since 1934. Nursing instructions were given by Matrons or Medical Officers in all clinical areas. |
| 1969 | - The Cook Islands nurses formed the Cook Islands Nurses Association (CINA) on the 17 July 1969. CINA has been affiliated to the International Council of Nurses since 1993 |
### 1950-1965
- Older generation are reluctant to go to the hospital due to superstitions—the Sanatorium is directly in the path where the departed spirits take off to Awaiki at the Black Rock.
- Qualified nurses continue education in post graduate specialist areas in NZ and Fiji—Maternity, Pediatrics, Public Health and Theater.
- Young women were selected from Tereora College to go on scholarship for Higher Education.
- Candidates for Nursing Education were selected from among the candidates and sent to Nursing Schools in Whangarei and New Plymouth.

### 1965-1973
- 1965 was the end of New Zealand’s Colonial Administration in the Cook Islands—the beginning of Self Government.
- This was marked by the first graduation of 30 qualified Cook Island Nurses who received instructions from 1934 up to 1965.
- The Prize Giving and awarding of badges was a public ceremony signifying the coming of age of the Cook Islands Nursing.
- The Cook Islands Trained Nurses have become recognized as professional women in their own right.
- From 1966 – 1970 nursing candidates were sent to Fiji School of Nursing.
- Receiving the medal was a symbol that the nurse had gone through a high standard of education and training to care for the sick.
- The medal awards were a stepping stone to further progress the nursing professional in most advanced countries.

### 1973-1998
- The opening of the Rarotonga International Airport and change in the lifestyle of the people saw the need to establish a formal Nursing Education Program.
- The Nursing Education Project was a result of the Health Manpower Development review to produce adequate numbers of trained nurses to deliver nursing services to the people in the Cook Islands.
- In 1977, the School of Nursing 3 years Comprehensive Nursing Curriculum was established in collaboration with WHO.
- Two Nurse Educators were appointed.
- In 1979 – 7 nurses graduated, 1980 – 8 more graduated, 1985 – 9 Nurses graduated.
- Since then, a stream of nurses have gone through the program and have joined the Professional Nursing Workforce.

### 1983
- Cook Islands Nursing Council was established

### 1986
- A Nursing Act was passed and revised. Nursing Services were managed through a Division of Nursing
<table>
<thead>
<tr>
<th>Year</th>
<th>Events</th>
</tr>
</thead>
</table>
| 1990-1991  | - A 40 weeks Nurse Practitioner Training Program was established.  
            - To prepare experienced nurses for advanced community primary care and nursing practices in the Outer Islands where there is no Doctor  
            - Six nurses completed the training program which was implemented by the WHO Nurse Educator Kathleen Fritsch, in collaboration with Government officials and medical doctors.  
            - In 1991, the 3 Year Comprehensive Basic Nursing Curriculum was reviewed by the WHO Nurse Consultant. |
| 1996       | - Twenty nurses graduated from the time the curriculum was reviewed.  
            - The School of Nursing was closed for 2 years due to the Economic Crisis in 1996.  
            - Nurses migrated overseas and senior nurses retired early.  
            - In 1990, the Nursing Curriculum was revised to a comprehensive curriculum heavily weighted in primary health care.  
            - From 1990 to 1993 Nursing Policies, Nursing Standards and Quality Assurance and Infection Control Programmes were established for Clinical Nursing with NZODA assistance. |
| 1998-2001  | - In 1998, the School of Nursing re-opened and 12 students enrolled for the program.  
            - The Nursing School faced many challenges.  
            - There were shortage of qualified Tutors to teach the students.  
            - Resources were inadequate, and equipments were unusable. The only working equipment was an electric typewriter.  
            - Teachers were unfamiliar with the currriculum.  
            - There was a lack in the support system – clinical, supervision of students in the clinics and the field staff were overloaded and burnt out.  
            - Changes in the Nursing Management impacted the effectiveness and efficiency of the program.  
            - The Reproductive Health Component of the 3 yr Basic Nursing Training Curriculum was reviewed in 2000 by the WHO Nurse Educator.  
            - In 2001, the 3 yr Basic Nursing Training program was reviewed and upgraded to a 3 yr Diploma Nursing Training Curriculum by the WHO Nurse Educator from American Samoa.  
            - 7 out of 10 students from the 1998 class graduated in July 2001.  
            - The graduation marked another stepping stone in the history of the Nursing Education program.  
            - It was held in conjuction with the opening of the new Hospital Administration Block. |
### 2002-2003
- In 2002, NZODA funding enabled a Six Month Enrolled Nurse Education Training program.
- Purpose of the program, to upgrade the skills and knowledge of all nurses in the Nurse Aide category to provide basic nursing care.
- Candidates were nurse aides who had many years of practical experience with no formal training.
- A second group completed their training in 2003.
- Certificates and badges were awarded by the Nursing Council.
- 5 young women completed the 3 Year Diploma Nursing Training Program. They were awarded with badges and Certificates in September 2003.
- There were 18 first year students enrolled in the 3 yr Diploma Nursing Training program during this period.
- 15 more were recruited in January 2005.
- The Education and Training program is hospital based.
- There is a move to have the Diploma Nursing Training be accredited with New Zealand accreditation scheme.
- Extension studies with USP which are relevant to nursing to be put in place.
- Computer studies for all nursing staff with Medtech programs.

### 2004
- Cook Islands Nurses Hosted the 12th South Pacific Nurses Forum and the South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA)

### 2009
- Cook Islands Nurses Association Celebrates 40th Anniversary. (July 17th)

### 2012
- Cook Islands Nurses Association Annual General Meeting and election of new office bearers.
- Past President of the Nurses Association is now the Secretary of Health. First Nurse to be appointed to this role as Head of the Ministry of Health.

## 2. Regulations and Law

### 2.1 Act or Law

<table>
<thead>
<tr>
<th>Type of regulations</th>
<th>Nurse categories</th>
<th>Title of Act or Law</th>
<th>Year</th>
<th>Regulatory authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration</td>
<td>Registered nurses</td>
<td>Nurses’ Act</td>
<td>1986</td>
<td>Cook Islands Nursing Council</td>
</tr>
</tbody>
</table>
### 2.2 Regulatory authority

<table>
<thead>
<tr>
<th>Authority</th>
<th>Address</th>
<th>Phone number</th>
<th>Fax number</th>
<th>e-mail address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cook Islands Nursing Council – CINC</td>
<td>P.O. Box 109, Rarotonga, Cook Islands</td>
<td>682 22664</td>
<td>682 22670</td>
<td><a href="mailto:n.teaea@health.gov.ck">n.teaea@health.gov.ck</a></td>
</tr>
</tbody>
</table>

### 3. Nursing/ Midwifery Associations

<table>
<thead>
<tr>
<th>Name of Association</th>
<th>Address</th>
<th>Phone number</th>
<th>Fax number</th>
<th>E-mail address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cook Islands Nurses Association</td>
<td>P.O. Box 109, Rarotonga, Cook Islands</td>
<td>+682 22664</td>
<td>+682 22670</td>
<td><a href="mailto:n.manea@health.gov.ck">n.manea@health.gov.ck</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Nga Manea – President 2012-2014</td>
</tr>
</tbody>
</table>

### 4. Nurse, Midwife leaders and/or focal points

<table>
<thead>
<tr>
<th>Name and position title</th>
<th>Organization and Address</th>
<th>Phone number</th>
<th>Fax number</th>
<th>E-mail address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms Ngakiri Teaea Chief Nursing Officer</td>
<td>Ministry of Health</td>
<td>+682 29664</td>
<td>+682 22670</td>
<td><a href="mailto:n.teaea@health.gov.ck">n.teaea@health.gov.ck</a></td>
</tr>
<tr>
<td></td>
<td>P.O. Box 109</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hospital Health Services</td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Rarotonga, Cook Islands</td>
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</tr>
</tbody>
</table>
5. **Category and functions of nurses, midwives**

<table>
<thead>
<tr>
<th>Category</th>
<th>Entry requirement</th>
<th>Length of training</th>
<th>Level/Credential</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurse Practitioners</td>
<td>General nursing</td>
<td>1 yr</td>
<td>Certificate</td>
<td>Independent practitioner who provide primary health care in the outer islands</td>
</tr>
<tr>
<td>Registered Nurse</td>
<td>Form 6 school certificate –NCEA Level 2 or higher</td>
<td>3 yrs</td>
<td>Certificate</td>
<td>General Nursing</td>
</tr>
<tr>
<td>Registered Midwife</td>
<td>Most trained in NZ or at Fiji School of Nursing</td>
<td></td>
<td></td>
<td>Speciality in Midwifery</td>
</tr>
<tr>
<td>Enrolled Nurses</td>
<td>Years of practical experiences with informal training</td>
<td>6 months</td>
<td>Certificate</td>
<td>To upgrade the skills and knowledge of all Nurses in the Nurse Aide category to provide basic nursing care</td>
</tr>
<tr>
<td>Hospital Aides</td>
<td>Informal Training</td>
<td></td>
<td></td>
<td>Basic Nursing Care</td>
</tr>
<tr>
<td>Compassionate Nurses</td>
<td>Informal Training</td>
<td></td>
<td></td>
<td>Basic Nursing Care</td>
</tr>
</tbody>
</table>

6. **Nursing and Midwifery Education** (include a diagramatic illustration if available and the total number of nursing and midwifery schools)

The Cook Islands School of Nursing re-opened 1998 with an intake of 12 nurse students. Ten new students have been confirmed to commence nurse training 21 February 2000.

Post Graduate Training
- MA – 2
- Bs Nursing – 4
- ADN – 6

Between 1966 and 1970, a small number of Cook Island nurses trained in Fiji.
The Cook Islands' School of Nursing was established in 1977. This programme has produced a small but steady stream of RNs since then, apart from a two-year disruption in 1996 and 1997 when the economic crisis affecting the country resulted in the loss of experienced nurses and the closure of the Nursing School.

In 1991 7 RN's in the first Nurse Practitioner programmed sponsored by WHO. In 2001, the three-year basic programme was reviewed by a WHO consultant and upgraded to a three-year diploma of nursing. In 2002 a six months Enrolled Nursing (EN) programme for experienced hospital aides was funded by NZAid. 15 graduated from this programme. In 2008, a ten month Nurse Practitioner (NP) programme for Registered Nurses was funded by NZAid. Nine NPs graduated from this programme. A major shortage of doctors covering the outer islands was the impetus to accomplish this training and all the RNs who undertook this training were contracted to work on an identified outer island for three years post graduation. Also, 12 registered nurses graduated from a three year diploma in this year. In 2009, the Nursing School was closed while a review of the curriculum was undertaken by consultants from the Auckland University of Technology.

License, Registration and Renewal system
- Cook Islands Nurses Annual Practicing Certificate Renewal every year by Cook Islands Nursing Council.
- In 2010, The nursing council committee review the Annual Practicing Certificate fee from $5.00 per annual to $20.00
- Contract Workers Registration Renewal every year by the Nursing Registrar

7. Resources available (e.g. standards, practice guidelines, protocols, policies on nursing and midwifery policies, etc)

<table>
<thead>
<tr>
<th>Subject/Title</th>
<th>Year published</th>
<th>Description</th>
<th>Contact (Name, Address, Telephone No., Fax No., E-mail, etc.)</th>
</tr>
</thead>
</table>
| Primary Clinical Care         | 1990           | Guidelines to serve as standard of clinical care for Nurse Practitioners in the Outer Islands. | Ngakiri Teaea  
Chief Nursing Officer  
Ministry of Health  
P.O. Box 109  
Rarotonga, Cook Islands  
682 22664 Ext 802 |
| Ministry Of Health Personnel Policies & Procedures | 2007 | This policy is designed to provide effective work focus, development opportunities and feedback, and recognition and reward to staff to help enhance personal performance levels and consequently levels of the Ministry. | Marama Anguna-Human  
Resource Manager  
Ministry of Health  
P.O.Box 109  
Rarotonga, Cook Islands  
682 29664 Ext 707 |
| Cook Islands Nursing Standards| May 1991 – 1st edition | To promote quality assurance, these standards can be used as a benchmark to guide nurses in their every day practice and in the delivery of safe and quality nursing outputs. | Ngakiri Teaea  
Chief Nursing Officer  
Hospital Health Services  
P.O. Box 109  
Rarotonga, Cook Islands  
682 22664 Ext 802 |
### Ministry of Health Patient Referral Policy

**Policy:** Sets the direction for the future enhancement of this system, increased efficiency and access to quality, safe, seamless and sustainable services, and improved population health outcomes.

**Marama Anguna-Human**
Ministry of Health
Rarotonga
Cook Islands
Ph: 682 29664 ext 707

### Ministry of Health Incident Reporting System Policy & Procedure

**Policy:** To establish a consistent process (and computerised system) for the reporting, collation, analysis and monitoring of clinical (and non-clinical) incident details, including contributing factors and outcomes.

**Upoko Matapo-Quality Manager**
Hospital Health Services
P.O.Box 109
Rarotonga
Cook Islands
Ph: 682 22664

### 8. Main nursing issues/priorities

- To review Nurse/Midwives Nursing Standards and Nursing Competencies and Ethics.
- To re-open and ensure the sustainability of the Nursing School.
- Progress towards accreditation of the School of Nurings’ Diploma Programme.
- Nurses to be involved in Research Programmes.
- Salary Adjustment according to Staff Performance Appraisals.
- To sustain nurse/midwives continuous professional developments (CPD).
- Nurses/Midwives career pathways in clinical nursing.
- Not all nurses have access to extract the patients informations/datas on the MEDtech for monitoring tool system.

### Main midwifery issues/priorities

- Lack of funds to send midwives abroad for attachment.
- To increase the number of ante-natal class attendance.
- Lack of equipments to managed and monitor abnormal newborn.
- To develop own midwives orientation competencies.

### 9. Important policies or strategies needed

- To review the Nurses Acts 1986, Nursing Standards, Nursing Competencies and Nursing Ethics.
- Midwifery to be recognized in legislation and the development of midwifery competencies.
• Capacity Building in Research for all nurses/midwives for evidence based practice.
• Development and incorporation of competencies for Nurse practice during disaster situations.

10. Does your country have a National Health Plan and or Human Resources for Health Strategy? How have Nursing and Midwifery workforce policies been integrated into this plan/s?

Cook Islands Ministry of Health has a National Health Strategy plan in place it integrates nurses/midwives in the plan through:
• The health strategy action plan emphasizes a multi sectoral approach across all sectors for the delivery of health care services that is quality driven and people focus.
• The strategy also recognizes the need to improve health outcome under the 3 MDG’s-
  MDG 4 reduce child mortality
  MDG 5 Improve Maternal health
  MDG 6 Combat HIV/AIDS and other health diseases.
• Strengthening health sector policy, planning and regulations, improve data collection, monitoring and evaluation.
• Improving information, communication and technology systems and strategies to provide accessible and accurate health information.