1. Historical events in nursing and midwifery (e.g. milestones in the development of nursing and midwifery)

<table>
<thead>
<tr>
<th>Year</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td>The Queen Salote School of Nursing upgraded their nursing program qualification to a Diploma of Nursing.</td>
</tr>
<tr>
<td>2008</td>
<td>Country specific nursing competencies developed.</td>
</tr>
</tbody>
</table>
| 2010 | • Indicators to measure nursing competencies were developed and implemented in the QSSN to assess student performance annually.  
      • 1st International Tongan Nurses Conference held in Nuku'alofa attended by Tongan nurses from Tonga, New Zealand and Australia (next conference to be held in 2012).  
      • Registration of QSSN with Tonga National Qualification and Accreditation Board as a Higher Education School Provider. |

2. Regulations and Laws

2.1 Act or Law

<table>
<thead>
<tr>
<th>Regulation focus</th>
<th>Target Nurse/Midwife categories</th>
<th>Title of Act or Law</th>
<th>Year</th>
<th>Regulatory authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Practice of Nursing and Midwifery</td>
<td>Registered Nurses and practicing midwives</td>
<td>Nurses Act 2004</td>
<td>2004</td>
<td>Tonga Nurses Board</td>
</tr>
</tbody>
</table>

Nb. Proposed update to include Nursing practitioners in legislation.
## 2.2 Regulatory authority

<table>
<thead>
<tr>
<th>Authority</th>
<th>Address</th>
<th>Phone No.</th>
<th>Fax No.</th>
<th>e-mail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tonga Nurses Board (Chaired by CNO)</td>
<td>P.O. Box 59 Nukualofa, Tonga</td>
<td>(676) 23200 Ext. 1419</td>
<td></td>
<td><a href="mailto:tahio@health.gov.to">tahio@health.gov.to</a></td>
</tr>
<tr>
<td>Tonga National Qualification and Accreditation Board</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 3. Nursing and/or Midwifery Associations

<table>
<thead>
<tr>
<th>Name of Association</th>
<th>Address</th>
<th>Phone No.</th>
<th>Fax No.</th>
<th>E-mail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tonga Nurses Association</td>
<td>P.O. Box 150 Nukualofa, Tonga</td>
<td>(676) 23200 Ext. 1419</td>
<td></td>
<td><a href="mailto:spaasi@health.gov.to">spaasi@health.gov.to</a></td>
</tr>
</tbody>
</table>

* Nb. Midwives included in Nurses association.

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

<table>
<thead>
<tr>
<th>Name and position title</th>
<th>Organization and Address</th>
<th>Phone No.</th>
<th>Fax No.</th>
<th>E-mail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sr Sela Paasi, Chief Nursing Officer</td>
<td>Ministry of Health Vaiola Hospital P.O. Box 59 Nukuálófa, Tonga</td>
<td>(676) 23200 Ext 1419</td>
<td></td>
<td><a href="mailto:spaasi@health.gov.to">spaasi@health.gov.to</a></td>
</tr>
<tr>
<td>Ms Amelia Tuipulotu, Matron, Vaiola Hospital</td>
<td>Ministry of Health Vaiola Hospital P.O. Box 59 Nukuálófa, Tonga</td>
<td>(676) 23200 Ext 1329</td>
<td></td>
<td><a href="mailto:amyafuhaamango@hotmail.com">amyafuhaamango@hotmail.com</a></td>
</tr>
<tr>
<td>Sr Afu Tei, Supervising Public Health Sister (In charge of Reproductive Health)</td>
<td>Ministry of Health Vaiola Hospital P.O. Box 59 Nukuálófa, Tonga</td>
<td>(676) 23200 Ext 1320</td>
<td></td>
<td><a href="mailto:atei@health.gov.to">atei@health.gov.to</a></td>
</tr>
<tr>
<td>Sr Tilema Cama, Principal, Queen Salote School of Nursing</td>
<td>Ministry of Health Vaiola Hospital P.O. Box 59 Nukuálófa, Tonga</td>
<td>(676) 23200 Ext 1360</td>
<td></td>
<td><a href="mailto:tcama@health.gov.to">tcama@health.gov.to</a></td>
</tr>
</tbody>
</table>
5. Categories and functions of nurses and 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>Registered nurse</td>
<td>Pass PSSC with aggregate 14 or less (University entrance examination)</td>
<td>3 years</td>
<td>Diploma of Nursing</td>
<td>The first category of nurses after graduating from training schools. Scope of practice include delivery and care of mother and baby</td>
</tr>
<tr>
<td>Nurse Midwife</td>
<td>Registered Nurses of 5 years experience or more</td>
<td>1 year</td>
<td>Advanced Diploma of Nursing (Midwifery is certificate level)</td>
<td>This course only takes place once every 3 to 5 years based on demand from health service. Practice midwifery both in hospitals and in the communities</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>A registered nurse and midwife</td>
<td>13 months</td>
<td>Certificate</td>
<td>This training takes place in Fiji. Scope of practices include; prescribing. The nurse practitioners work mostly in health centres and outer island health stations</td>
</tr>
</tbody>
</table>

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

There is one nursing school in Tonga, the Queen Salote School of Nursing, run by the Ministry of Health. It is currently running:

- A three year program exiting with a Diploma of Nursing (Registered Nurse)
- A one year post-basic midwifery training exiting with an Advanced Diploma of Nursing (Midwife)
- In-service training support to the nursing division, through National Structure IST for the purpose of disseminating new polices/directives and capacity building of nursing staff as civil servants; in-service training on specific technical programmes like HIV/AIDS etc; in-service training for the purpose of meeting training needs identified by nursing supervisors
Organization structure – QUEEN SALOTE SCHOOL OF NURSING

MINISTER FOR HEALTH

DIRECTOR OF HEALTH

SUB-TECHNICAL COMMITTEE

MOH PROMOTION AL BOARD

TRAINING DEVELOPMENT COMMITTEE

PUBLIC HEALTH
Dr. M. Áke

CLINICAL SERVICES
Dr. S. Latu

NURSING SERVICES
Sr. S. Paasi

DENTAL SERVICES
Dr. S. Tomiki

HEALTH PLANNING
Mr. V. Ika

ADMINISTRATION
Mr. T. Áhio

HEADS OF NURSING SECTIONS COMMITTEE

CLINICAL NURSING SERVICE

NURSING EDUCATION

PUBLIC HEALTH NURSING

SENIOR TUTOR SISTER
Sr Á. Tuípulotu

SENIOR TUTOR SISTER
Sr Meleána Taái

SENIOR TUTOR SISTER
Sr Kathy Vaka

Tutor Sister Graduate (Midwifery) Áa....
Clinical Tutor Sister Graduate Ána Fevaleak...
Nursing Sister Graduate Matangis Inga...
Nursing Sister Graduate (Midwifery) Lower Mafi...
Nursing Sister Graduate Mele Áteukaho...
Nursing Sister Graduate Mele Áteukaho...
Nursing Sister Graduate Meleiu Filise (Reliever)

NURSING STUDENTS

Supporting Staff (Daily)
1. Computer operator Gr. III Siutstí Fakaloatonga
2. Librarian Danny Fahaivalu
3. House keeper

Last Update: March 2013
7. **Resources available** (e.g. practice guidelines, standards, policies on nursing/midwifery workforce)

<table>
<thead>
<tr>
<th>Subject/Title</th>
<th>Year published</th>
<th>Description</th>
<th>Contact (Name, Address, Phone No., Fax No., E-mail, etc.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurses Act 2001</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Competency Standards for Registered Nurses in Tonga</td>
<td>2001</td>
<td>The approved competencies for registered nurses in Tonga</td>
<td>Tuákoi Áhio, Registrar, Tonga Nurses Board Vaiola Hospital Nukuálófa, Tonga Phone: (676) 28233 Ext 1416 Email: <a href="mailto:tahio@health.gov.to">tahio@health.gov.to</a></td>
</tr>
<tr>
<td>Reproductive Health Policy – 2008 RH Strategy: 2008 - 2011</td>
<td>Pending</td>
<td></td>
<td>Sr Sela Paasi, Chief Nursing Officer, Ministry of Health, Nuku’alofa, Tonga Phone: (676) 28233 Ext 1419 Email: <a href="mailto:spaasi@health.gov.to">spaasi@health.gov.to</a></td>
</tr>
<tr>
<td>Evidence Informed Guidelines for the Management of Sexually Transmitted Infections</td>
<td>2009</td>
<td></td>
<td>Sr Sela Paasi Chief Nursing Officer Ministry of Health Nuku’alofa, Tonga Phone: (676) 28233 Ext 1419 Email: <a href="mailto:spaasi@health.gov.to">spaasi@health.gov.to</a></td>
</tr>
</tbody>
</table>

**Other unpublished documents:**
- Public Service Commission Policies and Procedures
- Hospital Nursing Policies and Procedures
- Midwifery protocol
- Family Planning Policy and Guidelines
- Quality Management System – QSSN
- Student Assessment Policies and Procedures

8. **Main nursing issues/priorities**

- Developing Competency Standards for RN in Tonga
- Succession planning for nursing
- Capacity building for all nurses in NCD and NCD related problems.
- Curriculum review to upgrade standards of all nursing programs, have a competency based nursing program
- Work to accredit nursing programs with Tonga National Qualification and Accreditation Board
- Need a program for new graduates for continued learning and supervision during practice.
Main midwifery issues/priorities

- Competencies developed for midwifery practice.
- Insufficient experienced teachers particularly trained in midwifery skills.
- Succession planning for midwives.

9. Important policies or strategies needed

- Amendment of Nurses Act 2004 to include Nurse Practitioners
- Competency standards for Midwifery and Nurse Practitioners
- Review of Nursing Policies and Procedures for Hospitals and Health Centres
- Training and Development Plan for Nurses- particularly up skilling to nurse practitioner roles with prescribing authority.
- Disaster Management Strategy for Vaiola Hospital
- Development of a Need-based In-service training Mechanism

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?

- Yes there is a government plan- cooperate plan of the Ministry of Health and is annually reviewed.