



IKUGA FONO

FONO FAKAMUA
10 – 11 MATI 2016
FAKAOFO

FONO FAKAMUA

10 – 11 MATI 2016

MATAKUPU	PAHINA
1. Filifiliga o te Takitaki Fono mate Hui Takitaki Fono	3
2. Amanakia o he Hui Fono Fakamua.....	3
3. Koleniga Pulepule Lelei.....	3-4
4. Fakatautoga a Leoleo.....	4
5. Matakupu.....	4
6. Iloiloga o te Tupe.....	4-7
7. Peleni 2016-2020.....	7-8
8. Iloiloga Ola Malolo:Auala ki mua.....	8-9
9. Fakaleleiga atili o Akoakoga: Peleni.....	9
10. Komihi mo te Kaufaigaluega.....	9-14
11. Fakatulagaga o na Totogi o te Kaufaigaluega	14-15
12. Fakapolokalamega o na Matakupu a te Fono Fakamua.....	15
13. Fakaleleiga o te Pulepulega o Fagotaga.....	15-16
14. Fenua Lihi.....	16

Pepa Fakapipiki

1. *Takutinoga a Leoleo Tokelau*
2. *Fakahologa o na Matakupu a te Fono Fakamua, 10-11 Mati 2016*
3. *Ioiloga o te Tupe 2015/2016*
4. *Fakaleleiga atili o Akoakoaga: Peleni*
5. *Komehina o te Kaufaigaluega Tautua: Taki o Galuega*
6. *Fakatulagaga o na Totogi*
7. *Fakaleleiga o te Pulepulega oo Fagotaga*

1. FILIFILIGAO TE TAKITAKI FONO MATE HUI TAKITAKI FONO

Na amanakia e te mamalu o te Fono Fakamua na Hui na filifilia mai e te Taupulega o Fakaofo ma na matau ma malilie ki ei te Fono Fakamua ki na hui ienei kua fakatu.

- i. Samu Pili, Takitaki Fono
- ii. Sela Sophie Tyrell-Saumani, Hui Takitaki Fono

2. AMANAKIA O HE HUI FONO FAKAMUA

Na hakili he maliega o te Fono Fakamua e te kaufono a Fakaofo, ke amanakia te Hui Fono ki a Iona Teata ke hui e ia te Hui Fono Fakamaua na filifilia, Tinielu Tuumuli.

I te matau ko te Hui na fakatino tana tautoga muamua I te nofoakiga a na hui Fono Fakamua eiei nei, na fakafehili ni hui mo he fakamaninoga o te tulafono, pe manakomia ke toe fakatino he fakatautoga.

I he matauga ko te tulafono e he manino, ko te Fono Fakamua na:

- i. Amanakia ma matau te fakatautoga na fakatino e Iona Teata, Hui Fono Fakamua ma hui Fono Fakamua na filifilia, Tinielu Tuumuli, ma
- ii. Fakatonu te Ofiha o te Malo Fakaauau ke ie he Tulafono fakatonu ai na vaega tau ki te fakatautoga o na hui e hui e ki latou ni hui tofia ki te Fono Fakamua.

3. KOLENIGA PULEPULE LELEI

Ko te mamalu o te Fono Fakamua na kavea te avanoa tenei, mo he vaega ke fakaauauai ai te Polokalame Pulepule Lelei (GGP), ke toe fakamanatu ki na Hui Fono Fakamua ki na tiute I lalo o te Fakavae o Tokelau ma na taki a te Fono Fakamua

Ko te Fono Fakamua na:

- i. Amanakia ma talia te kauhaga tenei, ma

- ii. fakatonut te kauhaga tenei ko na avanoa mo ni koleniga o te Pulepule Lelei, ke fakailoa mamao ma fakamautinoa e lava te taimi e fakatino ai kae ke mafai ai na kaufono ke fetufaaki ai;

4. FAKATAUTOOGA A LEOLEO

I he amanakiaga o te lagolago malohi e na Taupulega e tolu te Takutinoga a Leoleo, ko te Fono Fakamua na:

- i. paahia te Takutinoga a Leoleo (Pepa Fakapipiki 1); ma
- ii. Molimaugia te fakatinoga o te Takutinoga a na ofiha leoleo:
 - .Hatini Safiti Gaualofa, Fakaofo
 - .Hatini Sefo Leo, Nukunonu
 - .Leoleo Faamaoni Iosua, Atafu
 - .Leoleo Hegalo Taumanu, Atafu
 - .Leoleo Kovati Gasologa, Fakaofo
 - .Leoleo Tavita Pue, Fakaofo
 - .Leolo Heo Peleni, Fakaofo
 - .Leoleo Gaualofa Gaualofa, Fakaofo
 - .Leoleo Aleki Manuele, Nukunonu
 - Leoleo Ioane Levi, Atafu
 - .Leolo Tegei Salesio, Nukunonu
 - .Leoleo Viliamu Ioapo, Nukunonu

5. FAKAHOLOGA O NA MATAKUPU A TE FONO FAKAMUA

Ko te Fono Fakamua na:

- i. Pahia te Fakahologa o na Matakupu (Pepa Fakapipiki 2);

6. ILOILOGA O TE TUPE 2015/2016

I te amanakia ko na talanoaga auiliili o te Iloiiologa o te Tupe na fakataunuku I te fonotaga a te Komiti Tupe, ko te Fono Fakamua na matau e:

- i. E hilia i he \$2,961,579 te tupe na maua (*actual*) i te tupe maua na fuafuagia (*budget*); ma
- ii. \$4,923,665 te tupe na fuafuagia e fakafano e he ki fakaaogagia.

Ko te Fono Fakamua na malilie:

- i. ki na talohaga tupe ienei

Akoakoga: Hikimi Hikolahipi	\$100,000
Femalagakiga: Fakatupega mo ni vaka kehe	\$1,600,000
OCOG: Tuhiga Igoa 2016	\$80,000
TeleTOK: Telefoni Taukave	\$450,000
TeleTOK: Fakaleleiga o te Sola	\$300,000
EDNRE – Fakaopoopoga ki te Paketi	\$90,000
Akoakoga – Fakaopoopoga ki te Paketi	\$130,000
Femalagakiga – Fakaopoopoga ki te Paketi	\$40,000
OCOG: Fehoahoaniga mo ni Konekalate mo he taimi pukupuku	\$100,000
OCOG: Fakatau o te Fenua I Matautu	\$2,500,000
Atafu: Mahini huhunu otaota	25,000
Toe totogi te tupe a Fakaofo – fale mo na ma mo te sola	103,000
AOFAKI	\$5,518,000

- i. fakatupe na talohaga tupe e takua I luga

Fakatupega Atiakega a Tokelau	\$118,000
Tupe Fakaopoopo Tupe Maua mai te Hone Fagota	\$5,400,000
AOFAKI	\$5,518,000

Ko na fakamatalaga na talanoa kiei mo te Iloiloga o te tupe 2015/2016 na fakatino e te Komiti Tupe,

Ko te Fono Fakamua na:

- i. **malilie** kafai e iei he tahi tupe maua fakaopoopo mai te Hone Fagota i te tauhaga tupe tenei, ke fakaopoopo ki te Fakatupega Atiakega a Tokelau (*Tokelau Development Fund*) mo he vaevaega a te Komiti Tupe i te tauhaga tupe fou;
- ii. ke fehoahoani ki te fakatinoga ma ni fakaleleiga fakaauau mo te fakatalanoaga o te paketi i te lumanaki, ke **malilie** ke:
 - a. toe fakamalohia tana tulafono ke fakapepa uma na matakupu e manakomia ke fakatalanoa e te fono, e aofia ai na talohaga tupe;
 - e. fakatonu te Mataeke o te EDNRE ma te Ola Malolo ke kimata te fehoahoaniga mai Atafu fakaholo mai ai ki Nukunonu ma Fakafo mo te hakilikiliga ma te fakatauga o he mahini huhunu otaota e talafeagai;
 - i. fakatonu te Mataeke o te Ola Malolo ke tautali ki te manakoga ke atiake te mafai o na kaufaigaluega falemai ke tapena he tino maliu e tuku ki te puha aiha teu tino maliu, fakatahi ai ma te falitega o he potu talafeagai ke teu ai te puha aiha teu tino maliu;
 - o. fakamakeke ki na fakalapotopotoga i na nuku ke galulue tafapili ma te Taupulega ke mautinoa e atafia o latou manakoga i na fakatutuga tupe a te Taupulega;
 - u. fakatonu te Mataeke o Femalagakiga ke galulue tafapili ma na nuku ke fakamautinoa e polokalame fakalelei na vaka ma fakaaoga fakalelei ai foki te fakatupega e fakafano ki na vaka kehe;
- f matau e fakamautinoa e te Mataeke o te Tupe ko te fakatupega mo te fale ma o Fakafo, e he ki totogia, oi kua fakataunuku ai te totogiga o te fakatupega tenei ki Fakafo.
- g fakatonu te Teletok ke tuku mai ki te Fono Fakamua ka hohoko a latou lipoti tupe ma te lipoti o te piliota.tk kua fakamaonia e he huketuhi

7. PELENI 2016 – 2020

Ko te Fono Fakamua na:

matau:

- i. kua kamata na talanoaga ma fakamatea ai te tautuaga I te Ea, Fakamatatalga Fehokotakiga Fakaonaponei, Pulepulega ma na Galuega Lalahi, ni vaega pito hili te taua ke fakatutupu I te vaega muamua o te peleni Fakavae mo Atiakega 2016 – 2020: te ‘Peleni’ o te Peleni Atiake a Tokelau mo he Vaitaimi Loa
- ii. kua kamata na talanoaga ma Niu Hila ke hakilikili ni avanoa/ auala mo ni lihohi ke fakataunuku ai na vaega taua ienei, ma eiei na galuega e manakomia ke fakatino ke fakaauau ai na talanoaga a te Ulu o Tokelau ma Minihita McCully mo te fakamautinoaga o te fakaleleiga o te olaga ola o Tokelau; ma
- iii. te manakomia ke iei he Peleni fakaataata mo he talanoaga ma he tonu a te Fono Fakamua
- iv. **toe fakaleo** te tulaga e taua ke fakamautinoa e aofia ma manino i te Peleni na manakoga ma na lagona o na nuku ma te Taupulega ma e taua foki ke galulue fakatahi ki te fakataunukuga;
- i. **matau** te lahi o na matakupu e manakomia ke kikila totoka kie i ve ko na fakailoga o te tulaga o te olaga ola ma te fakataunukuga o tautuaga, na alagatupe maua, ma te levolo e tatau o na iei ai te hao o te malo ki na tau o he tautuaga kae ke mautinoa ai e katoa he kikilaga kie i te Peleni;

malilie:

- i. ke fakatu he Kulupu Galue ke kikila ki he auala pito hili o na taoga ke fakamatea ai I te Peleni na matakupu kua takua i luga; ma
- i. ke fakatalanoa te Peleni ki na nuku ma na Taupulega i he taimi vave
- ii. **fakatonu** te Kaufaigaluega Hinia ke tuku mai he fautuaga pe ni hikili vehe a te manakomia i he tino ke kavea ma hui I te Kulupu Galue.

Ma, na **matau** e te Fono Fakamua te fia ahiahi mai ki Tokelau o Minihita McCully.

8. ILOILOGA O TE OLA MALOLO: AUALA KI MUA

I he matauga ko te matakupu tenei na tuku atu e te fonotaga a te Fono Fakamua taluai ki ni talanoaga fakaopoopo a te Taupulega a Fakaofo ma I he matauga o na lagona mai na Taupulega takitahi, ko te Fono Fakamua:

- i. agai ki te Fautuaga 1 mai te Iloiloga o te Ola Malolo, **malilie** ke taukikila te kaufaigaluega ola malolo a Atafu ma Nukunonu e te Mataeke o te Ola Malolo kae ke gafa pea te Taupulega ma te taukikilaga o te kaufaigaluega Ola Malolo a Fakaofo kae he taofia ai te fehoahoaniga a te Mataeke e tatau ke tuku mai ki te kaufaigaluega ma te Taupulega ve o na iei ai i te taimi nei; ma
- ii. agai ki te Fautuaga 6, **malilie** mo te taimi nei ke fakalelei, fakakoloa pe ko hea lava na lihohi e manakomia i te falemai Hagato Iohefo, Nukunonu ke kavea ma Falemai Kautu o te Atunuku mo na Tauale Hikitia kae fakaauau na galuega ke fakamautinoa e katoa foki na tautuaga ienei mo na falemai i Fakaofo ma Atafu i te lumanaki.

9. PELENI 4-7 TAUHAGA MO AKOAKOGA

I he matauga ko te peleni e fautuagia ko ni huiga ki te tulaga o akoakoga I Tokelau I he tautali kin a popolega o na nuku na fakahula I te Lipoti a te Iloiloga o Akoakoga, ko te Fono Fakamua na:

- i. **matau** te tau matemate mo te fakataunukuga i na tauhaga takitahi e \$4 miliona;
- ii. **matau** te tau matemate mo te fakataunukuga o te 4 tauhaga e \$4 miliona;
- iii. **matau** foki te levolo o te fakatupega e manakomia e te mataeke ma na nuku mo te fakataunukuga o te peleni tenei;
- iv. **pahia** te Peleni mo Akoakoga [**pepa fakaopoopo 4**]; ma
- v. **fakatonu** te Mataeke o Akoga ke:

- a. tuku atu ki na nuku takitahi he kotokotoga o na vaega ma o na fakatupega e gafa ma ia i lalo o te Peleni mo Akoga; ma
- e. fakamautinoa e katoa he malamalamaga o na Taupulega takitahi ki te peleni ma na vaega ka gafa ma ia.

10. KOMIHI MO TE KAUFAGALUEGA TAUTUA

I he matauga ko te galuega na tuku atu e te Fono Fakamua ki te Komiti Fakapitoa ko te fatuga o he Taki o Galuega mo te Komihi mo te Kaufagaluega, ko te Fono Fakamua na:

- i. **fakaali te agaga fakafetai** ki te Komiti mo te galuega fakatino i te tukufakatahiga o te Taki o Galuega;
- ii. **lagolago** te Taki o Galuega I ni huiga ke fakamatea atili na vaega ienei:
 - a. na tiute o te Taupulega ma te Malo Fakaauau I te tofi fakagluetino ma na tiute o te Komihi;
 - e. e ui ko na takiala ma na polihia e gafa ma te Komihi, e apalai ki na tino galulue uma e tuha pe ko ai te fakagluetino;
 - i. fakamanino te hao o te Komihi ki te tofia ma te filifiliga o he tino galue
 - o. ke manino atili te tutautahi o te Komihi ma te manakoga ke galulue tafapili ma na fakagalue tino

Ma, i he matauga o te manakoga ke fakagalue loa te Komihi I he taimi vave, ko te Fono Fakamua na:

- f. **fakatonu** te Komiti ke toe teuteu te Taki o Galuega mo he kikilaga a te Fono Fakamua taeao [Aho Falaile, 11 Mati] mo hana pahiaga; ma
- g. **malilie** ke kikila ki te auala e tofia ai he Komihina ma na hikili e manakomia i te tofi ka maea te pahiaga o te Taki o Galuega.

I te Aho Falaile, 11 Mati na toe tuku mai ai na teuteuga o na Taki o Galuega mai te Komiti ma na matau mo te agai ki mua e mafai ke fai kiei nie tahi fakaopoopoga/teuteuga kafai e manakomia, ko te Fono Fakamua,

- h. **paahia** na Taki o Galuega (Pepa Fakaopoopo 5) ma e aofia ai na tiute ienei:

- i. fakatino te tonu a te Fono Fakamua ke hikitia ia Tagata faigaluega ki Tokelau

Malu puipua ona faila mo tagata faigaluega tautokatahi

- i. Tuku fakatahi te Peleni mo te Atiakega o Tagata Faigaluega ma fakamautinoa e atagia I te Peleni tenei na manakoga o na nuku ma na mataeke uma.

I he kikilaga ki te fakafehili pe ko afea ma pe ko ai foki te tofia ma fatu na taki mo te filifiliga, ko te Fono Fakamua na:

malilie ke:

- i. fakatino uma na vega e manakomia, e I loto ai na huiga ki te tulafono ate Fono Fakamua mote paahiaga I tana fonotaga ka hohoko
- ii. mulimuli taki kite filifiliga ohe tino galue ite auala mahani ma, he takitahi hui mai na Tokelau ke I loto o te kauhaga tenei ke fehoahoani ki te fakatuga o he tino mo he paahiaga a te Fono Fakamua ka hohoko;
- iii. ko ia kua filifilia e tatau ko he tagata nuku Tokelau mae e ia te ia te mafai agavaka ke taukave ai na tiute e atagia I loto ona Taki o Galuega;
- iv. mulimulitaki ki te tauhaga litaea e takua I te Takiala o Tagata Faigaluega.

fakatonu te Komiti ke:

- i. fatu ma tuku mai kite Malo Fakaauau ma na Taupulega mo he latou kikilaga kite auala e fakatino ai te filifiliga o he tino faigaluega ke mafai ke fakatino I te fakaikuga o te tauhaga tupe tenei; ma

- ii. fatu he ata fakaataata mo te tuhi fakahalalau ki te avanoa ma tuku atu kina Taupulega mo he matauga kae ko heki fakahalalau te avanoa.

11. FAKATULAGAGA O NA TOTOGI

I te amanakiaga kua teuteu te fakatulagaga o na totogi ke atafia ai te 10% hikitaga e ve o na pahia i te Fono Fakamua kua teka, ma i he matauga foki kua toe fakatalanoa na Taupulega agai ki te lipoti vena foki ma na teuteuga kua iei, ma i he matauga o te lagolago a na Taupulega fakatahi ai ma ni popolega fakahula, ko te Fono Fakamua na:

- i. **pahia** te Fakatulagaga o na Totogi ma na hiuga[**pepa fakaopoopo 5**] ki na levolo totogi o na kaufaigaluega nuku, Kaufaigaluega Totogi Itula 1 ma te 2, vena ma na Pule fakahoa o na nuku ki te levolo o te Pule Fakahoa Apia, ke fakatino loa;
- ii. **malilie:**
 - a. ke kamata mai i te aho 1 Mati 2016;
 - e. ko latou e galulue faka-konekalate ma e i fafo o te fakatulagaga kua pahia e fakatotoka te tulaga tenei kafai e toe fakaauau pe fakafou te konekalate; ma
 - i. ko na konekalate fou uma ke tauhihi ki te fakatulagaga kua pahia.
- ii. **fakatonu** te Ofiha o te Atiakega o Tagata Faigaluega ke galulue tafapili ma te Mataeke o te Tupe ke fuafua te tau o te fakatulagaga fou o na totogi ma fakailoa ki te Fono Fakamua / Malo Fakaauau/Taupulega, I he taimi vave.

12 .FAKAPOLOKALAMEGA O NA MATAKUPU A TE FONO FAKAMUA

I he matauga ke kikkila te Fono fakamua ke mafai na matakupu ke totoka lelei te fefaiakiga, ma ke lava lelei foki he taimi ke fakatalanoa ai ma fai he fakaikuga; kote Fono Fakamua

- i. **fakatonu** te Malo Fakaauau ke kikila totoka ki te fakapolokalamega o na aho Fono a te Fono Fakamua ma;

- ii. **malilie** mo te lumanaki ke kikila totoka te fefaiakiga o na matakupu a te Fono Fakamua mea manu kua iei te tatou paopao (Mataliki)

13. FAKALELEIGA O TE PULEPULEGA O FAGOTAGA: FAKATAUNUKUGA

Ko te Fono Fakamua na:

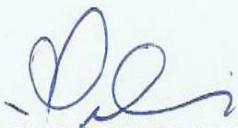
- i. **paahia** te faatinoga ma te fefaiakiga ona fakatinoga o na fakaleleiga ki na Fagotaga a Tokelau (Pepa Fakaopoopo 7)
- ii. fakatonu te Ofiha o Faiga Fiava ke galulue fakatahi ma te Faufautua mo te Atiakega o Tagata Faigaluega, ke fakamautinoa ke fakaavaga lelei te fauhaga o te Ofiha o Faigafaiva ki te Fauhaga o na Tautuaga Fakamua, ma e uhitakia te Fakatulagaga o na Totogi, kua pahia e te Fono Fakamua;
- iii. **fakatonu** te Mataeke o te Atiakega o te Tama o Kaiga, Koa o te Natula ma te Hikomaga ke fakamautinoa na vaega ienei:
 - a. ko te fakatulagaga e atafia ai na fakamatalaga haienitihi e ao ke ologatahi ma na galuega I te lipoti e manakomia mo te vena ma te pulepulega o te Fagotaga o te Hone ma te pulepulega o te gatai fale, ma;
 - e. ko na tino faigaluega uma o te Mataeke e tatau ke fakahe mai ki na nuku, ke tuku mai loa fakatahi ma o latou fakamanuiaga, fakatahi ai ma te tau o na tautuaga uma e gafa ma ki latou;

14. FENUA LIHI

I he matauga ko te taua o te matakupu tenei kina fenua e tolu e tatau ai ke kimata fakatalanoa lo ate matakupu kae ko heki nofoia te Fono Tupe e hohoko; ko te Fono Fakamua.

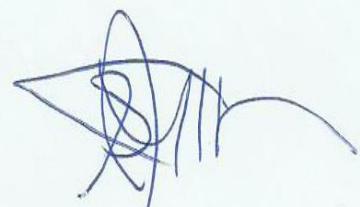
- i. **fakatonu** te Komiti o Fugafenua ke toe kikila ki te lihi o fugafenua I Tokeau ma Iloilo I he taimi vave; ma
- ii. **paahia** ko te Mataeke o Tautuaga Lagoalago ke gafa ma te fakamautinoaga e fehoahoani ki te komiti mo te fakatinoga o te tonu tenei ma te fakat

Fakamaonia e



I te
Samu Pili
(Takitaki Fono)

Aho 23/03/2016



I te
Sela Sophie Tyrell-Haumani
(Hui Takitaki Fono)

Aho 23/03/2016

LIHI O KI LATOU NA FAKATAHI KI TE FONO FAKAMUA

Kaufono Atafu

Faipule Kuresa
Minihita Haili Peau
Pulenuku Faafetai
Stan Lopa
Mika Kalolo
Tanu Filo

Kaufono Nukunonu

Faipule Siopili Perez
Pulenuku Panapa Sakaria
Salesio Lui
Lino Isaia
Sakalia Patelesio
Lepeka Amato-Perez

Kaufono Fakaofo

Faipule Afega Gaualofa
Pulenuku Mose Pelasio
Gau Gaualofa
Pale Sosene
Iona Teata
Fofo Tuisano
Malia Pue

Kau Hauatea

Elia Mamoe- Atafu
Filo Filo- Atafu
Ioane Nui Tumua- Nukunonu
Atonio Egeliko- Nukunonu
Penehe Tulafono- Fakaofo
Safiti Vavega- Fakaofo

Niu Hila

Linda Te Puni- Hui Ulu Fakatonu o Tokelau
Maria Reynen-Clayton
Anna Robinson
Scott David Bickerton
Maxwell Taylor

Kaufaigaluega Tautua

Ofiha o te Fono a te Malo Fakaauau

Jovilisi Suveinakama

Ake Puka-Mauga

Kele Lui

Lise Suveinakama

Tiso Fiaola

Paula Faiva

Manuele Puka

Whelma Villar-Kennedy

Sefo Tuia

Regina Pasilio

Mataeke o te Tupe

Heto Puka

Ioane Puka

Mataeke o te Ola Malolo

Dr Silivia Tavite

Rosa Toloa

Barbra Levi

Mataeke o Femalagaakiga ma Tautuaga Lagolago

Simona Mei

Mataeke o Akoga

Aleta Aleta

TeleTok

Tealofi Enosa

Mataeke o te Tama o Kaiga, Koa o te Natula ma te Hikomaga

Mika Perez

Peteleema

Tiga Galo

Luisa Naseri

Mataeke o te Malohiaga

Robin Pene

Ofiha o Leoleo Atafu

Leoleo Faamaoni Iosua, Atafu

Leoleo Hegalo Taumanu, Atafu
Leoleo Ioane Levi, Atafu

Ofiha Leoleo Nukunonu

Hatini Sefo Leo, Nukunonu
Leoleo Aleki Manuele, Nukunonu
Leoelo Tegei Salesio, Nukunonu
Leoleo Viliamu Ioapo, Nukunonu

Ofiha Leoleo Fakaofo

Hatini Safiti Gaualofa, Fakaofo
Leoleo Kovati Gasologa, Fakaofo
Leoleo Tavita Pue, Fakaofo
Leoelo Heo Peleni, Fakaofo
Leoleo Gaualofa Gaualofa, Fakaofo

Ofiha o te Taupulega Atafu

Sefo Vulu
Poasi Tuilotolava
Faleika Aleta

Ofiha o te Taupulega Nukunonu

Tino Vitale
Taase Perez

Ofiha o te Taupulega Fakaofo

Ianeta Tofiga
Mete Lui
Hina Kele
Pahilio Ioane



TAKUTINOGA A LEOLEO TOKELAU



Ko au ko..... E takutino atu e au ka ko fakatinoa ma te fakamaoni na tautuaga ki tagata ma te Malo o Tokelau. Ka ko fakatinoa oku tiuteko he leoleo, aunoa ma he fakailoga tino pe fakaupo, itagia pe ite loto he lelei ke taunukulava kite taimi e fanokehe ai au ma te tofi, ka ko puipuia te filemu i te mea e gata mai ai toku mafaiki ni holigatulafono agai ki tenofo filemu, ma i te taimi koi taukave ai e au te tofi, ko au, ite tulaga katoatoa o toku iloa oi fakatino uma na tiute ma te fakamaoni fakatatau kite tulafono, fehoahoani mai ko te Atua.

Pepa Fakapipiki 2

FONO FAKAMUA

08 – 10 Mati 2016

	Matakupu	Pahina
1.	Takutinoga a Leoleo – <i>Malo Fakaauau</i>	
2.	Iloiloga o te Tupe – <i>Komiti Tupe (Fakapepa Kehe)</i>	
3.	Peleniga 2016 – 2020 – <i>Malo Fakaauau (Fakapepa Kehe)</i>	
4.	Iloiloga o te Ola Malolo: Auala ki Mua – <i>Malo Fakaauau</i> 4.1 Lagona o te Taupulega – <i>Fakaofo</i>	
5.	Fakaleleiga Atili o Akoakoga: Peleni – <i>Malo Fakaauau</i>	
6.	Komihi mo te Kaufaigaluega – <i>Komiti Fakapitoa</i> 6.1 Lagona o te Taupulega – <i>Nukunonu</i> 6.2 Lagona o te Taupulega - <i>Fakaofo</i>	
7.	Fakatulagaga o na Totogi o te Kaufaigaluega – <i>Malo Fakaauau</i> 7.1 Lagona o te Taupulega – <i>Nukunonu</i>	
8.	Fakaleleiga o te Pulepulega o Fagotaga: Fakataunukuga – <i>Malo Fakaauau</i>	
9.	Hikimi Hikolahipi 9.1 Levolo o na fakamanuiaga o fanau takitahi: Ni fakamatalaga – <i>Malo Fakaauau</i> 9.2 Iloilo te Takiala – <i>Nukunonu</i> 9.3 Fanau nofo akoga I Fiji: Popolega ma he Fofo – <i>Fakaofo</i>	
10.	Fakatupega mo na Kaiga o ki latou e olo I na	

	Hikolahipi Pukupuku ki Niuhila – <i>Fakaofo</i>	
11.	Fakavae mo te Fakalapotopotoga o Takaloga – <i>Malo Fakaauau</i> 11.1 Lagona o te Taupulega – <i>Nukunonu</i>	
12.	Iloiloga o te na Tulafono Femalagakiga 1991 a Tokelau 12.1 Fakatu – <i>Nukunonu</i> 12.2 Fakatu – <i>Atafu</i>	
13.	Hikimi Tauale Hiki – <i>Fakaofo</i>	
14.	Aho o te Fuka a Tokelau – <i>Atafu</i>	
15.	Fenua Lihi – <i>Nukunonu</i>	
16.	Hikimi Hupa a Tokelau – <i>Malo Fakaauau</i>	
17.	Lipoti o Galuega Fakaauau a te Malo – <i>Malo Fakaauau (Fakapepa Kehe)</i>	

Lipoti e Fakahino Tonu kiei ni matakupu: Fakapepa Kehe

1. Fakatulagaga o Na Totogi: Lipoti a te Hay Group

Pepa Fakapipiki 3

17. Report of Ongoing Business - Council

APPENDIX 3

TOKELAU GOVERNMENT FINANCIAL BUDGET 2015/2016FY

NAME	REVENUE RESULTS		
	INITIAL APPROVED BUDGET FOR 2015/2016FY	MTR 2016 ADJUSTMENTS (MARCH '16)	TOTAL REVISED BUDGET 2015/2016FY
REVENUE ITEMS			
EEZ FEES - 15%	-2,750,000		(2,750,000)
EEZ FEES - 85%	-10,000,000	(5,400,000)	(15,400,000)
FISHING LICENSES : TOKELAU EEZ	-2,500,000		(2,500,000)
COMMEMORATIVE COINS	-60,000		(60,000)
STAMP SALES	0		0
TRANSPORT - BOATFARES	-120,000		(120,000)
TRANSPORT - FREIGTS PAYMENTS	-400,000		(400,000)
ID CARDS	0		0
DUTY ON TOBACCO	-500,000		(500,000)
DUTY ON LIQOUR	-300,000		(300,000)
DUTY ON GENERAL GOODS : RESALE	-200,000		(200,000)
POSTAGE	0		0
BANK INTERESTS	-230,000		(230,000)
REGISTRY CERTIFICATES:BIRTH,...	0		0
SERVICE FEES	-25,000		(25,000)
COMMUNITY SERVICES LEVY	-1,100,000		(1,100,000)
MISCELLANEOUS REVENUE	-10,000		(10,000)
DEBT RECOVERY	0		0
PERMITS	0		0
SALES OF POSTCARDS ETC.	0		0
HOUSE RENTAL SUBSIDIES	-55,000		(55,000)
TSB PASSBOOK FEES	0		0
NEW ZEALAND BUDGETARY GRANTS	-12,000,000		(12,000,000)
TRUST FUND	-2,500,000		(2,500,000)
TOKELAU HIGANO : ACCOMODATIONS	0		0
FFA - PDF SEAWALL PROJECT	-300,000		(300,000)
PACC+ - WATER PROJECT	0		0
MFAT - TAGGED TO SHIP TO SHORE	-695,354		(695,354)
MFAT - TAGGED TO EDUCATION INCENTIVIZATION PROJ	-1,500,000		(1,500,000)
MFAT - TAGGED TO MATALIKI EQUIPMENT FITOUT	-136,370		(136,370)
PRIOR YEAR ADJUSTMENT	-3,058,245		(0)
TOTAL FOR REVENUE ITEMS	-38,439,969	-5,400,000	-43,839,969

APPENDIX 3A

TOKELAU GOVERNMENT FINANCIAL BUDGET 2015/2016FY

NAME	CONSOLIDATED		
	INITIAL APPROVED BUDGET FOR 2015/2016FY	MTR 2016 ADJUSTMENTS (MARCH '16)	TOTAL REVISED BUDGET 2015/2016FY
PRIORITY FUNDED ITEMS			
TALO OFFICE RENTAL	134,541		134,541
NEW TOKELAU APIA OFFICE	1,000,000		1,000,000
QUALITY OF LIFE REVIEW	84,268		84,268
MINI GAMES & INTER-ATOLL SPORTS	0		0
TOKELAU CONTINGENCY FUND	764,126		764,126
SCHOOL & HOSPITAL FITOUT COST	406,225		406,225
DISASTER MANAGEMENT PROGRAMME	13,211		13,211
SIDS	0		0
CONTRIBUTION TO INT'L AND REGIONAL ORGS	175,891		175,891
TOKELAU DEVELOPMENT FUND	1,210,000	(118,000)	1,092,000
IDP PHASE 3 ATAFU ADMIN OFFICVE	850,000		850,000
IDP PHASE 3 FAKAOFO HOSPITAL	705,889		705,889
IDP PHASE 3 NUKUNONU SCHOOL	986,397		986,397
IDP PHASE 2 SHIP TO SHORE	695,354		695,354
MV MATALIKI PLANT FITOUT	886,370		886,370
CHARTER ALLOCATION	1,900,000	1,600,000	3,500,000
PB MATUA (SERVICE EXTENSION)	0		0
MOORING	9,814		9,814
SATELITES - USP	162,303		162,303
SECONDARY SCHOOL TEACHER FUNDING	394,000		394,000
EDUCATION INCENTIVAZIATION PROJECT	1,500,000		1,500,000
MINISTER OF EDUCATION OFFICE (ATAFU)	14,000		14,000
TOKELAU SCHOLARSHIP FUND	840,000	100,000	940,000
ENERGY IMPROVEMENT PROJECT	748,000		748,000
REPAIRS & MAINTENANCE FUND	250,000		250,000
AUDIT FEES	150,000		150,000
FINANCIAL ASSISTANCE - VILLAGE	100,000		100,000
TOKELAUSUPERANNUATION SCHEME	300,000		300,000
INFRASTRUCTURE REPLACEMENT FUND (DEPRECIATION)	250,000		250,000
TPS GENERAL WAGE / SALARY INCREASE	500,000		500,000
TRUST FUND RE-INVESTMENT	2,500,000		2,500,000
HEALTH REVIEW	152,912		152,912
TPRS	500,000		500,000
PACC+ WATER PROGRAMME	160,000		160,000
FATUPAEPAE CENTRE - ATAFU	60,000		60,000
SEAWALL INFRASTRUCTURE PROJ - ATAFU	100,000		100,000
FATUPAEPAE CENTRE - FAKAOFO	60,000		60,000
SEAWALL INFRASTRUCTURE PROJ - FAKAOFO	100,000		100,000
FATUPAEPAE CENTRE - NUKUNONU	60,000		60,000
FESTIVAL OF PACIFIC ARTS - MAY 2016	180,000		180,000
SEAWALL INFRASTRUCTURE PROJ - NUKUNONU	100,000		100,000
MOBILE NETWORK	300,000	450,000	750,000
TELETOK: SOLAR BACKUP		300,000	300,000
OCOG : CENSUS 2016		80,000	80,000
OCOG: SHORT-TERM CONTRACTS		100,000	100,000
ATAFU: INCINERATOR		25,000	25,000
FAKAOFO: POWER HOUSE REIMBURSEMENT		103,000	103,000
OCOG: PURCHASE OF THE GIG PROPERTY		2,500,000	2,500,000
TOTAL FOR PRIORITY ITEMS	19,303,301	5,140,000	24,443,301

APPENDIX 3A

TOKELAU GOVERNMENT FINANCIAL BUDGET 2015/2016FY

NAME	CONSOLIDATED		
	INITIAL APPROVED BUDGET FOR 2015/2016FY	MTR 2016 ADJUSTMENTS (MARCH '16)	TOTAL REVISED BUDGET 2015/2016FY
PRIORITY FUNDED ITEMS			
TALO OFFICE RENTAL	134,541		134,541
NEW TOKELAU APIA OFFICE	1,000,000		1,000,000
QUALITY OF LIFE REVIEW	84,268		84,268
MINI GAMES & INTER-ATOLL SPORTS	0		0
TOKELAU CONTINGENCY FUND	764,126		764,126
SCHOOL & HOSPITAL FITOUT COST	406,225		406,225
DISASTER MANAGEMENT PROGRAMME	13,211		13,211
SIDS	0		0
CONTRIBUTION TO INT'L AND REGIONAL ORGS	175,891		175,891
TOKELAU DEVELOPMENT FUND	1,210,000	(118,000)	1,092,000
IDP PHASE 3 ATAFU ADMIN OFFICVE	850,000		850,000
IDP PHASE 3 FAKAOFO HOSPITAL	705,889		705,889
IDP PHASE 3 NUKUNONU SCHOOL	986,397		986,397
IDP PHASE 2 SHIP TO SHORE	695,354		695,354
MV MATALIKI PLANT FITOUT	886,370		886,370
CHARTER ALLOCATION	1,900,000	1,600,000	3,500,000
PB MATUA (SERVICE EXTENSION)	0		0
MOORING	9,814		9,814
SATELITES - USP	162,303		162,303
SECONDARY SCHOOL TEACHER FUNDING	394,000		394,000
EDUCATION INCENTIVAZIATION PROJECT	1,500,000		1,500,000
MINISTER OF EDUCATION OFFICE (ATAFU)	14,000		14,000
TOKELAU SCHOLARSHIP FUND	840,000	100,000	940,000
ENERGY IMPROVEMENT PROJECT	748,000		748,000
REPAIRS & MAINTENANCE FUND	250,000		250,000
AUDIT FEES	150,000		150,000
FINANCIAL ASSISTANCE - VILLAGE	100,000		100,000
TOKELAUSUPERANNUATION SCHEME	300,000		300,000
INFRASTRUCTURE REPLACEMENT FUND (DEPRECIATION)	250,000		250,000
TPS GENERAL WAGE / SALARY INCREASE	500,000		500,000
TRUST FUND RE-INVESTMENT	2,500,000		2,500,000
HEALTH REVIEW	152,912		152,912
TPRS	500,000		500,000
PACC+ WATER PROGRAMME	160,000		160,000
FATUPAEPAE CENTRE - ATAFU	60,000		60,000
SEAWALL INFRASTRUCTURE PROJ - ATAFU	100,000		100,000
FATUPAEPAE CENTRE - FAKAOFO	60,000		60,000
SEAWALL INFRASTRUCTURE PROJ - FAKAOFO	100,000		100,000
FATUPAEPAE CENTRE - NUKUNONU	60,000		60,000
FESTIVAL OF PACIFIC ARTS - MAY 2016	180,000		180,000
SEAWALL INFRASTRUCTURE PROJ - NUKUNONU	100,000		100,000
MOBILE NETWORK	300,000	450,000	750,000
TELETOK: SOLAR BACKUP		300,000	300,000
OCOG : CENSUS 2016		80,000	80,000
OCOG: SHORT-TERM CONTRACTS		100,000	100,000
ATAFU: INCINERATOR		25,000	25,000
FAKAOFO: POWER HOUSE REIMBURSEMENT		103,000	103,000
OCOG: PURCHASE OF THE GIG PROPERTY		2,500,000	2,500,000
TOTAL FOR PRIORITY ITEMS	19,303,301	5,140,000	24,443,301

APPENDIX 3A Continued

DEPARTMENTS & VILLAGES			
EDNRE	1,100,000	90,000	1,190,000
EDUCATION	900,000	130,000	1,030,000
ENERGY & POWER	500,000		500,000
FINANCE	867,354		867,354
HEALTH	1,000,000		1,000,000
OCOG	2,250,000		2,250,000
SUPPORT SERVICES	600,000		600,000
TRANSPORT	2,200,000	40,000	2,240,000
ATAFU	3,353,352		3,353,352
FAKAOFO	3,304,635		3,304,635
NUKUNONU	3,061,327		3,061,327
TOTAL FOR DEPARTMENTS & VILLAGES	19,136,668	260,000	19,396,668
TOTAL EXPENDITURE	38,439,969	5,400,000	43,839,969

Pepa Fakapipiki 4

Peleni Takiala o na Akoakoga 2016-2022

Fakatomuaga

Ko na moemitiga o Tokelau, mo te manuia o ona tagata, e manino lelei i te Takiala o na Atiakega a Tokelau 2010-2015 mo na, “nuku ke ola malolo ma olatia mo tagata uma”. Ko te fakataunukuga o tenei kikilaga mamao, e fakamoemoe kite manino o te tulaga o te fakatatiaga o na peleni atiake mo na akoakoga i Tokelau, ma kavea ai ma he fehoahoaniga lahi kite taoga o te fakaleleiga o te tulaga o te tamaokaiga, na nofonofoga vena te aganuku. I te laka atu a Tokelau ki mua, ko te fakaleleiga atili o te tulaga o te lelei o te olaga, mo tagata uma, koi tumau lava, ko he fakamatea ma vena ai foki ki na manakoga kite fakaleleiga atili o te tulaga o te lelei o na tautuaga i na levelo uma.

Talu mai te piliota fatoa uma atu o te TNSP, vena ma te Takiala o na Peleni a te Mataeke o Akoakoga 2010-2015, na iei ni huiga lelei ki te fakaleleiga atili o na akoakoga; e ve ko te tatiaga o te Fakavaka o na Polihia Takiala mo te Kalikalamu 2006-2010, ko te fakatotokaga o te Polokalame o na Vahega Matutua, e kui atu i te fakatotokaga o te USP i luga o na fenua, vena te atiakega o lelei ma te mafai o faiakoga.

I te 2013, na valakaulia ai e Tokelau te Ofiha o te Iloiloga o na Akoga mai Niu Hila ke Iloilo te tulaga o te lelei o na tautuaga fakateakoakoga i luga o Tokelau. Ko te iloiloga e te OIA na tuku mai ai ni fautuaga mo te manakomia ke toe fakalelei atili t tulag o na tautuaga i te atunuku maihe lava i te tulaga o te pulepul ma te kikilaga o na akoga, kae mahe foki kite tulaga o na galuega a na Taupulega ma te Mataeke o Akoakoga(MoA), na takitakiga a na puleakoga, te tulaga o te lelei o faiakoga, te kalikalamu ma na ahehi vena te hao o te nuku i te lagolago malohi ki faiakoga ma fanau akoga. Ko te fakailoa atu o na manakoga ke tautali kina fakafitauli ienei ma ke lagolago na akoga ma te MoA, ko he fehoahoaniga mai Niu Hila e ala i he fakalapotopotoga na fakakonekalatagia ma na fakamautinoa i te 2014.

Ko te lunivehite o Massey te na mauagia te konekalate ke tuku atu ni fehoahoaniga ki te Mataeke ma na akoga, kui atu i ni fehoahoaniga ke fakalelei te tulaga o na akoga. Ko Massey na tuku atu kiei te konekalate ke tautali kina fakatutuga na tuku mai i te lipoti a te OIA, e ala i ni fehoahoaniga tuku hako kina puleakoga, faiakoga , na komiti o akoakoga ma na Taupulega e tolu, ke galulue fakatahi ma tagata nuku ke fatu fakatahi he peleni mo na akoakoga mo te tahi 4-7 tauhaga ki mua.

Ko te fakamaninoga o te auala mo te atiakega o na akoga i Tokelau e fakamoemoe ki ni peleni fakateakoakoga e puke mai e ia na manakoga tauatiake o Tokelau. Ona ko na vaega ienei, ko te peleni e kikila lauaitele i te tuku maiga o na vaega uma lava agai ki na akoakoga. E tuku mai ai foki he ata manino mo na huiga i na akoakoga, e fatu mai na iloa fou fakaonaponei, vena na faifaiga pito hili te lelei, vena ma he malamalamaga o na nofonofoga

o Tokelau, vena na moemitiga mo na atiakega a Tokelau ke tautali ati ai foki ki te tulaga o te atiake o te mafai o tagata; ke lagolago ki te tulaga ote olatia o te olaga kui atu i ni tautuaga taoga

Ko te peleni o na akoakoga e tuku mai ai he auala manino mo na atiakega, ma e patino kina moemitiga ki na vaega e fia auhia i he taimi pili mai, moemitiga mo he taimi fakalototonuga, vena ma ni moemitiga mo he taimi mamaao. Ko te peleni e fatu agai kina fehoahoaniga e tuku atu nei kina akoga e ala i na koleniga fakapitoa ke lagolago ki puleakoga ma faiakoga. E lahi he galuega e fia fai ke fakalelei atili te tulaga o puleakoga, faiakoga ma ke lagolago foki faiakoga lagolago, ala ina koleniga ke lelei te taumafaiga a na fanau. E patino tonu foki kite fatuga o ni hihitemi ma ni fekuikuiakiga e taoga ma e mafai ke fai hao kite lelei ona akoakoga

Ko te manuia o te peleni teni e fakamoemoe kite galulue fakatahi o tagata uma; mai te Fono Fakamua, te Malo Fakaauau, na Taupulega e tolu, na akoga , na nuku, te MoA vena ma te lagolago a Massey ma Niu Hila.

Ko te fakamaoni o tagata uma, e fehoahoani ki te tulaga e fakatutupu ai na huiga e talafeagai ma taoga i Tokelau. Ko te fakahoa o na kavega vena te tautali atu ma te iviivinaki ko ni hao kite fatuga o ni akoakoga e mafai ke tautali atu kina moemitiga o Tokelau mo te olatia o te olaga

Ko te Peleni mo te Fia Tauhaga mo na Akoakoga i Tokelau

Ko te peleni tenei e patino kite atiakega o te iloa ma te mafai o tagata Tokelau. E pa atu kite fakalototonuga o te 2019 ko te hini, ko te takitakiga ma te pulepulega, ko te kaufaigaluega a te MoA, puleakoga ma na taumafaiga a faiakoga, ma ko na polihi ma na hihitemi a te MoA ma na akoga, kua pa kihe tulaga kua mafai ke hapoti tumau kite akoakogia o na fanau akoga. Mo te tauhaga e hohoko ai, ko te fehoahoani mai Massey, ka fano ki lalo. Ko kilatou e galulue mo Massey, ke fehoahoani pea i na akoga takitahi, ka tuku atu ki lalo o te MoA, ma ka fatu kiei ni galuega fou mo he fakatonu mo na vahega tulaga lua, fakatonu mo na vahega matutua vena he fakatonu mo na vahega pepe.

Ko te aotelega o tenei peleni kua tamau kina levolo o na vahega pepe, vahega tulaga lua, ma na vahega matutu. E fakaamanakia e iei ietahi vaega taua ke lagolago ai kina akoakoga i Tokelau e tatau ona tutupu, maihe lava agai kina hikolahipi, na matakupu tau matata kehekeke vena he hokotaga a na akoga kite fakatu o te Komihi mo te Gagana Tokelau vena ma he Peleni Taki mo te Atiakega o na Mafai o Tagata. Ko na vaega ienei e fakaholo matalatala atu e tuha ai foki ma na peleni atiake e fatu i lalo o te MoA, i ni hokotaga ma tagata nuku uma o Tokelau. Fakamolemole, ke matau, ko ietahi vaega o te peleni e fakamoemoe lahi kina tahi galuega e tutupu i na tahi tautuaga a te Kautautua Fakamua

Ko na galuega e fakatino i te peleni mo na akoakoga kua fakatupe mo te tahi 4 tauhaga. Ko na tau ienei e he lavea kiei na tahi tau e ve ko na fale lalahi, te hikimi hikolahipi pe ko na matakupu tau matata kehekehe. E manakomia he paketi fou ke toe fakatalanoagia ke fakaauau ai na vaega e fia fakalelei atili o na akoga i Tokelau mote 2020 ma mua atu. E iei ni popolega, ko te manuia o tenei galuega, e fakamoemoe kite totoka o he vaka ke

femalagaaki ai ite va o na fenua vena ite va o Tokelau ma Samoa. Ona ko na vaega ienei, e lua ia fakaataata o na tau kua tuku atu: tahi i te pito tenei ka iei he vaka i te vai nuku ke fehoahoani kina koleniga e fia fai i Tokelau ma e faigofie ke malaga ai te kaufaigaluega ma tona lua, i te tulaga e taugofie ai ke fai ki Samoa

Pepa Fakapipiki 5

PEPA ONA TUKUTUKUGA MO NA FAKATINOGA MO TE KOMIHI O TE KAUFAIGALUEGA TAUTUA A TOKELAU, 2016

Talaaga

Ko te Kaufaigaluega Tautua a Tokelau nae pulea e te Komihi o na Tautuaga a te Malo o Niuhila (New Zealand State Service Commission) ki mua o tona fakahekega aloakia ki te Malo o Tokelau ite 1992. Ko te fakahekega tenei na fakavaegia ai te Komihi Fakagaluetino (Tokelau Employment Commission) i lalo o te Tulafono Komihi Fakagaluetino a Tokelau 2001. Ko te Komihi Fakagaluetino a Tokelau nae toka tolu ia Komihina nae i loto e tautokatahi e filifiliga mai na nuku taki tahi ma e tofia e te Fono a te Atunuku (te Fono Fakamua) i luga ona tukutukuga ma na aiaiga e pahia e te Fono a te Atunuku.

I te 2004, na fakaheai ai e te Fono Fakamua te Komihi Fakagaluetino a Tokelau ite maea ai o he iloiloga na fakatino e he Komihi Iloilo na fakaaloakia e te Ulufakatonu o Tokelau ke iloilo te Kaufaigaluega Tautua a Tokelau. Ko te iloiloga na agai tonu ki te fauhaga, hikomaga galue ma te mafai o te kaufaigaluega ite levolo ona nuku ma te malo pe nafatia tuku atu na tautuaga pito hili te lelei ki tagata o Tokelau. Ite maea ai o te fakaheai o te Komihi Fakagaluetino o Tokelau na tuku atu ai ona tulaga ma ona tiute fakagaluetino ki te Malo Fakaauau mo tagata faigaluega ite kaufaigaluega a te malo, ma na Taupulega e tolu mo tagata faigaluega i lalo o na nuku.

Ko te Iloiloga o te Fakahekega na fakatino ite 2010 ma te tuku fakatahiga o te Peleni mo Huiga (na fakaigoa mulimuli ko te Pepa mo te Tulaga Lelei o te Olaga) ite 2014 e fautuagia uma ai ke fakavae he tino/fakalapotopotoga tu tautahi ke pulea na matakupu tau ki te Kaufaigaluega Tautua. Ko na fautuaga ienei na tuku atu ki na Taupulega ona nuku e tolu mo ni lagona kae ko heki faia he tonu ma te Fono Fakamua.

Ia Novema 2015, na pahia ai e te Fono Fakamua ke fakavae he Komihi mo te Kaufaigaluega Tautua a Tokelau ma he Komihina e fokotahi. Na fakatonugia he komiti ei loto ai ni hui taki tahi mai na nuku, Faufautua o te Tulafono ma te Fakahoa mo Tagata Faigaluega a te Malo ke tuku fakatahi he Pepa o na Tukutukuga mo na Fakatinoga mo te Komihi mo Tagata Faigaluega Tautua a Tokelau.

Pogai

Ko te pepa tenei e fakatulaga atu ai na tiute o te Komihi o te Kaufaigaluega Tautua a Tokelau, ma na galuega kua fakamaonia mo te fakatinoga tona tulaga ihe tulaga lelei ma agavaka katoatoa. Ko te Komihi o te Kaufaigaluega Tautua e tutautahi, kae, e tauologologo muamua ki te Taupulega te Malo Fakaauau ma te Minihita te ia kua afia, oi fakatino ai he tonu.

Tiute o te Komihi o te Kaufaigaluega Tautua

Ko na tulaga ma na tiute o te Komihi o te Kaufaigaluega Tautua ke:

- (a) Tuku fakatahi ni hihitemi, taki ma ni fekuiakiga ma fakatino mo te fakaauauga o te atiakega ona fakatinoga ma te pulepulega ona fakatinoga a te Kaufaigaluega Tautua;
- (b) Fehoahoani i na vaega e talafeagai ki na Fakatonu ma na Pule Fakahoa ite malo ma na nuku ite iloiloga ona fakatinoga a tagata faigaluega e fakagalue e na mataeke ma na nuku;
- (c) Fakatino, ma fakatalanoa ma na mataeke ma na nuku talafeagai, he iloiloga faka-te-tauhaga ona fakatinoga a na Fakatonu ma na Pule Fakahoa;
- (d) Fehoahoani i na vaega talafeagai ki na Fakatonu ma na Pule Fakahoa ite malo na nuku ite fakatinoga o latou tiute e kaiga ki te pulepulega o a latou mataeke ma na nuku;
- (e) Fakatalanoa ma te Minihita o te Kaufaigaluega Tautua ini faiga faifai pea e uiga ki na fakatinoga a te Kaufaigaluega Tautua;
- (f) Kavea ko te faufautua ki te Malo ite pulepulega o te Kaufaigaluega Tautua;
- (g) Fautua te Minihita o te Kaufaigaluega Tautua ite, ma onoono te fakatinoga ona polihi a te kaufaigaluega tautua;
- (h) Iloilo, onoono ma fakalauiloa te Tuhi Takiala a Tagata Faigaluega mo he pahiaga a te Fono Fakamua, ma onoono ma fakalauiloa te Takiala ke fakamautinoa e mauhali te mulimuli ki ei o na Mataeke ma na nuku uma;
- (i) Fakatalanoa ma fautua na Fakatonu ma na Pule Fakahoa a te malo ma na nuku agai ki te tapenaga ma te apalaiga ona fakatinoga ma na fekuiakiga talafeagai tau tagata faigaluega i loto o a latou mataeke ma na nuku;
- (j) Fakatalanoa ma na Fakatonu ma na Pule Fakahoa ona mataeke ma na nuku agai ki te apalaiga ona polihi ma tulafono fakagluetino i loto o a latou mataeke ma na nuku;
- (k) Fakamautinoa ko na Fakatonu ma na Pule Fakahoa ite malo ma na nuku e tauhihia te Taki mo Amio Talafeagai a te Kaufaigaluega Tautua;
- (l) Tofili, hiki ki luga, fakamautinoa, fakahala ma fakamalolo he tino faigaluega ma fofo ni vevehiga tau galuega;

- (m) Fai he fakaikuga ki na tulagatofi ma ietahi tukutukuga ma na aiaiga, e aofia ai na totogi mo te fakafaigaluega o ni tagata faigaluega e tuha ai ma te pahiaga a te Fono Fakamua;
- (n) Hiki ki luga, lagolago ma fakamautinoa te tauhihia ki te taki o te filifilia ote tino pito agavaka ma, ma te hikihiki ki luga ma te hikitia ohe, tino faigaluega e tuha ai ma tulafono a te Kaufaigaluega Tautua;
- (o) Fai he fakaikuga ki na fakatinoga ma na fekuiakiga e kaiga ki te filifiliga ma te tofiaga o ni tino ma tagata faigaluega, te hiki ki luga oni tulaga oni tagata faigaluega ma te fakafaigaluegaga, hikitia, fakafaigaluega ihe tahi ofiha, hikitia ki he tahi atunuku, fakahala ma fakamalolo he tino galue mai te galuega ma ho he tahi matakupu e kaiga ki te pulepulega o tagata faigaluega;
- (p) Fakafoe ma fakatino ni koleniga, akoakoga ma na polokalame atiake agai ki te Kaufaigaluega Tautua fakatahi ma na Fakatonu ma na Pule Fakahoa ite malo ma na nuku;
- (q) Fakatalanoa ka talafeagai ma na Fakatonu ma na Pule Fakahoa ite malo ma na nuku ite tuku fakatahiga o ni taki ma ni polokalame talafeagai agai ki te ola malolo ma te puipuiga ite galuega;
- (r) Fakatino pe ni vaega tutupu ke fakatino ni iloiloga pe hukehukega ki, ma iloilo na, fakatinoga pulepule a na mataeke ma na nuku ma kafai e fakatonu e te Fono Fakamua;
- (s) Pulepule ma fakaheai ni vevehiga ma ni tagi ite va o tagata faigaluega ma na fakagaluetino;
- (t) Fakatalanoa faifaipea na fakalapotopotoga talafeagai agai ki na matakupu e patino ki tagata faigaluega; ma
- (u) Ietahi tiute e fakatulaga mai pe i lalo o te vaega tenei pe ko he tahi Tulafono, pe fakatonu mai e te Minihita o te Kaufaigaluega Tautua pe ko te Fono Fakamua.

Galuega Taua ke Fakatino mo te Komihi o te Kaufaigaluega Tautua a Tokelau

- (a) Lipoti ki te Fono Fakamua kui ite Minihita o te Kaufaigaluega Tautua ki mua o te aho 1 Apelila o tauhaga uma ite tulaga o te aofaki o tagata faigaluega ma na galuega fakatino a te Kaufaigaluega Tautua;
- (b) Fakatino te iloiloga ona fakatinoga a na Fakatonu ma na Pule Fakahoa a na mataeke ma na nuku ite fakaikuga o Mati i tauhaga uma;
- (c) Tuku fakatahi ni hihitemi, polihi ma na fekuiakiga mo te tulaga lelei ma te agavaka o te pulepulega o te Kaufaigaluega Tautua a Tokelau;
- (d) Iloilo ma fakatino i he taimi vave he hihitemi pulepule mo te iloiloga ona fakatinoga mo te Kaufaigaluega Tautua a Tokelau;
- (e) Fakafoe ma fehoahoani na mataeke ma na nuku ke fakatino ni iloiloga taki tauhaga ona fakatinoga mo tagata faigaluega ia Mati i tauhaga uma;

- (f) Talia na tofiaga uma i te malo ma na nuku;
- (g) Iloilo te Takiala a te Kaufaigaluega Tautua a Tokelau e tuha ai ma te Tulafono mo te Kaufaigaluega Tautua a Tokelau ma te Tulafono Fakavae;
- (h) Iloilo te Ata o te Fauhaga o te Kaufaigaluega Tautua a Tokelau ma fakatalanoa ma na Taupulega, ma fakatu he fauhaga e hili atu te manino ma lelei ke pahia e te Fono Fakamua;
- (i) Atiake te Peleni Atiake o te Mafai o te Kaufaigaaluega Tautua a Tokelau ma fakamautinoa e fakafetaui ki na manakoga ona nuku ma na mataeke uma;
- (j) Galulue fakatahi ma na Fakatonu ma na Pule Fakahoa ote malo ma na nuku ite fakataunukuga ote tonu a te Fono Fakamua ke hikitia ia tagata faigaluega talafeagai mai Apia ki Tokelau; ma
- (k) Fakatino ietahi galuega e fakatonu e te Fono Fakamua, ma, pe ko te Minihita o te Kaufaigaluega Tautua a Tokelau mai te ia taimi ki teia taimi.

Lipoti: Totogi

HayGroup



Andrew Mackmurdie

Malo Fakaauau o Tokelau

Matakupu

1. Taki	3
2. Fekuikuifakiga.....	3
3. Na vaega ke auhia e te polokalame.....	4
3.1. Fuafuaga o na Galuega.....	5
3.2. Totogi.....	6
4. Kupu Fakaiku mo na Totogi.....	7
5. Na Fautuaga	8
6. Levolo Totogi	12
6.1. Levolo Totogi Lautele.....	14
6.2. Levolo Totogi mo na Tino Fakapitoa/Tino Pahi Fakapitoa	144
7. Fakatulagaga / fehikitakiga i loto o na Levolo Totogi.....	14
7.1. Fakatulagaga ma te fehikitakiga.....	15
7.2. Fakauigaga o na Hone	166
7.3. Fakatu mo na Levolo Totogi	17
8. Toe fakatulagaga o na Levolo Totogi.....	19
9. Fakatulagaga o na Totogi e Fakavae ki luga o na Tautuaga Lelei.....	19
Pepa Fakaopoopo 1: Laulau mo te fuafuaga o na galuega	21
Pepa Fakaopoopo 2: Levolo Totogi.....	26
Pepa Fakaopoopo 3: Iloiloga o na Totogi	265

1. Taki

I te 2010, na talohagia ai te Fakalapotopotoga a te Hay (Hay Group) e te Ofiha o te Malo Fakaauau o Tokelau ke tuku mai hana tuhi talohaga i ni vaega kehekehe e tolu. Ko te vaega tona tolu o te polokalame galue tenei ke fakatino he “iloiloga o na galuega i loto o te Kaufaigaluega Tautua agai ki te Peleni Atiake Faka-Atunuku a Tokelau (TNSP) ma fakafetaui lelei na totogi ma na galuega e manakomia ke fakatino i na galuega takitahi”.

Ko te talohaga ma te fakatinoga o te galuega na fautuagia e te Hay Group ke:

- Iloilo te fauhaga o te fakalapotopotoga ma ke malamalamaga pe vehea te fakatulagaga ma te fakatinoga o na galuega
- Iloilo uma na pepa taki o na galuega (job description) (na tuku mai e te TPS)
- Ke fakaaoga te Guide Chart Profile Method a te Hay Group mo te Iloiloga o na Galuega (ko te aofaki o na galuega e tuku mai e te Fakahoa mo Tagata Faigaluega) ke iloilo uma na tulagatofi
- Maua e te Hay Group na levolo totogi uma e totogi atu ki tagata faigaluega tau toka tahi ma he kopi o te polihi mo na totogi ma na penefiti a te fakalapotopotoga
- Iloilo e te Hay Group na auala e fakatino ai na totogi i te taimi nei
- Tuku fakatahi e te Hay Group he fauhaga mo na polihi tau totogi ma na levolo totogi, takiala ma na fekuikuifakiga.

Ko te malamalamaga o te Hay Group ki na vaega ke auhia i te galuega tenei ke tuku fakatahi he fauhaga mo na fakatinoga lelei ma fakatulaga lelei na levolo totogi ke atagia mai ai na manakoga o te fakalapotopotoga i te taimi nei.

2. Fekuikuifakiga

I te taimi na fakatino ai e te Tino Iloa Fakapitoa mai te Hay Group te aksokoga o te “Peleni ki ni Fakatinoga” ma te koleniga o te “Pulepulega o na Tautuaga ma te Fakatulagaga o he Galuega” na maua ai e ia he iloa manino agai ki te fauhaga o te Kaufaigaluega Tautua ma na vaega lalahi e tauhi tonu ki ei na tulagatofi. Ko te iloa tenei na mafai ke fakalautele atu i ni talatalanoaga ma te Pule Fakahoa ma ietahi Fakatonu i te taimi nae fakatino ai na galuega a te Hay Group.

Ko te galuega ke tapena he fauhaga totogi fou na kamata fakatino i te kamataga o te 2013 i te taimi na hakili malamalamaga ai te Tino Iloa Fakapitoa, ma ia iloa ai te fakavae o te fauhaga totogi teia i te taimi nei.

Ko te fauhaga totogi na kamata muamua ai, fakatahi ai ma te fakatulagaga o na totogi ki loto o te fauhaga totogi ma na levolo totogi na tuku fakatahi ma nae tauhi e te State Services Commission a Niuhila.

Ko te fakafitaui e heki maua ni fakamaumauga o na tonu na fai muamua e tuha ai ma na hakiliga na fai ki na fakamaumauga tuai a te State Services Commission.

Na tuku atu e te Fakafoe mo Tagata Faigaluega he fakamainaga manino ki te Tino Iloa Fakapitoa agai ki te fauhaga o te fakalapotopotoga i te taimi nei ma na tulagatofi i loto o te kaufaigaluega a te malo vena ma na tulagatofi i na nuku.

Ko te fakamainaga tenei na fehoahoani ki ei na pepa taki ona galuega mo na tulagatofi nae kikila ki ei ma na tuku atu foki ki te Tino Iloa Fakapitoa he kopi o te Tuhi Takiala a te Kaufaigaluega Tautua ma te fakatulagaga e fakaaoga i te taimi nei mo na totogi ma na fakamanuiga.

Ko na tulagatofi uma i te Kaufaigaluega Tautua na iloilo ma na fakaaoga ai te Guide Chart Profile Method of Job Evaluation a te Hay Group kae ke mafai ke maua ai he fakatuhatuhaga faka-lotoifale e talafeagai ma tutuha. (Ko te metotia iloilo tenei na fakaaoga muamua ke iloilo ai

na tulagatofi o te Ulu, Faipule ma na Pulenuku). Ko na ikuga ma na fakatuhatuhaaga fakalotoifale na fakatalanoa ma te Fakahoa mo Tagata Faigaluega ma i he taimi mulimuli na fakaali kia te kilatou na fakatahi atu ki te koleniga mo na Totogi na fakataunuku i Apia ia Apelila 2014 e ve ona valakaulia uma ai na Fakatonu ma na Tino Faigaluega Hinia ke fakatahi atu ki ei. Na mafai ke tuku atu na fakamatalaga agai ki na totogi ma na fakamatalaga ki na tulagatofi uma na mafai ke iloilo e aofia uma ai na tino e galulue i Tokelau ma Samoa. Oi fakafetaui ai na fakamatalaga e uiga ki na totogi ki na tulagatofi na fuafua oi fai ai te iloiloga o na fakatinoga tau totogi i te taimi nei.

Kae ke mafai ke tuku fakatahi ni matauga agai ki na fakatinoga tau totogi i loto o te Kaufaigaluega Tautua a Tokelau fakatuhatuha ki na fakatinoga i fafo, na fai te fakatuhatuhaaga ma na fakatinoga tau totogi a Samoa, e ve o na fakaalia i te hakilikiliga agai ki na totogi a te Hay Group April 2013.

Na feiloaki ma fai ni talanoaga i te va o te Tino Iloa Fakapitoa a te Hay Group ma te Kaufaigaluega Tautua a Tokelau i te taimi o te koleniga ia Apelila na auala na fakatino ai te galuega vena ma ni fakaikuga muamua.

Na lafo te tuhi valakaulia ki na Fakatonu uma, na Pule Fakahoa, Na Fakafoe mo Tagata Faigaluega ma te Malo Fakaauau ke fakatahi atu ki te koleniga tenei. Na fakatalanoa e te Tino Iloa Fakapitoa ma kilatou na fakatahi mai ki te koleniga ni filifiliga, ma na fakafehiliglia mo ni lagona ma ni hao ma te matakupu ke fakatulaga tonu. E manaia na lagona na tuku mai ma ko ietahi matakupu tau ki na galuega e tuku mai ai ni lukitau talafeagai mo te lumanaki.

Na fakaoga e te Hay Group na fakamatalaga na maua ma na hukehukega ienei ke tapena ai ni fautuaga e tuku atu i na vaega mulimuli o te lipoti tenei.

E heai ni kehekehega lahi i na fautuaga ma te fauhaga teia ite taimi nei kae e fakamautu atili i ni fekuikuifakiga ma ni metotia kua uma te fakatakitaki ma e hakilikili loloto ki ei. Ko te auala/fekuikuifakiga e fakatu atu mo te agai atu ki mua e fakavae ki luga o he hukehukega na fai maeaea i na vaega e tauhi tonu ki ei na galuega. Ko te fakatinoga fou tenei e fakavae ki luga ona galuega e feta malie ma ni ietahi tonu na uma te fai i he taimi kua teka nae fakavae ki luga o tagata faigaluega.

E manakomia ke toe fai ni akoakoga pe vehea te fakaaogaga o te fauhaga fou tenei, vena ma ni koleniga i te fakaaogaga o na metotia ma te fakaauauga o te fakalelei te pulepulega o na tauituaga ma te fakatinoga o na iloiloga.

E manakomia foki ke iei he huiga ki na mafaufauga, ke manino atili ai pe ko ni a na vaega e tauhi tonu ki ei na tulagatofi, ma ke talia te tulaga teia ko na levolo totogi e he fakahiki tauanoa ki luga.

3. Na vaega ke auhia e te polokalame

Ko te metotia lautele a te Hay Group mo te tapenaga o he hihitemi totogi ma na polihia ma na fakatulagaga i tua mai e fakavae ki te ata i lalo:



Ko te talitonuga o te Hay Group, ko te fakavae taua mo na hihitemi totogi uma ko te fuafua fakalelei tena o na tiute o he tulagatofi fakatahi ai ma te hao o te tulagatofi tena i loto o te fakalapotopotoga. Ko te vaega tenei e takua - Iloiloga o te Galuega (Job Evaluation). Ko te Guide Chart Profile Method of Job Evaluation a te Hay Group ko te metotia pito lahi ia te lahi fakaaoga e na fenua o te lalolagi mo te iloiloga ona galuega, ma e maua ai ni fakatuhatuhaaga fakalotoifale e talafeagai ma tutuha. Ko te metotia tenei e kikila pe ko ni na vaega e tau tali ki ei he tulagatofi, ma ko ni a na iloa ma na hikili e manakomia ke auhia ai na ikuga e fofou ki ei. Ko te metotia tenei e fua ai na tiute i loto o he galuega ma te hao o te tulagatofi fuafua ki te vaega tonu o te fauhaga o te fakalapotopotoga e fetaui ki ei, ma te hikomaga e galue ai. Ko te metotia tenei na apalai ki na tulagatofi uma na tuku atu ki te Hay Group ke maua ai ni fakatuhatuhaaga fakalotoifale e talafeagai ma tutuha. Ko te vaega tona lua o te fakatinoga ke fakamatea ni poutu talafeagai e mafai ke fakatuhatuha ki ei na fakatinoga tau totogi ma e fehoahoani ki te faiga o na tonu mo ni levolo totogi talafeagai. Fakatahi ai ma te tulaga tenei ko te manakoga ke fakavae ni polihia ma ni takiala e fakamafai ai na levolo totogi ke tutuha te apalaiga ki na galuega ma tagata tau toka tahi, vena foki ki ho he takiala mo te fakatulagaga o ni tauatuaga. Ko te vaega tona tolu, pe veheo o na fakaopoopo atu te tino faigaluega ki loto o te ata. E talitonu te Hay Group ko te tulaga o he tautuaga e tatau ke iei hona hao ki te levolo ma te fakatulagaga o he totogi o he tino faigaluega kafai e fakatuhatuha ki ietahi tino. Ko te koleniga na fai i Apia mo na Totogi e fautuagia ai he fakaamanakiaga mo na hikili maua, ma e tatau na akoakoga ke tuku ki loto o te fauhaga. Ko te vaega mulimuli i te fakatinoga katoa tenei ko te nafatia e te fakalapotopotoga ke totogi. Ko he vaega tenei atonu e pito lahi atu tona taua ite faiga o he tonu mo na fakalapotopotoga nae fehoahoani ki ei te Hay Group i na taimi kua teka. Ko te tulaga tenei na lahi oi he mafai ai e ietahi fakalapotopotoga oi fakatino ni huiga kia latou levolo totogi e ui te mataugia o na huiga ki na fuainumela e fakailoa mai ai te huiga ki te tau o te olaga, mtm e fakafaigata ai te fai o ni huiga ki na levolo totogi. Kua agai atu foki ke fakaauau pea na atiakega mo he faiga e kikila ai ki na vaega e tauhi tonu ki ei na galuega, ma taui atu na tautuaga lelei a kilatou i te galuega, kae e he ko no tuhi pahi e maua e tagata ma te mataloa kua taukave ai te galuega.

3.1 Fuafuaga o na Galuega

Ko te metotia a te Hay Group mo te fuafuaga o na galuega na apalai uma ki na galuega na tuku atu ki te Tino Iloa Fakapitoa. Ko galuega uma na fuafua agai ki na taki o te Iloa-Veheo, Fofoga o he Fakafitauli ma te Tau Tali Atu ke maua ai na aofaki o na togi mo na galuega.

Ko na galuega la e fakatuhatuha fuafua ki na togi ienei, kae e he ko na igoa o te tulagatofi/tulaga pe ko ni ietahi taki.

Ko te fakaaoga o te metotia ke fua uma ai na tulagatofi e fakamautinoa mai ai kua fakaulu atu he faiga tutuha ki te hihitemi e fai ai na tonu pe ko fea tonu te fetaui ki ei he galuega kafai e fakatuhatuha ki ietahi galuega.

Ko te heti mo na fuafuaga e ve o na auhia, na fakaaoga ai na fakamatalaga na tuku mai e fakatulaga atu i te Pepa Fakaopoopo 1.

E lelei ke matau ko te fakaaoga ote metotia a te Hay Group mo te fuafuaga o na galuega kua hui ai ietahi fakatulagaga e ve o na fauhia e na fakatinoga e fai i te taimi nei.

E fautuagia mo te Malo Fakaauau ke fakaaoga te Guide Chart Profile Job Evaluation a te Hay Group mo ni faiga faifai pea ke fakamautinoa ai te tutuha pea o na faiga kae ke fakatalitonugia ma malohi atili ai na fakatinoga mo te fuafuaga o na galuega e fakaaoga i te lumanaki.

Kafai e hui na galuega, opo fakatahi pe fai ki ei ni huiga, e tatau lava ke toe-fuafua ke fakamautinoa ko na galuega iena e tuku tonu ki te levolo e talafeagai ki ei.

Ko te fakatinoga tenei e tatau ke apalai ki na tulagatofi uma i loto o te kaufaigaluega tautua a Tokelau ke fakamautinoa ai te tutuha ona fakatuhatuha. Ko te fakatinoga tenei e tatau ona patino tona fakafoega ki te Fakahoa mo Tagata Faigaluega a te Atunuku, kae ko ni vaega e fakafehiligia ke tuku atu ki te Hay Group mo ni ona lagona agai ki te lahi o te galuega.

3.2 Totogi

Ko he vaega taua o ho he fauhaga totogi ko te fakamautinoa tena e tapena he heti o ni fakatulagaga totogi talafeagai e mafai ke fakatulaga ki loto he tino galue.

I loto o te Kaufaigaluega Tautua a Tokelau, ko te mafai ke fakatuhatuha na fakatinoga fakalotoifale ma he “maketi” oi fakavae ai ni levolo fakatulagaga totogi e atagia mai ai te maketi tena e he ko he filifiliga e mafai ke fakatino.

Kae e iei na lagona agai ki na levolo o na totogi e tuku mai e he lava.

Kae ke mafai ke hukehuke ietahi vaega o na fakamatalaga ienei ma kikila pe hea te tulaga o te “lelei” pe ko “fakatuhatuha” o te levolo o na totogi i Tokelau, na fakatino he fakatuhatuha ma te hakilikiliga (survey) agai ki na totogi a te Hay Group na fakatino i Samoa i te 2013.

Ko te fakatuhatuha tenei na fakaaoga ai na “totogi tauhaga” ma na “totogi tauhaga + benefiti ta mau” mo na tulagatofi taki tahi ma fakaaoga te fuaefa o na galuega mo na tulagatofi takitahi, fakatulaga na tulagatofi agai ki na tulagatofi e tai tutuha te lalahi i luga o na fakamaumauga mo Samoa.

Ko te fakatuhatuha tenei e mo na tagatanuku Samoa oioti, i te Tala (\$) Samoa, kae e heki aofia ai na totogi o na tino mai fafo.

Ko na iloiloga ma na fakatuhatuha mo na tulagatofi taki tahi e fakaali atu i te Pepa Fakaopoopo 2 ma na fakainaga agai pe ko hea te ata kua maua i te iloiloga e fakaali atu i lalo.

3.2.1 Totogi Fakavae

E fakaali mai e te iloiloga ko na tulagatofi pito maualalo e totogi lelei atu fakatuhatuha ki na fakatinoga i Samoa vagana ai ni nai vaega, ko te ata e kitea ko na totogi mo te tahi vaega o te kaufaigaluega ei lalo ifo o te totogi lototonuga o te maketi a Samoa.

E ono foliga mai ko na tulagatofi na fuafua i te vaega fakatuhatuha 9, 10, 11 (na galuega taigogole) e totogi i luga atu o te totogi lototonuga a Samoa, ma ko na tulagatofi i na vaega fakatuhatuha 12, 13, 14 ei lalo ifo o te totogi lototonuga a Samoa, e vena ma te lahiga o na tulagatofi i te vaega 15-18.

E iei na vaega e matau ki te fakatinoga o na vaega fakatuhatuha 12 ma luga ake. E tatau ke toe hukehuke atili muamua ke kikila pe ko na galuega na fuafua i te tulaga tonu e tatau ona iei ai, pe

nae hako lelei na pepa taki mo na tulagatofi pe nae iei he mafuaaga patino mo te maualuluga o na totogi. O na ko he fakatuhatuhaga tenei ma na fakamaumauga o te maketi a Samoa e talafeagai ai ke iei na tulagatofi i TALO kae e he tatau ke aofia na totogi o na tino e totogi faka tagata faigaluega mai fafo atu.

Ko te faiga foki lava tenei e tatau ke fakaaoga mo na tulagatofi e maualalalo fakatuhatuha ki Samoa.

Ko te ata lautele o te totogi lelei o na tulagatofi maualalalo kae e heai he agai luga kafai e fakatino ni galuega maualuluga ake ko he ata foki tena e kitea i na Vaega o te Kaufaigaluega a Niuhila. Ko te laina totogi “laugatahi” tenei kua hui malie o na ko na taumafaiga i loto o te Kaufaigaluega Tautua a Niuhila ke hui na levolo o na vaega e manakomia ke fakatino i loto o na galuega.

Ko te fakatinoga “fou” tenei kua takitakia ai na mafaufauga o te Tino Iloa i te tapenaga o na levolo totogi i na vaega e mulimuli mai o te lipoti.

E manakomia foki ke fakaeteete i te iloiloga o na tulagatofi e totogi maualuga o na atonu e totogi e ve ni tino mai fafo atu.

I he iloiloga loloto atili o na totogi e iei i te taimi nei agai ki te levolo totogi a te Kaufaigaluega Tautua a Tokelau, e foliga mai e iei na vaega e he “ologatahi” ma te tulafono.

E ui e iei na mafuaaga lelei ke totogi ai na faiakoga, teine tauhi tauale, tino fakapitoa mo na mahini (technician) (diploma / trade certificated level trades roles) i fafo o na levolo i te taimi nei, e fautua atu e ono i he tukaga ko na totogi e hehe na levolo e iei ai i te taimi nei, pe ko levolo kua mautu tu atili kua he mafai ai ke gaoi i te feeke mai a te maketi ma na lihohi mai fafo. E fautua atu foki atonu ko te fakatinoga i te taimi nei i te fokotahi o te fauhaga totogi mo na tulagatofi uma e he ko te tulaga talafeagai ia mo te agai ki mua.

3.2.2 Totogi Ta Mau

Ko te iloiloga tenei e mo na totogi fakavae/tauhaga fakatahi ai ma ho he benefiti ta mau na tuku atu eve ko na tino galue (tino Tokelau) e nonofo i Apia.

E tutuha lelei te ata o te iloiloga tenei ma te iloiloa o te totogi fakavae ma e fakahino mai te tulaga maualuga o te tauvaga i na levolo maualalo kae e he lahi he tauvaga i na tulaga tulagatofi i lug ai te fakatuhatuha ai ma te maketi i Samoa.

Fakamolemole ke matau ko na fakamaumauga a te Hay Group e he aofia ai te levolo o na Fakatonu ma na tulagatofi tofi i te levolo lua e fakamautu i Apia.

Kae, e talafeagai ke ve atu ko na tulagatofi ienei e totogi lelei kafai te ata lautele o na levolo totogi i Apia e fakatulaga.

E ui e he katoatoa, kae ko na iloiloga ienei e tuku atu ai ni fakamatlagaga e lava ma he “ata” lautele e fehoahoani atu i te tapenaga o ni levolo totogi mo te fauhaga fou.

4. Kupu Fakaiku mo na Totogi

E fautua atu te iloiloga ko te fauhaga totogi teia i te taimi ma na levolo o na totogi nae he faia i ni faiga tutuha ma e lahi na vaega e he ologatahi ai ma na taki o na Totogi ma te Polihii.

E foliga mai e heai ni hokotaga i na auala e fakamatala ai ietahi tulagatofi, na levolo e fakatulaga ki e i loto o te fauhaga totogi, ma te levolo o te totogi e tuku ki te tino galue.

E foliga mai foki ko na tulagatofi “maualalalo” i he fakatuhatuhaga ma Samoa e totogi lelei, ma ko na tulagatofi i Apia e lelei atu na totogi kafai e fakatuhatuha ki na totogi o na tino Samoa.

Ko te vavamamao o na levolo totogi e totogi atu i te taimi nei ki na tulagatofi e tali tutuha o latou fuaefa e taku mai ai te heke kehe mai te fakatinoga o na tulaga totogi a te Kaufaigaluega Tautua i ni faiga tutuha, e he tutuha te apalaiga o na takiala, ma e heai pe fakatauagia he

kikilaga lautele mo te tulaga tutuha i te Kaufaigaluega Tautua. E fakatu atu foki ke mafai ke fakalautele atu/lahi atu ni filifiliga e tatau ke tapena kae ke mafai ai ke fakafetaui na manakoga i te lumanaki, e fakatu atu e te Tino Iloa Fakapitoa kae ke mafai ke toho mai, taofiofi, atiake ma fakaohofia te kaufaigaluega.

5. Na Fautuaga

1. Ke pahia te Hay Group Guide Chart Profile Method of Job Evaluation ke fakavae ai te fakatuhatuha o na hao ma na galuega a na tulagatofi takitahi i te Kaufaigaluega Tautua.
Ko na fauhaga tuai mo te fuafuaga o na galuega kua lahi atili te fakamamafa e kilatou na akoakoga/hikili nae he/e manakomia mo te galuega. E lahi na fauhaga fakaonopo nei e lautele atu a latou kikila, e kikila ki na vaega e tuku ki loto (iloa fakapitoa, hikili pulepule, hikili hokotaki ma tagata), na tulaga kehekehe e tau ke apalai ki ei te iloa ma te vaega e tau tali ki ei pe ko na vaega e tatau ke fakatino o te tulagatofi.
Ko te metotia a te Hay Group e talitonugia i te lahi o na fakalapotopotoga i te lalolagi ma e maua ai ni ikuga (outcomes) e talitonugia.
Na talohaga ki te Tino Iloa Fakapitoa ke hukehuke na tulagatofi takitahi e fakaaoga ai te metotia e fautuagia ma e tuku atu i te Pepa Fakaopoopo 1.
2. Ke toe iloilo ma tukutonu na Pepa taki o na galuega (Job descriptions) ke atagia ai ko na galuega e fakatino i luga o te agaga o na tiute taukave/na vaega taua ke auhia e te galuega. Ko fea lava e manakomia ai he tino galuega ke taukave ni tiute fakaopoopo (ft Failautuhi ki te Taupulega, tulagatofi lagolago i na vaega tau IT mtm), ko tona uiga e manakomia ke tuhia he Pepa Taki o na Galuega fou, iloilo, fakatulaga ma heti te totogi, nai lo te fakaopoopo fakatahi o ni levolo totogi.
3. Ko na galuega fou uma e tatau ke iloilo muamua kae ko heki tuku atua ki he tino kae ke mautinoa ai e tatia tonu ki loto o te tulaga totogi talafeagai.
4. Ke pahia he fauhaga mo na fakatulagaga o na totogi (banding model) ke fakaaoga mo na tulagatofi uma ma e fakavae ki luga o na togi mo na galuega takitahi na maua i te fakaaogaga o te Hay Group Job Evaluation method.
Ko na fauhaga mo te fakatulagaga o na totogi e fautuagia:

Fakatulagaga Totogi	Va o na togi mo na galuega	Togi i loto tonu
1	63 – 113	
2	114 – 160	
3	161 – 191	
4	192 – 227	
5	228 – 313	
6	314 – 370	
7	371 – 438	
8	439 – 518	
9	519 – 613	
10	614 – 734	
11	735 – 900	

Ko te laulau i lalo e fakahino mai ai na fakatulagaga totogi o na tulagatofi e fetaui ki ei.

Band	Job title
11	General Manager, Apia
10	Director of Economic Development (Natural Resources and Environment) Director of Health Director of Transport and Support Services Director - Finance Director - Education Director - Taupulega Office, Atafu General Manager, Taupulega Office - Nukunonu General Manager - Energy Coordinator, Taupulega Office - Fakaofo General Manager - Teletok Chief Clinical Advisor HR Manager/National Statistician Legal Advisor
9	Secretary to Council/Senior Policy Advisory Officer - OCOG Medical Officer/Doctor Education Advisor/Strategic Planning Advisor
8	Finance Manager Fisheries Division Manager Dentist School Principal Operations Manager Deputy Director of Education IT Officer
7	Chief Engineer - Energy Health Manager Finance Manager - Atafu, Nukunonu Statistics Advisor Executive Officer Senior Policy Advisory Officer - Taupulega Office, Fakaofo Deputy School Principal Sports Development Coordinator Information System Officer - EDNRE Budget Advisor – Atafu, Fakaofo HR Advisor - Fakaofo HR Advisor - Atafu Budget Manager Programme Coordinator - Health Non-Communicable Disease Coordinator
6	Stores Manager Senior Secondary School Teacher

	Communication Officer
	Legal Advisor - Nukunonu
	Teletok Administration Manager
	Offshore Fisheries Officer
	Hospital Manager
	Nurse Manager - Fakaofo
	Senior Secondary Education Coordinator
	Advisory Officer - Taupulega Office
5	Meteorological Officer
	Energy Supervisor
	Police Sergeant
	Repair and Maintenance Foreman
	Tokelau Liaison Officer - Wellington
	Economic Development Officer
	Primary School Teacher
	Secondary School Teacher
	Scholarship & Technical Education and Vocational Training
	Senior Finance Officer - Nukunonu
	Registered Nurse
	Inshore Fisheries Officer
	Senior Finance Officer
	NGO Focal Point - Nukunonu
	NGO Coordinator - Fakaofo
	Advisory Officer/IT Officer
	Mid-Wife
	Waste Management Manager
	Foreman
	Finance Officer
	Procurement and Shipping Officer
	Bulk Store Manager
	Senior Mechanic
	Dental Officer
	Executive Officer
	Senior Mechanic
	Senior Electrician
	Finance Officer - Fakaofo
	Dental Officer

	Police Constable
	Electrician
	Teletok Technician
	Mechanic
	Telecommunication Technician
	Store Manager - Island based
	Teletok Technician
	Leading Hand
	Finance Officer - Atafu
	Finance Officer - Customer Services
4	Pre-School Teacher
	Finance Officer - Payroll
	Executive Assistant - Health
	Administration Officer - EDNRE
	Court Clerk
	USP Centre Coordinator - Fakaofo
	Court Clerk
	Immigration and Custom Officer
	Secretary to the Faipule and Pulenuku - Nukunonu
	Secretary to the Faipule - Fakaofo
	Court Clerk
	School Secretary - Atafu
	Plumber
3	Support Officer - Economic Development
	Support Officer - Education
	Support Officer - Taupulega Office
	Support Officer - Taupulega Office
	Support Officer - Administration
	Finance Officer - Account Payable
	Support Officer - Shipping
	Support Officer - Birth, Death and Marriages
	Support Officer - Transport
	Support Officer - Administration
	Custodian - Lelata Compound
	Fono Co-ordinator
	Data Officer - Education
	School Secretary
	Transport Officer
2	Typist - School
	Driver
	Teletok Operator
	Assistant Store Manager
	Bulk Store Officer
1	General Worker II
	General Worker I

- 5 E tapena he fakatulagaga totogi mo na levolo takitahi. Ko na fakatulagaga totogi ienei e atagia mai ai na tulaga tau polih i pa ki ei, ma e fakafetaui taki tauhaga ke atagia mai ai na huiga ki te tamaokaiga, Huiga ki te Tau o te Olaga (COL), pe ko ietahi vaega tau ki te tamaokaiga. Kafai e fai he huiga ki te levolo o na fakamanuiaga ona ko te Huiga ki te Tau o te Olaga, e he takua mai ai ni hikitaga fakafuaheki mo tagata uma.

6. Levolo Totogi (Remuneration ranges)

E fautua mo te fauhaga o na totogi ke iei he kehekehega i te va o na totogi e 80% - 110% mai he togi i loto tonu. Ko te kehekehega o te -20% ma te +10% e fakamafai ai ia tagata galue tautokatahi ke fakatulaga ki loto o he fakatulagaga e fakavae ki luga o ni taki kehekehe.

Ko te fauhaga i te taimi nei e taku mai ai, kafai he galuega e agai e fuaefa pe lahi atu na vaega e tauhi tonu ki ei, e he fakamanuiagia ke atagia mai ai na huiga ienei ki te galuega, ma ko te fauhaga tenei e tuku atu ai ni totogi kamata maualuluga ma kua taigole ai he avanoa e mafai ke fakamahiki ai ki luga te totogi o te galuega kafai e agai e fuaefa te tulaga. Ko te fakatinoga tenei ei fafo atu ma na fakatinoga a te Kaufaigaluega Tautua i te taimi nei.

Ko te levolo totogi fou kua fautuagia na maua i te maea ai o ni fakatalanoaga ma na hui na fakatahi atu ki te koleniga mo na totogi.

E fautuagia foki e te Hay Group ke lua ia levolo totogi ke pahia aloakia.

Ko te fakatu tenei ke mafai ke kitea ai te tulaga e tutupu i te taimi nei vena ma he vaega e kehe atu mai na levolo totogi i te taimi nei e apalai ki na galuega, (e lahi ki na galuega iloa fakapitoa) kae ke mafai ke fakatohina mai ai na tino ienei ke galulue ma nonofo i Tokelau.

E fakatu atu e te Hay Group he Levolo Totogi Lautele (General Scale) ma he Levolo Totogi mo na Tino Iloa Fakapitoa (Specialist / Professional Skills Scale).

Ke agavaka ki te levolo totogi maualuga atu e tatau ke lagolago e te Pule Fakahoa, kaufaigaluega Tautua a te Malo, Tino Fakahoa a te Malo, Fakatonu talafeagai ma te Malo Fakaauau ke fakamautinoa ai te tutuha o na fakatinoga ma na vaega e auhia.

E manakomia ke tuku fakatahi ni taki lelei ke taupule ai pe ko ni tulagatofi vehea e agavaka ki te levolo totogi tenei ma e fakamoemoe lahi ki tagata faigaluega tau tokatahi i te maua e ia na hikili talafeagai (e faigata ke maua) ma e manakomia moni mo te galuega/tulagatofi e fakafehiligia. Ko te tulaga tenei e he apalaia ki he tagata faigaluega e ia te ia ni tuhi pahi e he talafeagai tonu ki te tulagatofi e ia fakatinoa.

E matua faigata ke fakatino loa na huiga i te vaega tenei ma ko ni a lava ni huiga e fakatutu ke fakatino ki he fauhaga o ni totogi e tatau lava ke peleni fakalelei, fakailoa atu, ma fakatino i loto o he vaitaimi.

Ko te ola o te hukehukega na fai ki na galuega e fakatu mai ai e iei na huiga ki te fakatulagaga o ietahi galuega fakatuhuha ki ietahi galuega mai te fakatulagaga muamua, ma e iei na afainaga ki na levolo o na totogi.

I te tapenaga o na levolo totogi i lalo, ko te Tino Iloa Fakapitoa na taki i te tulaga teia ko na fakatinoga ite taimi mo na totogi e lahi hona fakatuhuha ki na levolo totogi o Samoa kafai e kikila fakatahi ki na levolo totogi ma na alauni. Ko te vaega tenei e patino tona hakoga mo na tulagatofi mo na Tino Fakapitoa ma na tino faigaluega hinia/tulaga pulepule.

Ko te iloiloga na fakatino muamua e fakaali mai ko na galuega maualalalo e totogi lelei kafai e fakatuhuha ki na tulagatofi maualalalo a Samoa, kae kafai e agai ki luga te lalahi o galuega, ko na levolo totogi a Tokelau kua heke malie ki tua. Kae ona ai ko ietahi tulaga ki na levolo totogi ma na alauni e totogi atu (e tuha ai ma te polihī mo tagata galue i Apia) e lahi ai na vaega e tali tutuha ai.

E fautua atu te Hay Group mo na levolo totogi ke apalai ki tagata faigaluega i Tokelau ma Apia ma ke fakatino he iloiloga ki na levolo o na alauni e totogi atu ki tagata faigaluega e nonofo i Apia ke fakamautinoa ai ko na levolo koi talafeagai ma ko tagata faigaluega tau tokatahi e he paku ki he tulaga maualalo fakatuhuha ki te maketi i Samoa. Ko na fakaliga muamua e foliga mai ko te alauni fale i te taimi nei e fakaauau pea kae e manakomia ke kikila ki ei i he agaga o ni levolo totogi fou e pahia.

Kafai e fakaauau pea na alauni, ko tona uiga e tatau ona apalai oioti ke fakamautinoa te fakatuhuha o te levolo totogi ma te maketi a Samoa. Ko te alauni e he tuku atua kafai he tagatanuku nuku (Samoa) e tofia ki he tulagatofi i Apia.

E he fautuagia e te Hay Group mo na levolo totogi ienei ke apalai atu ki na tulagatofi filifilia (Ulu, Faipule, Pulenuku) o na ko te manatu o te Hay Group ko na tulagatofi ienei e he mafai ke kikila ki ei ko ni galuega tumau i te kaufaigaluega tautua a Tokelau.

I te tulaga Pulepule Lelei e fakatu atu ai ko na levolo totogi mo na Hui Filifilia (Public Elected Officials) e tatau ke tuku kehekehe ma tagata faigaluega, ma ko o latou totogi e tatau ke fai kehekehe. E tutupu te tulaga tenei i atunuku uma o te Pahefika.

I te matau mai, e foliga e lahi ni huiga e fakatu atu e te Hay Group ke fakatino. Kae, ko na vaega e fakatutu atu e he lahi ni kehekehega lahi ma na fakatinoga e fakatino ite taimi nei vena ma na levolo ona totogi e totogi atu ki tagata faigaluega.

Ko na levolo totogi fou ienei na fauhia ke atagia mai ai na fakatinoga e fakatino i te taimi nei e manakomia ke kikila ki ei i he faiga katoatoa, e mafai ke fakaheai ai te manakoga mo ni alauni kehekehe mo tagata faigaluega i Apia, e mafai ai foki ke fakaohofia ia tagata ke galulue ma nonofo i Tokelau ma e he tatau ke hikitia lahi ai he tau.

Ko te fautuagia o ni levolo totogi fou mo na tulagatofi e he ve e fautuagia e te Tino Iloa Fakapitoa he huiga vave ki na levolo totogi e tuku atu e te Fakagaluetino.

Ko he vaega taua i te agai atu ki mua ko te fakamautinoa o te nafatia, fakamautinoa e fai ni tonu e kikila ki te tulaga tutuha ma ko na tulagatofi e taua mo te agai o Tokelau ki mua e fakamatea ma taui atu.

Ko na togi i loto tonu mo na totogi e fakatu e fakatulaga atu i te Pepa Fakaopoopo 2. Ko na levolo totogi fou e fakatu e fakatulaga atu i lalo in te Tupe Niuhila (e ve ona iei ai i te taimi nei).

6.1 Levolo Totogi Lautele

Fakatulagaga	Kehekehega i na togi mo na galuega	Levolo Totogi
1	63 - 113	7040 – 9680
2	114 - 160	7920 – 10890
3	161 – 191	8800 – 12100
4	192 – 227	10560 – 14520
5	228 – 313	15840 – 21780
6	314 – 370	21648 – 29766
7	371 – 438	23760 – 32670
8	439 – 518	28160 – 38720
9	519 – 613	31680 – 43560
10	614 – 734	36080 - 49610
11	735 – 900	40480 - 55660

6.2 Levolo totogi mo na Tino Fakapitoa/Tino Pahi Fakapitoa

Tino fakapitoa mo na matakupu tau akoakoga/Faiakoga, Tino faigaluega pahi mo na matakupu tau ola malolo, Tino pahi mo na matakupu tau mahini fakaonaponei

Fakatulagaga	Kehekehega i na togi mo na galuega	Levolo Totogi
1	63 - 113	N/A
2	114 – 160	N/A
3	161 – 191	N/A
4	192 – 227	12672 – 17424
5	228 – 313	19008 – 26136
6	314 – 370	25976 – 35717
7	371 – 438	28512 – 39204
8	439 – 518	33792 – 46464
9	519 – 613	38016-52272
10	614 – 734	43296-59532
11	735 – 900	N/A

7. Fakatulaga/fehikitaki i loto o na levolo totogi

E fakatu atu e na auala pito hili te lelei ko te fakatulagaga o he tino galue i loto o na levolo totogi e tatau ke fakavae ki luga o a na tautuaga lelei. Kae e mahani oi faigata ke fakatino i he taimi pukupuku kafai e fai he huiga mai te fauhaga i te taimi nei (fakavae ki te mataloa te faigaluega) ki he fauhaga fou. E fautuagia ko te fakaheke atu o tagata galue tau tokatahi ki tona totogi fou ke fakaaoga o latou totogi eiei ai i te taimi nei, ma ko ietahi huiga ke pulepule/taofiofi i loto o na levolo totogi fou. Kae e fakatu ko ni ietahi gaoioiga i tua mai ke fakavae ki luga o na:

- Mataloa te faigaluega

- Hikili maua
 - Tautuaga lelei
- pe ko ni tuku fakatahiga o na vaega ienei.

Ko na levolo totogi e fakamatea i he kehekehenga e -20% / +10%.

E fakatu ko na gaoioiga i te vaega pito ki lalo o na levolo totogi ke fakavae ki luga o te mataloa te faigaluega ma na hikili maua e patino ki te galuega, kae i luga ake o he levolo patino, ko na taki e fakavae ki luga ona tautuaga lelei.

Fakamolemole ke matau ko te manakoga ke fakamatea he tino e maua e ia ni ietahi hikili/tuhi pahi ma vaega ke hiki ai he totogi na mataugia e kilatou auai atu ki te akoakoga.

Ko te fakafitauli lahi o te faiga tenei ko na levolo o na hikili, taki mo na tautuaga lelei ma te fauga agai ki na taki e manakomia ke tapena ma fakatino.

Kae ko te taimi nae tautua ai i luga o he galuega e he tatau ke kavea ko he taki taua ke fakaauaua ai pea ke fakatulaga ia tagata faigaluega i loto o na levolo totogi.

E fakatu ko na levolo totogi ke vavae ki ni hone totogi e fa (4) fakatahi ai ke fakavae ni taki pe ko fea e fakatulaga ki ei he tino galue ma pe vehea foki ona fakatino ni fehikitaki i loto ona levolo totogi.

A	Mataloa te faigaluega ma na hikili
B	Hikili ma na tautuaga lelei
C	Tautuaga lelei
D	

7.1 Fakatulagaga ma te fehikitakiga

Ko te fakatulagaga ma na gaoioiga i loto o na hone takitahi e:

Hone A: Ko he tuku fakatahiga o te mataloa te faigaluega ma na hikili fou e maua. Ko na fehikitakiga i loto o te hone tenei e mafai ke fakavae kafai te tino e taukavea te galuega e maua ma apalai e ia ni hikili fou i he auala lelei.

Hone B: Ko te fakatulagaga ma na fehikitakiga i loto o te hone tenei e fakavae ki luga o te iei pe maua ni hikili talafeagai ke fakatino ai te tulagatofi ma fakaali pea ni tautuaga lelei. Ko te taimi nae tautua ai i loto o te galuega **e he** kavea ma tulaga e mahiki fakafuaheki ai he tino galue.

Hone C + D: Ko te fakatulagaga ma na fehikitakiga i loto o na hone e fakavae ki luga o te fakaalia ma te fakatumau pea o ni tautuaga lelei, teia lava e atagia mai i te fakakupuga o te uiga o te hone tenei.

E iei na levolo patino i te Hone A ma te taki 2% kehekehenga. Ko na gaoioiga ei he levolo maulalalo e 2% hikitaga e mafai ke fakavave kafai e maua na hikili.

Kafai he tino nae i luga o te galuega mo he 5 tauhaga kae e he maua pea e ia ni hikili e lahi atu e fakamafai ai ke fakatino tona tulagatofi, e he mafai ke fakaauau atu i te Hone B. E manakomia ke fakamatea ni levolo mo na hikili pito maualalo e manakomia mo na tulagatofi taki tahi ke mafai ai ke ulu atu ki te Hone B.

Ko te fehikitaki i loto o te Hone B e fakavae ki luga o te maua o ni hikili e lahi atu ma talafeagai mo te tulagatofi ma te fakalia pea o ni tautuaga lelei.

Mo he tino ke pa atu ki te tumutumuga o te Hone B, e tatau ke maua uma e ia na hikili fakavae e manakomia ke fakatino ai tana galuega, ma lelei katoatoa na tautuaga, ft fakaaoga ma fakaalia na hikili i he auala taoga ma fakamaliegia ai na manakoga uma o te tulagatofi.

Ko na levolo/hone e takua Atiake, Lelei te Mafai, Lelei Lahi, Tulaga Kehe.

7.2 Fakauigaga o na Hone

Hone A – Atiake

Ko te tino galuefou ki te galuega, pe ei he tulaga tau atiake pe taumafai ke ia maua na hikili fakavae o te tulagatofi. E tatau kilatou i te hone tenei ke fakaalia te naunautakiga ke maua ni hikili fakavae e lahi atu ma apalai na hikili ienei ki te tulaga e manakomia ke fakagalue ai.

Hone B – Lelei te mafai

Ko te fakaauau pea o te fehikitaki i loto o te hone tenei e fakavae ki luga o te fakatumaugia o te lelei o na tautuaga ki te levolo talafeagai ma maua pea ni ietahi hikili fakavae. Kae ke auhia te tumutumuga o te hone tenei, e tatau te tino faigaluega ke maua ma fakaalia e ia na hikili uma, na iloa ma na uiga i te levolo tenei e manakomia ke fakatino fakalelei, ma fakatino ai lava e tuha ai ma te levolo e manakomia mo na tautuaga.

Hone C – Lelei lahi

Ko he tino faigaluega i te hone tenei e tatau ke fakatumaugia te tulaga maualuga o ana tautuaga, pe fakatino he tulaga hili atu. Ko te fehikitaki i loto o te levolo tenei e manakomia ai ke fakatumaugia na tautuaga lelei i he tulaga i lelei ma hili atu i na taki mahani o na tautuaga.

Hone D – Tulaga kehe

Ko te hone tenei e fakatulaga mo kilatou kua tukehe a latou tautuaga ma kua lava tapena ke mahiki ake ki he tahitae galuega/levolo. Ko kilatou ienei e maua na taleni e tatau he pihihi ke taofiofi mai. Ko te hone tenei e fetaui oioti ki ni nai tino faigaluega.

Ko te fakatulagaga ma te fehikitakiga i loto o te hone B,C,D e fakavae ki luga o te fakaaogaga o te Taki mo te Pulepulega o na Tautuaga na tapena i te 2011 ma te apalaiga o he pepa taki mo na tautuaga. E mafai he tino faigaluega ke tuku hako lava ki loto o te Hone B kafai ko te tino faigaluega tenei kua maua uma e ia na hikili ke fakatino ai he tulagatofi. E foliga mai e he mafai he tino faigaluega fou ke tuku hako ki loto o te hone C pe D ona e tatau ke iei ni tautuaga lelei e fakaalia kae ke mafai ai te tulaga tenei ke tutupu. Ko te fehikitakiga i loto o he levolo/hone e he mafai ke fakamatea/aofaki fakafuaheki pe hikitaga.

I he vaega o te fakatinoga o he vaevaega o te tupe, e tatau ke fakatino ni talanoaga pe fia he vaega tupe e fakatativa mo na totogi ma na penefiti. Ko te tulaga tenei e kavea ma taki mo ni huiga e fakatu. E he talitonu te Tino Iloa Fakapitoa e tatau ke iei he tino faigaluega e maua tauanoa hana hikitaga ki tona totogi ma ko te tulaga tenei e tatau ke fakailoa atu ma taliagia.

E matemate e te Tino Iloa Fakapitoa e iei te fakamoemoe ke fakatino te Fauhaga mo te Pulepulega o na Tautuaga na lagolago e te Ulu, Faipule ma na Tino Faigaluega Hinia i te 2011.

7.3 Fakatu mo na Levolo Totogi

Ko te laulau i lalo e fakatulaga atu ai te fakatu mo na levolo totogi ma na levolo o na hone

Levolo Totogi mo na Tino Faigaluega Lautele

Band	Job Points Range	Zone A (80 - 92%)							Zone B --Competent	Zone C--Excellent	Zone D--Exceptional	Midpoint
		80%	82%	84%	86%	88%	90%	92%	92 - 104%	104 - 108%	108 - 110%	
1	63-113	7,040	7,216	7,392	7,568	7,744	7,920	8,096	8,096 - 9,152	9,152 - 9,504	9,504 - 9,680	8,800
2	114 - 160	7,920	8,118	8,316	8,514	8,712	8,910	9,108	9,108 - 10,296	10,296 - 10,692	10,692 - 10,890	9,900
3	161 - 191	8,800	9,020	9,240	9,460	9,680	9,900	10,120	10,120 - 11,440	11,440 - 11,880	11,880 - 12,100	11,000
4	192 - 227	10,560	10,824	11,088	11,352	11,616	11,880	12,144	12,144 - 13,728	13,728 - 14,256	14,256 - 14,520	13,200
5	228 - 313	15,840	16,236	16,632	17,028	17,424	17,820	18,216	18,216 - 20,592	20,592 - 21,384	21,384 - 21,780	19,800
6	314 - 370	21,648	22,189	22,730	23,272	23,813	24,354	24,895	24,895 - 28,142	28,142 - 29,225	29,225 - 29,766	27,060
7	371 - 438	23,760	24,354	24,948	25,542	26,136	26,730	27,324	27,324 - 30,888	30,888 - 32,076	32,076 - 32,670	29,700
8	439 - 518	28,160	28,864	29,568	30,272	30,976	31,680	32,384	32,384 - 36,608	36,608 - 38,016	38,016 - 38,720	35,200
9	519 - 613	31,680	32,472	33,264	34,056	34,848	35,640	36,432	36,432 - 41,184	41,184 - 42,768	42,768 - 43,560	39,600
10	614 - 734	36,080	36,982	37,884	38,786	39,688	40,590	41,492	41,492 - 46,904	46,904 - 48,708	48,708 - 49,610	45,100
12	735 - 900	40,480	41,492	42,504	43,516	44,528	45,540	46,552	46,552 - 52,624	52,624 - 54,648	54,648 - 55,660	50,600

Levolo Totogi mo na Tino Faigaluega eiei o latou Iloa Fakapitoa

Band	Job Points Range	Zone A (80 - 92%)-Developing							Zone B --Competent	Zone C--Excellent	Zone D--Exceptional	Midpoint
		80%	82%	84%	86%	88%	90%	92%	92 - 104%	104 - 108%	108 - 110%	
1	63-113	-	-	-	-	-	-	-	-	-	-	
2	114 - 160	-	-	-	-	-	-	-	-	-	-	
3	161 - 191	-	-	-	-	-	-	-	-	-	-	
4	192 - 227	12,672	12,989	13,306	13,622	13,939	14,256	14,573	14,573 - 16,474	16,474 - 17,107	17,107 - 17,424	15,840
5	228 - 313	19,008	19,483	19,958	20,434	20,909	21,384	21,859	21,859 - 24,710	24,710 - 25,661	25,661 - 26,136	23,760
6	314 - 370	25,976	26,625	27,275	27,924	28,574	29,223	29,872	29,872 - 33,769	33,769 - 35,068	35,068 - 35,717	32,470
7	371 - 438	28,512	29,225	29,938	30,650	31,363	32,076	32,789	32,789 - 37,066	37,066 - 38,491	38,491 - 39,204	35,640
8	439 - 518	33,792	34,637	35,482	36,326	37,171	38,016	38,861	38,861 - 43,930	43,930 - 45,619	45,619 - 46,464	42,240
9	519 - 613	38,016	38,966	39,917	40,867	41,818	42,768	43,718	43,718 - 49,421	49,421 - 51,322	51,322 - 52,272	47,520
10	614 - 734	43,296	44,378	45,461	46,543	47,626	48,708	49,790	49,790 - 56,285	56,285 - 58,450	58,450 - 59,532	54,120
11	735 - 900											

8. Toe fakatulagaga o na Levolo Totogi

E fakatu atu e te Tino Iloa Fakapitoa ki te Malo Fakaauau ke hui te mataloa e toe iloilo ai na levolo totogi.

I te lahiga o na fakatinoga lelei i na matakupu tau ki na totogi, ko na levolo totogi e toe fakatulaga taki tauhaga ke fakamautinoa ai e fetaui lelei ma te “maketi”. E matau e te Tino Iloa Fakapitoa e heai he maketi patino i Tokelau kae ko te iloiloga tauhaga tenei, i he taimi fakatulagagia, na tapena ke fakamautinoa ai ko na levolo totogi e fakafetaui ki ni vaega e afaina ai te tau o te olaga. Kafai e matau mai e he ko he popolega lahi tenei, ko tona uiga e he tatau la ke fai ki ei ni fakatinoga mo na tino faigaluega e galulue i luga o Tokelau, kae e tatau lava ke fai ni fakatinoga mo na tino faigaluega e galulue i Apia ona e iei te maketi totogi i Apia e mafai na tino faigaluega ke olo ki ei.

Fakamolemole oi matau mai ko na itukaiga fakatulagaga ienei E HE fakafuaheki oi fakamahiki ai he totogi o he tino faigaluega. Kae e foki ai ki he fakalapotopotoga te avanoa pe fakamahiki ki luga he totogi o he tino faigaluega, ma fakamautinoa ko na levolo e atagia ai na vaega e manakomia i he taimi e fakafaigaluega ai he tino.

Ko te vaega foki tenei atonu e he ko he matakupu lahi mo na nuku i Tokelau, kae e talafeagai mo na tino faigaluega e galulue i Apia.

9. Fakatulagaga o na Totogi e Fakavae ki luga o na Tautuaga Lelei

Ko te fakatulagaga o na totogi e fakavae ki luga o na tautuaga lelei kua tapena ke fehokotaki ai na auala e fakatino ai he iloiloga mo na tautuaga lelei a he fakalapotopotoga ki na levolo totogi.

Ko te auala tenei e mafai ke fakamalohia tona fakaaogaaga, pe kavea ma taki e fai ai na tonu.

I te tahi laina, ko te fakatulagaga o te iloiloga, ma ko te tahi laina ko te tulaga o te tino i luga o te levolo totogi. Ko te fuainumela o na pahene e tapena kafai e uma na talanoaga agai ki he vaegatupe e apalai ki na levolo totogi, ma na vaega e tuku fakatahi ki loto o he vaevaega tupe faka-te-tauhaga a he fakalapotopotoga.

Ko te ata i lalo ko he fakatakitaka oioti, e fakaaoga ai ni levolo e fa/levolo iloiloga, ma e fakaaoga ai he tulaga i loto o te levolo e fakaali ai ni levolo e lua mo te hone o te lelei op te mafai. Atonu ko te tulaga tenei e faigata mo te mea tonu e manakomia e te Malo o Tokelau, kae ko ni mafaufauga mo ni fakatalanoaga.

Tulaga i loto o te levolo				
Fakatulagaga o te tautuaga	Hone A: Atiake	Hone B: Lelei te mafai	Hone C: Lelei lahi	Hone D: Tulaga kehe
Matua maualuga na fakatinoga	3 Steps	X + 2%	X + 2%	X + 1%
Ova na fakatinoga	2 Steps	X + 1%	X + 1%	X%
Auhia na fakatinoga	1 Step	X%	X%	X%
E he gaoi katoatoa	E he gaoi	E he gaoi	E he gaoi	E he gaoi

E heki auhia	E he gaoi	E he gaoi	E he gaoi	E he gaoi
--------------	-----------	-----------	-----------	-----------

Matau: **He fakatakitakiga oioti**

Fakamolemole ke matau mai foki ko na fakalapotopotoga e tatau ke fakahala i te fakatinoga o he iloiloga ma kikila ke heai ni hikitaga.

Pepa Fakaopoopo 1: Laulau o te iloiloga o na galuega

Job title	Know How	Problem Solving	Accountability	Total	Profiles	
General Manager, Apia	40 F II 3 0	E 4 (43) 175	E+ 3- M 230	805	A2	49-22-29
Director of Economic Development (Natural Resources and Environment)	35 F- II- 3 0	E 4 (43) 152	E+ 3- A 175	677	A1	52-22-26
Director of EDNRE	35 F- II- 3 0	E 4 (43) 152	E+ 3- A 175	677	A1	52-22-26
Director of Health	35 F- II- 3 0	E 4 (43) 152	E+ 3- A 175	677	A1	52-22-26
Director of Transport and Support Services	35 F- II- 3 0	E 4 (43) 152	E 2 M 175	677	A1	52-22-26
Director - Finance	35 F- II- 3 0	E 4 (43) 152	E+ 3- A 175	677	A1	52-22-26
Director - Education	35 F- II- 3 0	E 4 (43) 152	E+ 3- A 175	677	A1	52-22-26
General Manager - Energy	35 F- II- 3 0	E 3+ (38) 132	E 2- P 175	657	A2	53-20-27
General Manager - Teletok	35 F- II- 3 0	E 3+ (38) 132	E 2- P 175	657	A2	53-20-27
Chief Clinical Advisor	35 F I+ 3 0	E 3+ (38) 132	E+ 3- C 152	634	A1	55-21-24
HR Manager / National Statistician	35 F- II- 3 0	E 3+ (38) 132	E+ 3- C 152	634	A1	55-21-24
Legal Advisor	35 F- II- 3 0	E 3+ (38) 132	E+ 3- C 152	634	A1	55-21-24
Secretary to Council / Senior Policy Advisory Officer - OCOG	30 E+ II- 3 4	E 4 (43) 132	E- 3- A 152	588	A1	52-22-26
Director - Taupulega Office, Atafu	30 E+ II- 3 4	E 3+ (38) 115	E- 2 M 152	571	A2	53-20-27
General Manager, Taupulega Office, Nukunonu	30 E+ II- 3 4	E 3+ (38) 115	E- 2 M 152	571	A2	53-20-27
Coordinator, Taupulega Office , Fakaofo	30 E+ II- 3 4	E 3+ (38) 115	E- 2 M 152	571	A2	53-20-27
Medical Officer / Doctor	30 F I 3 4	E 3+ (38) 115	E 3- C 132	551	A1	55-21-24
Education Advisor / Strategic Planning Advisor	30 E+ II- 3 4	E 3+ (38) 115	E- 3- C 132	551	A1	55-21-24
Finance Manager	26 E I+ 3 4	E 3+ (38) 100	D+ 3- A 115	479	A1	55-21-24
Fisheries Division Manager	26 E+ I+ 3 4	E 3+ (38) 100	D+ 3- A 115	479	A1	55-21-24
Dentist	26 F- I+ 2 4	E 3+ (38) 100	D+ 2- M 115	479	A1	55-21-24
School Principal	26 E I+ 3 4	E 3 (33) 87	D+ 2- M 115	466	A2	56-19-25

Operations Manager	26 E I+ 3 4	D+ 3 (33) 87 E 3 (33) 87	D 2- P 115 D+ 2 A 100	466	A2	56-19-25
Deputy Director of Education	26 E+ I+ 3 4	E 3 (33) 87 E 3 (33) 87	D+ 2 A 100 D+ 2 A 100	451	A1	59-19-22
IT Officer	26 E+ II- 2 4	E 3 (33) 87 E 3 (33) 87	D+ 2 A 100 D+ 2 A 100	451	A1	59-19-22
Chief Engineer - Energy	23 E I 3 0	D+ 3 (33) 76 E 3 (33) 76	D 2- M 100 D 2 A 87	406	A2	56-19-25
Health Manager	23 E I 3 0	E 3 (33) 76 E 3 (33) 76	D 3- C 87 D 2 A 87	393	A1	59-19-22
Finance Manager - Atafu, Nukunonu	23 E I 3 0	E 3 (33) 76 E 3 (33) 76	D 2 A 87 D 2 A 87	393	A1	59-19-22
Statistics Advisor	23 E I 3 0	E 3 (33) 76 E 3 (33) 76	D 3- C 87 D 3- C 87	393	A1	59-19-22
Executive Officer	23 E I 3 0	E 3 (33) 76 E 3 (33) 76	D 3- C 87 D 3- C 87	393	A1	59-19-22
Senior Policy Advisory Officer - Taupulega Office, Fakaofo	23 E I 3 0	E 3 (33) 76 E 3 (33) 76	D 2 A 87 D 2 A 87	393	A1	59-19-22
Deputy School Principal	23 E I 3 0	D+ 3 (33) 76 D+ 3 (33) 76	D 1 M 87 D 2 A 87	393	A1	59-19-22
Sports Development Coordinator	23 E I 3 0	D+ 3 (33) 76 D+ 3 (33) 76	D 2 A 87 D 2 A 87	393	A1	59-19-22
Information System Officer - EDNRE	23 E I+ 2 0	E 3 (33) 76 E 3 (33) 76	D 3- C 87 D 3- C 87	393	A1	59-19-22
Budget Advisor – Atafu, Fakaofo	23 E I+ 2 0	D+ 3 (33) 76 D+ 3 (33) 76	D 2 A 87 D 2 A 87	393	A1	59-19-22
HR Advisor - Fakaofo	23 E I 3 0	D+ 3 (33) 76 D+ 3 (33) 76	D 2 A 87 D 2 A 87	393	A1	59-19-22
HR Advisor - Atafu	23 E I 3 0	D+ 3 (33) 76 D+ 3 (33) 76	D 2 A 87 D 2 A 87	393	A1	59-19-22
Budget Manager	23 E I+ 2 0	E 3 (33) 76 E 3 (33) 76	D 2 A 87 D 2 A 87	393	A1	59-19-22
Programme Coordinator - Health	23 E I 3 0	E 3 (33) 76 E 3 (33) 76	D 2 A 87 D 2 A 87	393	A1	59-19-22
Non-Communicable Disease Coordinator	23 E I 3 0	E 3 (33) 76 E 3 (33) 76	D 2 A 87 D 2 A 87	393	A1	59-19-22
Stores Manager	20 D+ I 3 0	D+ 3 (33) 66 E 3 (33) 66	D 2 A 87 D 1 S 76	353	A2	56-19-25
Senior Secondary School Teacher	20 E I 2 0	E 3 (33) 66 E 3 (33) 66	D 1 S 76 D 2 C 76	342	A1	59-19-22
Communication Officer	20 E- I 3 0	D+ 3 (33) 66 D+ 3 (33) 66	D 2 C 76 D 2 C 76	342	A1	59-19-22
Legal Advisor - Nukunonu	20 E I 2 0	D+ 3 (33) 66 D+ 3 (33) 66	D- 2- A 76 D- 2- A 76	342	A1	59-19-22
Teletok Administration Manager	20 E- I 3 0	D+ 3 (33) 66 D+ 3 (33) 66	D 2- A 76 D 2- A 76	342	A1	59-19-22
Offshore Fisheries Officer	20 E I 2 0	D+ 3 (33) 66 D+ 3 (33) 66	D- 2 A 76 D- 2 A 76	342	A1	59-19-22
Hospital Manager	20 D+ I 3 0	D 3 (29) 57 D 3 (29) 57	D 2 C 76 D 2 C 76	333	A2	60-17-23
Nurse Manager - Fakaofo	20 D+ I 3 0	D 3 (29) 57 D 3 (29) 57	D- 2 A 76 D- 2 A 76	333	A2	60-17-23
Senior Secondary Education Coordinator	20 E- I 3 0	D 3 (29) 57 C+ 2 A 66	C+ 2 A 66 D 3 (29) 57	323	A1	62-18-20

Advisory Officer - Taupulega Office	E I 2 0	20	D 3 (29) 57	C+ 2 A 66	323	A1	62-18-20
Meteorological Officer	E- I 2 5	17	E 3 (33) 57	D- 2 C 66	298	A1	59-19-22
Energy Supervisor	D I 3 5	17	D 3 (29) 50	C+ 1- P 66	291	A2	60-17-23
Police Sergeant	D I 3 5	17	D 3 (29) 50	D- 2 C 66	291	A2	60-17-23
Repair and Maintenance Foreman	D+ I 2 5	17	C+ 3 (29) 50	C+ 1- P 66	291	A2	60-17-23
Tokelau Liaison Officer - Wellington	D I 3 5	17	D 3 (29) 50	C+ 2 C 57	282	A1	62-18-20
Economic Development Officer	E- I 2 5	17	D 3 (29) 50	C+ 2 C 57	282	A1	62-18-20
Primary School Teacher	D+ I 2 5	17	D 3 (29) 50	D- 1 A 57	282	A1	62-18-20
Secondary School Teacher	E- I 2 5	17	D 3 (29) 50	D- 1 A 57	282	A1	62-18-20
Scholarship & Technical Education and Vocational Training	D I 3 5	17	D 3 (29) 50	C+ 2 C 57	282	A1	62-18-20
Senior Finance Officer - Nukunonu	D+ I 2 5	17	C+ 3 (29) 50	C+ 2 C 57	282	A1	62-18-20
Registered Nurse	D I 3 5	17	D 3 (29) 50	C+ 2 C 57	282	A1	62-18-20
Inshore Fisheries Officer	E- I 2 5	17	D 3 (29) 50	C 2 A 57	282	A1	62-18-20
Senior Finance Officer	D+ I 2 5	17	C+ 3 (29) 50	C+ 2 C 57	282	A1	62-18-20
NGO Focal Point - Nukunonu	D I 3 5	17	C+ 3 (29) 50	C+ 2 C 57	282	A1	62-18-20
NGO Coordinator - Fakaofo	D+ I 2 5	17	C+ 3 (29) 50	C+ 2 C 57	282	A1	62-18-20
Advisory Officer / IT Officer	E- I 2 5	17	D 3 (29) 50	C+ 2 C 57	282	A1	62-18-20
Mid-Wife	D I 3 5	17	D 3 (29) 50	C+ 2 C 57	282	A1	62-18-20
Waste Management Manager	D I 2 2	15	D 3 (29) 43	C 1- P 57	252	A2	60-17-23
Foreman	D I 2 2	15	C+ 3 (29) 43	C+ 1- M 57	252	A2	60-17-23
Finance Officer	D I 2 2	15	D 3 (29) 43	C 2 C 50	245	A1	62-18-20
Procurement and Shipping Officer	D I 2 2	15	D 3 (29) 43	C 2 C 50	245	A1	62-18-20
Bulk Store Manager	D- I 3 2	15	C+ 3 (29) 43	C 2 C 50	245	A1	62-18-20
Senior Mechanic	D+ I 1 2	15	D 3 (29) 43	C 1 S 50	245	A1	62-18-20
Dental Officer	D I 2 2	15	D 3 (29) 43	C+ 2- C 50	245	A1	62-18-20
Executive Officer	D I 2 2	15	D 3 (29) 43	C+ 2- C 50	245	A1	62-18-20
Senior Mechanic	D+ I 1 2	15	C+ 3 (29) 43	C+ 2- C 50	245	A1	62-18-20

Senior Electrician	15	C 3 (25) 38	C+ 1- S 50	240	A2	63-16-21
Finance Officer - Fakaofo	15	C 3 (25) 38	C 2- C 43	233	A1	65-16-19
Dental Officer	15	C 3 (25) 38	C 2- C 43	233	A1	65-16-19
Police Constable	13	C+ 3 (29) 38	C 2 C 50	220	A2	60-17-23
Electrician	13	D 3 (29) 38	C 1 S 50	220	A2	60-17-23
Teletok Technician	13	D 3 (29) 38	C 1 S 50	220	A2	60-17-23
Mechanic	13	D 3 (29) 38	C 0 P 50	220	A2	60-17-23
Telecommunication Technician	13	D 3 (29) 38	C 1 S 50	220	A2	60-17-23
Store Manager - Island based	13	C+ 3 (29) 38	C+ 2- C 50	220	A2	60-17-23
Teletok Technician	13	C 3 (25) 33	C- 1- S 43	208	A2	63-16-21
Leading Hand	13	C 3 (25) 33	C 1+ C 43	208	A2	63-16-21
Finance Officer - Atafu	13	C 3 (25) 33	C 1 C 38	203	A1	65-16-19
Finance Officer - Customer Services	13	C 3 (25) 33	C 1 C 38	203	A1	65-16-19
Pre-School Teacher	13	C 3 (25) 33	C 1- A 38	203	A1	65-16-19
Finance Officer - Payroll	13	C 3 (25) 33	C 1 C 38	203	A1	65-16-19
Executive Assistant - Health	13	C 3 (25) 33	C 1 C 38	203	A1	65-16-19
Administration Officer - EDNRE	13	C 3 (25) 33	C 1 C 38	203	A1	65-16-19
Court Clerk	13	C 3 (25) 33	C 1 C 38	203	A1	65-16-19
USP Centre Coordinator - Fakaofo	13	C 3 (25) 33	C 1 C 38	203	A1	65-16-19
Court Clerk	13	C 3 (25) 33	C 1 C 38	203	A1	65-16-19
Immigration and Custom Officer	13	C 3 (25) 33	C 1 C 38	203	A1	65-16-19
Secretary to the Faipule and Pulenuku - Nukunonu	13	C 3 (25) 33	C 1 C 38	203	A1	65-16-19
Secretary to the Faipule - Fakaofo	13	C 3 (25) 33	C 1 C 38	203	A1	65-16-19
Court Clerk	13	C 2+ (22) 29	C 1- C 33	194	A1	68-15-17
School Secretary - Atafu	13	C 2+ (22) 29	C- 1 C 33	194	A1	68-15-17
Plumber	11	C 3 (25) 29	C 0 S 38	182	A2	63-16-21
Support Officer - Economic Development	11	C 3 (25) 29	C- 1 C 33	177	A1	65-16-19

Support Officer - Education	C+ I 1 5	11	C 3 (25) 29	C- 1 C 33	177	A1	65-16-19
Support Officer - Taupulega Office	C+ I 1 5	11	C 3 (25) 29	C- 1 C 33	177	A1	65-16-19
Support Officer - Taupulega Office	C+ I 1 5	11	C 3 (25) 29	C- 1 C 33	177	A1	65-16-19
Support Officer - Administration	C+ I 1 5	11	C 3 (25) 29	C- 1 C 33	177	A1	65-16-19
Finance Officer - Account Payable	C+ I 1 5	11	C 3 (25) 29	C- 1 C 33	177	A1	65-16-19
Support Officer - Shipping	C+ I 1 5	11	C 3 (25) 29	C- 1 C 33	177	A1	65-16-19
Support Officer - Birth, Death and Marriages	C+ I 1 5	11	C 3 (25) 29	C- 1 C 33	177	A1	65-16-19
Support Officer - Transport	C+ I 1 5	11	C 3 (25) 29	C- 1 C 33	177	A1	65-16-19
Support Officer - Administration	C+ I 1 5	11	C 3 (25) 29	C- 1 C 33	177	A1	65-16-19
Custodian - Lelata Compound	C I 2 5	11	C 2+ (22) 25	C- 1 C 33	173	A2	66-15-19
Fono Co-ordinator	C+ I 1 5	11	C 2+ (22) 25	C 0 C 29	169	A1	68-15-17
Data Officer - Education	C+ I 1 5	11	C 2+ (22) 25	B+ 1 C 29	169	A1	68-15-17
School Secretary	C+ I 1 5	11	C 2+ (22) 25	C 0 C 29	169	A1	68-15-17
Transport Officer	C+ I 1 5	11	C 2+ (22) 25	C 0 C 29	169	A1	68-15-17
Typist - School	C I 1 0	10	C 2+ (22) 22	B+ 1- C 25	147	A1	68-15-17
Driver	B+ I 1 87		B 2+ (19) 16	B 0 C 19	122	A1	72-13-15
Teletok Operator	B+ I 1 87		B+ 2 (19) 16	B 0 C 19	122	A1	72-13-15
Assistant Store Manager	B+ I 1 87		B 2 (16) 14	B 0 C 19	120	A2	72-12-16
Bulk Store Officer	B+ I 1 87		B 2 (16) 14	B 0 C 19	120	A2	72-12-16
General Worker II	B I 1 76		B 2 (16) 12	B- 0 C 16	104	A2	76-09-15
General Worker I	A I 1 57		A 1+ (12) 7	A 0- C 10	74	A3	76-09-15

Pepa Fakaopoopo 2: Levolo Totogi

Tagata Faigaluega Lautele (NZD)

Fakatulagaga	Kehekehega i na togi mo na galuega	Togi i Loto Tonu
1	63 – 113	8000
2	114 – 160	9000
3	161 – 191	10000
4	192 – 227	12000
5	228 – 313	18000
6	314 – 370	24600
7	371 – 438	27000
8	439 – 518	32000
9	519 – 613	36000
10	614 – 734	41000
Executive Band 1	735 – 900	46000
Executive Band 2	901 – 1200	N/A

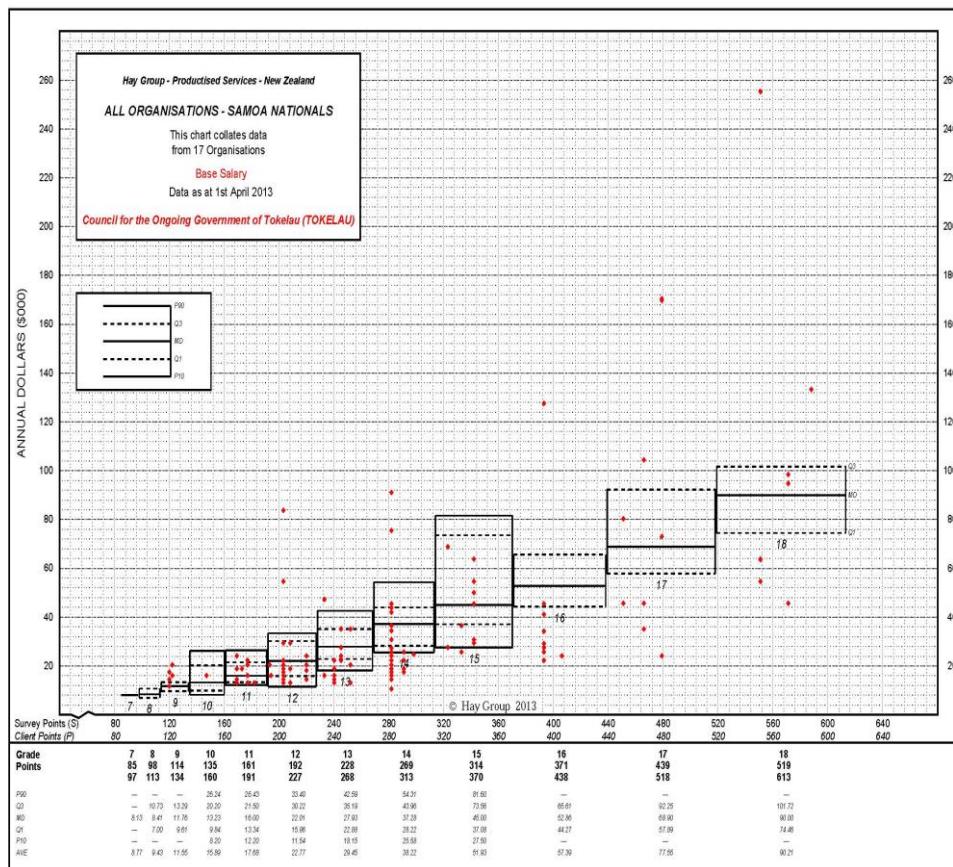
Tagata Faigaluega Iloa Fakapitoa/Tno Pahi Fakapitoa*

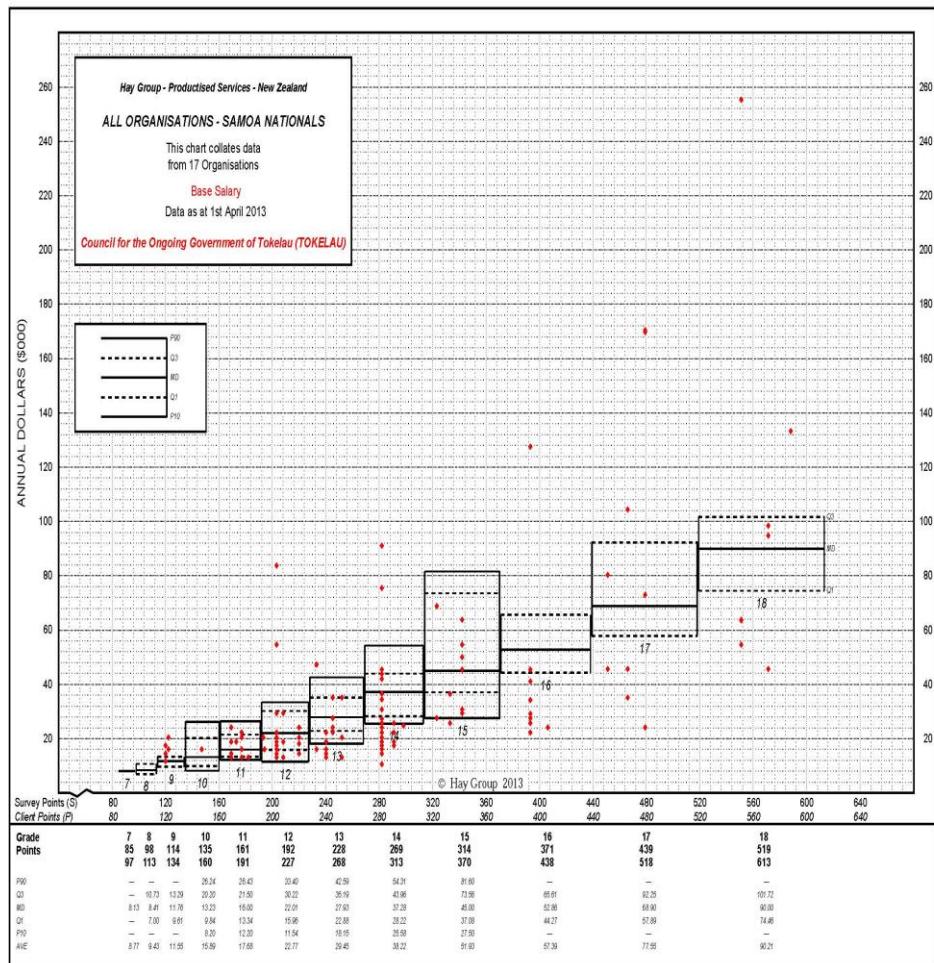
(Akoakoga/Faiakoga, Tino faigaluega pahi mo na matakupu tau ola malolo, Tino pahi mo na matakupu tau mahini fakaonaponei)

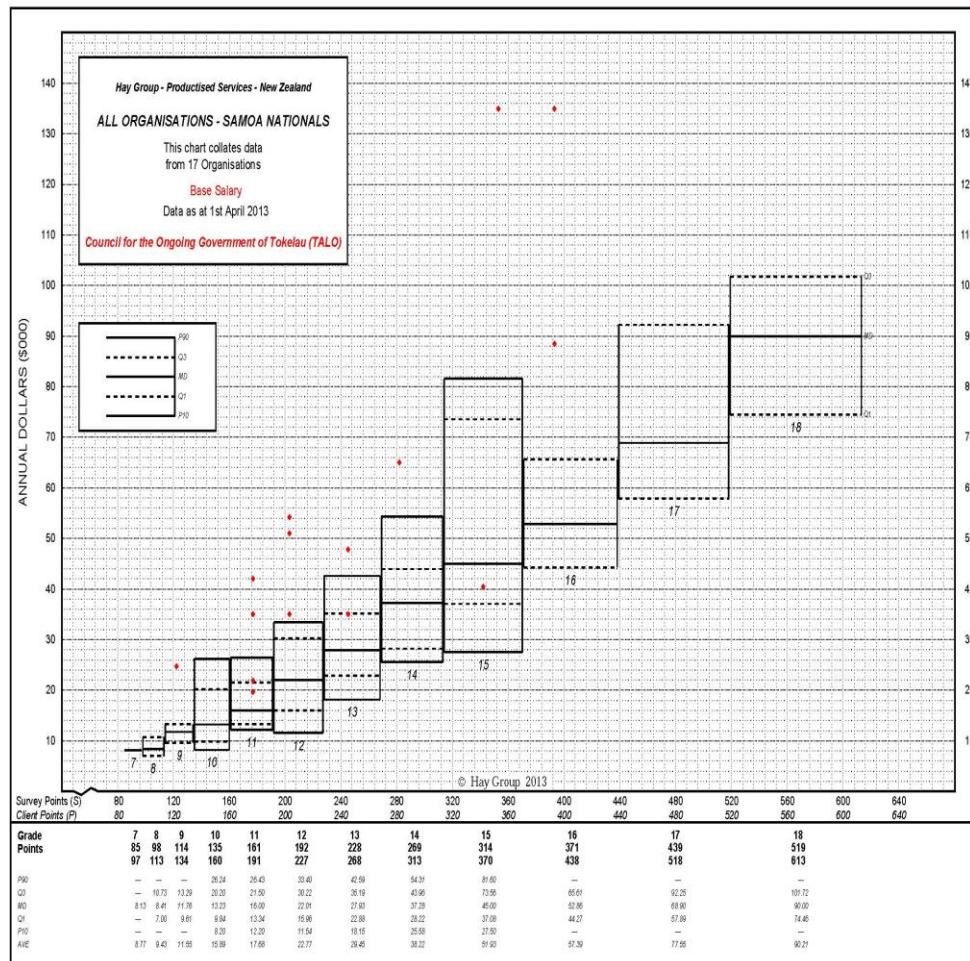
Fakatulagaga	Kehekehega i na togi mo na galuega	Togi i Loto Tonu
1	63 – 113	N/A
2	114 – 160	N/A
3	161 – 191	N/A
4	192 – 227	14400
5	228 – 313	21600
6	314 – 370	29520
7	371 – 438	32400
8	439 – 518	38400
9	519 – 613	43200
10	614 – 734	49200
Executive Band 1	735 – 900	N/A
Executive Band 2	901 – 1200	N/A

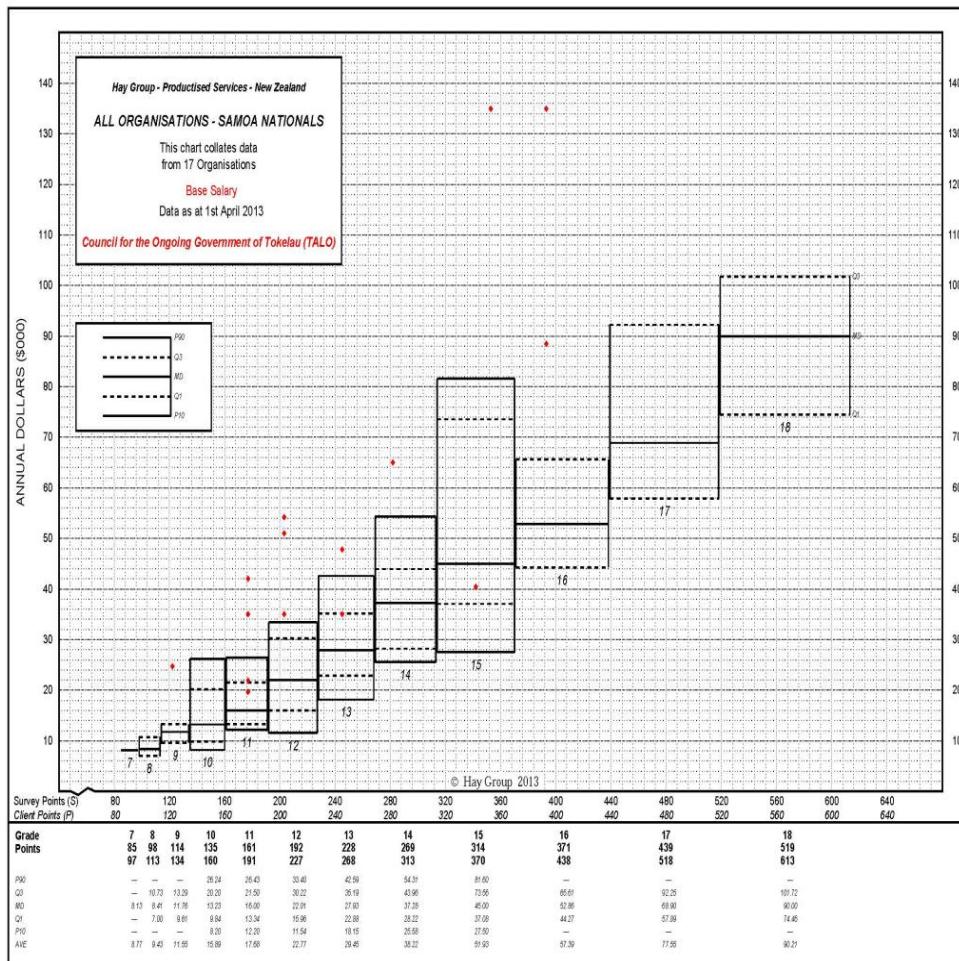
* Ko te levolo totogi tenei e mo na tulagatofi oioti e faigata ke maua mai ai ni tino faigaluega fakapitoa. E manakomia ni fekuikuifakiga tonu ma aloakia i tona pahiaga ke apalai.

Pepa Fakaopoopo 3: Iloiloga o na Totogi









Pepa Fakaopoopo 7

PEPA FAKAOPPO 1: FAKANOFOGA MA NA GALUEGA MO TE FAKATUUGA O TE MATAEKE O FAIGAFIVA (FISHERIES MANAGEMENT AUTHORITY)

Ke venei tea ta o te FMA.

1. Ko te igoa o te mataeke ke pahia e te Fono Fakamua (fautuaga g¹)
2. Ke pahia e te Fono Fakamua pe fakatu I fea te mataeke fou tenei (fautuaga k & l)
3. Ko te FMA e lipoti hako lava kit e minihita o faigafaiva (fautuaga f). Ke matau ko te minihita o faigafaiva e tumau lava ona tiute ma galuega e veia o na iei nei, ko na huiga ienei e mot e lelei o na tautuaga ki ona tiute.
4. Ke iei he fakatupega mot e FMA e pahia e te Fono Fakamua (fautuaga j) – ke fakatu te fakatupega mot e FMA kit e Fono Fakamua ve ko te mea mahani ke toka 4 tonu kaufaigaluega:
 - a. Fakatonu
 - b. Ofiha mo na MCS and Licensing
 - c. Ofiha mo Polihi ma Peleniga
 - d. Fakahoa mo te VDS
5. Taki o Galuega ma na Konekalate – Ka fatu e te Pule Fakahoa mo Huiga ke pahia e te Komiti Fakafoe, ke fakamatea na tautuaga manakomia. Ke matau ko te Ulu Fakatonu te tauhi tonu kit e pulepulega o te hone, kae ko te kaufaigaluega e fakagalulue I te kaufaigaluega tautua a Tokelau.
6. Pulepulega o te mafai ma na fakatinoga mot e FMA.
 - a. Fakagalue te kaufaigaluega o te FMA ke fakahalalau I Tokelau ma Niuhila – ma e hei he kikilaga kin a ofiha e iei nei I loto o te EDNRE e olo hako kin a galuega o te FMA. Ka filifili na ofiha o te FMA agai ki na hikili ma te mafai ke fakataunuku na taki o galuega.
 - a. Komiti ke filifili e latou te Fakatonu o te FMA
 - b. Jovilisi Suveinakama:
 - c. Stan Crothers
 - d. 1-2 ia hui mai te ofiha o te Ulu Fakatonu .
 - ii. Tuku atu e te komiti ni fautuaga kit e Malo Fakaauau agai kit e tofiaga.
- b. Ka fatu he peleni mot e atiakega o te mafai ma te fakatinoga o na galuega a te FMA, ko te Fakatonu e tatau ke ia teia te fakatuatuaga o te Ulu Fakatonu kae ke mafai ai ietahi paoa o te Ulu Fakatonu ke fakamatuku mai.
7. Ke fakatalohaga te Malo Fakaauau kit e iei o he avanoa mon a ofiha o te FMA ke ke koleni mo he 3-6 mahina I te MPI – ke fakamatea ma malilie kii na galuega ma na hokotaga a te MPI ma te FMA..
8. Ke hokotaga fakaauau te FMA ma na Taupulega agai kin a galuega ma na mea kua maua mai i faigafaiva o te hone, e aofia aite peleni na fakatalatalanoaga o te Peleni mot e Pulepulega o te hone fagota o Tokelau

¹ Note: the recommendations refer to those agreed to by Council and General Fono in the previous paper “Offshore Fisheries Governance, Management and Technical Capacity”

APPENDIX 2: REPORTING AND COMMUNICATION DIAGRAM FOR REFORM IMPLEMENTATION

