



# TONGA GOVERNMENT GAZETTE

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### Scarcity Skills Policy Instructions AMENDMENTS

Cabinet approved the following Public Service Instructions to further define the existing scarcity allowance provision. The new additions are in blue.

#### Definition of 'Scarcity skills'

- i. 'A set of knowledge and experience that are *absolutely scarce* with no immediate or medium term replacement options, and would have critical and/or dire immediate consequence on the key mandate of an agency and of grave national consequence.'
- ii. The definition applies only to identified position holders and not to positions' as agreed to by the Ministry of Health and the PSC.
- iii. 'Scarce skills (SS) in this instruction are limited only to the medical profession and to the position holders where there are immediate and direct consequence to health and lives of patients as defined above. It is not to be applied to medical doctors not listed in this table or to any other profession.

In addition, the following instructions were approved to be inserted:

#### **203 Scarcity Allowance**

1. Determination of Scarcity skills Allowance and rate
  - 1.1 Scarcity skills allowance (SSA) should be treated as a non-retirement fund deductible allowance paid to employees who possess scarce skills and who have been confirmed through the CEO of a Ministry that they possess scarce skills as defined under PSC policy instructions. This is calculated as an employee's monthly basic salary and payable on a monthly basis.

This allowance does not interfere with remuneration banding and the job evaluation exercise.

*Scarcity skills allowance rate* under this instruction is to be considered based on 'absolute scarcity' circumstances and which meet the definition of scarcity skills sub section i, ii, and iii above.

This proposed rate of 25% of the basic salary of the position holder and applicability will be reviewed annually by the Commission to assess replacement demand and plans.

## 1.2 Assessment and identification of absolute scarce skills

- (1) The Commission shall preside over the assessment of qualifying posts and post categories as determined.
- (2) The PSC office shall develop a database of scarce skills in the public service.
- (3) PSC Office shall monitor and review the absolute scarce skills and other serious scarce skills annually. Adjudication will amongst others, take the following information into account when assessing 'absolute' scarcity as per defined in the preceding paragraphs:
  - i) The vacancy (turnover) rate of the said posts over a 24 month cycle (retained with counter offers within the approved salary scale replacement demand)
  - ii) The immediate impact on work of the agency and at national level with 'life' and 'death' and health consequences
  - iii) The specialized nature of the skill (special/technical trained or professional employees)
  - iv) The availability of such skills in the external labour market
  - v) Cyclical patterns relative to the position
  - vi) The dependency on service providers, work flow, and general populace
  - vii) Whether scarcity is actually caused by remuneration and not other organisational issues e.g. work place practices/frustrations, supervisor/employee conflict etc.
  - viii) Whether the employee(s) can still be employed elsewhere
  - ix) Whether other non-monetary measures can solve the problem
  - x) Validation of roles against the proposed Public service scarce and critical skills

database

- (4) The Commission reserves the right, after the necessary assessment of a post's scarcity, to discontinue or to reduce the non-retirement fund deductible allowance for a specific post or post category.

### 1.3 Discontinuing or reducing the scarcity allowance

Upon promotion/transfer of an employee who is receiving scarce skills allowance, the following guidelines are to be followed/ implemented:

- (1) Promotion to a post where there is no scarce skills allowance applicable: The allowance will be discontinued.
- (2) In the event the Commission resolves that a certain post or post category's scarce skills allowance be discontinued, the following procedure is to be followed:
  - i) The employee will receive one (1) months written notice from the CEO of the Public Service Commission: that the allowance will be discontinued.
  - ii) CEOs and the Ministry of Finance shall be copied to this notice and final advice.

### 1.4 Database of scarce skills

The PSC will ensure that a list of scarce skills is identified annually in the workforce database and part of their workforce development plan.

## **Ngaahi FAKATONUTONU fekau'aki mo e Tu'utu'uni ki he Ngaahi Pōto'i ngāue Hāhāmoloſia**

Na'e tali 'e he Kapineti 'a e ngaahi tu'utu'uni fakatonutonu ni ke toe fakamahino'i e ngaahi tu'utu'uni pōto'i ngāue makehe 'oku hāhāmoloſia. Koe ngaahi tanaki fo'ou koeni 'oku hā lanu pulū atu;

**Faka'uHINGA 'o e 'Ngaahi pōto'i ngāue makehe 'oku hāhāmoloſia'**

- i. *'Ko e ngaahi 'ilo mo e taukei ngāue makehe 'oku hāhāmoloſia 'o 'ikai lahi ha faingamalie ke fakahoko 'i he taimi pe koia pe 'i ha taimi nounou, pea 'e lavea ngofua mo/pe uesia kovi ki he potungāue pea pehe foki ki he fonua fakalukufua.*
- ii. *Ko e faka'uHINGA ko 'enī, 'oku fakangatangata ki he kau ngaue kuo 'osi fakapapau'i 'a 'enau lakanga ke hoko ko e ngāue makehe 'oku hāhāmoloſia, kae 'ikai ko ha lakanga 'oku tali mei he Potungāue Mo'ui pea mo e Komisoni 'a e Kau Ngaue Fakapule'anga (PSC).*



- iii. 'I he tu'utu'uni ngaue ko 'eni, ko e Ngaahi pōto'i ngaue makehe 'oku hāhāmolofia (SS) 'oku fakangatangata ki he ngaue fakafalemahakí pea mo e ngaahi lakanga 'e ni'ihi 'oku uesia ai 'a e mo'ui lelei mo e mo'ui 'o e kakai 'o hange ko e fakamatala 'i 'olunga. 'Oku 'ikai kau ki heni ha toketa fakafaito'o 'oku 'ikai lisi 'i he tēpile 'oku hā atu, pē ko ha ngaahi ngāue kehe.

**'I hono toe tēnaki mai, ko e ngaahi tu'utu'uni eni ne tali ke fakahū:**

203 Ngaahi totongi makehe ki he ngaahi pōto'i ngāue makehe 'oku hāhāmolofia

**1. Ngaahi makatu'unga 'o e totongi makehe ki he ngaahi pōto'i ngāue makehe 'oku hāhāmolofia**

- 1.1 Ko e Ngaahi totongi makehe ki he pōtoi ngāue hāhāmolofia (SSA) 'oku 'ikai to'o ha totongi makehe mei he Sino'i Pa'anga Mālōlō mei he ngaue (non-retirement fund) kapau ko e taha ngaue 'oku ne ma'u ha pōto'i ngāue makehe óku hāhāmolofia pea kuo 'osi fakapapau'i he 'Ofisa Pule Ngaue 'o fakatatau ki he faka'uhinga 'i he Tu'utu'uni Ngaue Ma'ae Kau Ngaue Fakapule'anga. 'Oku fika'i 'a e totongi makehe ko eni mei he vahenga fakamahina 'o e taha ngaue pea 'oku totongi fakamahina.

Ko e totongi monū'ia makehe ko 'eni 'oku 'ikai uesia ai 'a e tū'unga vahenga pea mo e fōunga vakai'i 'o ha lakanga.

Fakatatau ki he tu'utu'uni ngaue ko 'eni, ko e ngaahi totongi makehe ki he pōto'i ngāue hāhāmolofia 'e makatu'unga 'i he mātu'aki hahamolofia 'a e pōto'i ngāue koia 'o fakatatau ki he faka'uhinga 'i he kongā i, ii mo e iii 'i 'olunga.

Ko e fokotu'u ke totongi e 25% 'o e vahengā pea mo hono fakahoko 'a e totongi monū'ia makehe ko 'eni 'e vakai'i fakata'u he Komisoni pea mo fakafuofua 'a e tokolahi 'o e kau ngaue 'oku nau ma'u 'a e ngaahi pōto'i ngāue koiá pea mo fakatatau ki he ngaahi palani.

**1.2 Fōunga fakafuofua mo fakapapau'i 'o ha pōto'i ngāue 'oku makehe**

- (1) 'E fakafuofua mo fakapapau'i e he Komisoni 'a e ngaahi lakanga pe kalasi lakanga 'oku mātu'aki si'isi'i ai ha pōto'i ngāue óku makehe.
- (2) Ko e 'Ofisi Komisoni Ngaue Fakapule'anga 'e fakafatongia'aki hono fatu mo fakamā'opo'opo 'a e ngaahi fakamatala 'oku tauhi faka'elekitulōnika 'o e ngaahi pōto'i ngāue 'oku mātu'aki si'isi'i 'i he Ngāue Fakapule'anga.
- (3) 'I he ta'u kotoa pē, kuopau ke muimui'i mo toe siofi he 'Ofisi Komisoni Ngaue Fakapule'anga 'a e ngaahi pōto'i ngāue makehe 'oku mātu'aki si'isi'i mo fu'u fiema'u 'i he Ngāue Fakapule'anga. Ko e tu'utu'uni aofangatuku fekau'aki mo e tu'unga si'isi'i 'o ha pōto'i ngāue 'e kau kiai 'a e ngaahi fakamatala ni 'o hangē ko e ngaahi fakamatala 'i 'olunga:

- i) Koe ngaahi lakanga 'atā 'oku laka ange 'i he piliote fakamahina 'e 24 (pukepuke 'a e tokotaha ngāue 'aki 'a hono faka'ai'ai 'aki ha ngaahi to e tākaki ki he 'ene tū'unga vāhenga kuo 'osi tali 'o makatū'unga 'i hono fu'u fiema'u)
  - ii) 'Oku uesia lahi 'a e ngaahi ngaue fakapotungāue pea mo e fonua 'o kau kiai 'a e tū'unga 'mo'ui' mo e 'mate' pea mo e ngaahi uesia fakamo'ui lelei.
  - iii) Ko e natula fisifisimu'a 'o e pōto'i ngāue (taukey makehe/fakatekinikale pe fakapolōfesinale)
  - iv) 'Oku ma'u 'a e pōto'ingāue 'i he maketi ngāue 'o e sekitoa tāautaha
  - v) Ngaahi sipinga fakasaikolo 'oku felāve'i tonu mo e lakanga
  - vi) 'Oku fakafalala ki ha kau ngāue, lahi 'o e ngaue pea mo e tokolahi 'o e kakai
  - vii) Ke fakapapau'i 'oku makatū'unga 'a e si'isi'i 'o e pōto'i ngāue ko e 'uhí ko e vāhenga 'o 'ikai ko e 'uhí ko e fa'unga 'o e potungāue e.g. Ngaahi angafai 'o e 'api ngāue/maumau'i e fakahoko ngāue, taki ngāue/vā faka e kau ngaue etc.
  - viii) Fakapapau'i pe 'e kei malava ke fakangāue'i 'a e taha ngaue 'i ha ngāue'anga 'e taha
  - ix) Fakapapau'i pe 'oku toe 'iai ha ngaahi fōunga makehe ange mo fua e fakapale makehe ke solova 'aki e palopalema
  - x) Ke fakapapau'i ko e ngaahi fatongiá 'oku fenāpasi mo e ngaahi fakamatala fekau'aki mo e pōto'i ngāue makehe 'oku hāhāmolofia mo fu'u fiema'u 'i he Ngāue Fakapule'anga.
- (1) Ka hili 'a hono vakai'i 'a e tū'unga pōto'i ngaue 'o ha lakanga 'oku hāhāmolofia, 'oku 'i he mafai 'a e Komisoni ke ta'ofi pe fakasi'isi'i a e ngaahi totongi makehe mei he Sino'i Pa'anga Mālōlō mei he Ngaue (non-retirement fund deductible allowance) ki ha lakanga pe ko ha kalasi 'o e lakanga.

### 1.3 Ta'ofi pe fakasi'isi'i 'o e totongi monū'ia ki he ngaahi pōto'i ngaue makehe 'oku hāhāmolofia

'I hono fakanofa ha taha ngaue ki ha lakanga mā'olunga ange pe hiki ha taha ngāue 'oku ne ma'u 'a e totongi monū'ia makehe ki he pōto'i ngaue 'oku hāhāmolofia, kuopau ke fakahoko 'a e fōunga ngaue ko 'eni;

- (1) Fakanofa ki ha lakanga mā'olunga ange ka ko e ngaué 'oku 'ikai 'iai ha pōto'i ngaue makehe 'oku fiema'u kiai: 'E ta'ofi 'a e totongi makehe ki he taha ngaue koia.



(2) 'I hono fakapapau'i he Komisoni 'oku ta'ofi 'a e totongi makehe ki ha lakanga pe ko ha pōto'i ngaue makehe 'oku hāhāmolofia 'o ha lakanga, ko e fōunga ngaue 'eni 'e fakahoko:

- i) Ko e fatongia 'a e 'Ofisa Pule Ngaue 'o e Komisoni Ngaue Fakapule'anga ke fakahoko ki he taha ngaue ha fakatokanga 'i ha mahina 'e taha, ke ta'ofi 'a e totongi makehe ko'eni.
- ii) Ko e kau 'Ofisa Pule Ngāue mo Falepa'anga, kuopau ke nau 'ilo fekau'aki mo e fakatokangá pea mo e tu'utu'uni aofangatuku ko eni.

#### 1.4 Ngaahi fakamatala 'oku tauhi faka'elekitulōnika 'o e ngaahi pōto'i ngāue makehe 'oku hāhāmolofia

Kuopau ke fakapapau'i fakata'u he Komisoni 'Ngaue Fakapule'anga 'a e lisi 'o e ngaahi pōto'i ngaue makehe 'oku hāhāmolofia 'o fakatatau ki he ngaahi fakamatala kuo fakamā'opo'opo 'o tauhi faka'elekitulōnika fekau'aki mo e Ngāue Fakapule'angá pea mo e kongá 'o e palani fakalakalaka 'a e Kau Ngāue Fakapule'angá.

## 5A.3 Tables of Instructions

### 5A.3 Salary on appointment/promotion

- (1) An employee taking up a new appointment or has recently been promoted shall be paid at the minimum point of the salary scale of the post appointed to, except where the employee:
- a) Holds additional relevant qualifications which is higher than the minimum qualifications and years of experience additional to that required by the post, in which case the salary on appointment shall be determined in accordance with the following:
  - b) Is currently employed permanently at one of the MDAs in Schedule 2as listed in the *Public Service Act*.

Such employees will resign and exit from existing employer subject to a position offered from a Ministry/Department/Agency in Schedule 2 and be appointed to the new Ministry/Department/Agency and shall be paid the same basic salary from their former employer, if is within the Band appointed to and was paid in that band.

The office of the PSC will have to confirm the employment status of the appointee prior to the approval of the appointment such as the following:

1. Post title
2. Permanency of post
3. Band
4. Current basic Salary
5. Date of Appointment/Promotions
6. Current Leave Status

<b>Example of Minimum Requirements</b>	<b>Additional qualification AND/OR experience attained</b>	<b>Amount granted on top of the minimum point of the relevant band or on top of the basic salary of the officer prior to being promoted</b>
<p>i. Education qualification that is equivalent to a Certificate Level 5 (Diploma) in the TNQAB Framework with 3 years of relevant work experience.</p> <p><b>OR</b></p> <p>ii. Educational qualification that is equivalent to a Certificate Level 7(Graduate Certificate, Graduate Diploma, Bachelor Degree) in</p>	<p>Minimum requirement plus extra Educational qualification that is equivalent to Level 8 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours) of the Tonga National Qualification Framework with 5 – 9 years of relevant work experience</p> <p><b>OR</b></p>	<p>3% of the minimum point of the relevant band</p>



the TNQAB Framework	Minimum requirement plus extra 10-14 years of relevant work experience.	
	Minimum requirement plus extra Educational qualification that is equivalent to Level 8 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours) of the Tonga National Qualification Framework with 10-14 years of relevant work experience  <b>OR</b>  Minimum requirement plus extra 15 -19 years of relevant work experience.	6% of the minimum point of the relevant band
	Minimum requirement plus extra Educational qualification that is equivalent to Level 8 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours) of the Tonga National Qualification Framework with 15 or more years of relevant work experience  <b>OR</b>  Minimum requirement plus extra 20 or more years of relevant work experience	9% of the minimum point of the relevant band
	i. Educational qualification that is equivalent to a Certificate Level 7(Graduate Certificate, Graduate Diploma, Bachelor Degree) in the TNQAB Framework plus 3 years work experience  <b>OR</b>  ii. Educational qualification that is equivalent to a Certificate Level 9 (Master Degree) in the TNQAB Framework	Minimum requirement plus extra Educational qualification that is equivalent to Level 8/9 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours)/(Master Degree) of the Tonga National Qualification Framework with 5-9 years of relevant work experience  <b>OR</b>  Minimum requirement plus extra 10-14 years of relevant work





	<p>experience</p> <p>Minimum requirement plus extra Educational qualification that is equivalent to Level 8/9 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours)/(Master Degree) of the Tonga National Qualification Framework with 10-14 years of relevant work experience</p> <p><b>OR</b></p> <p>Minimum requirement plus extra 15-19 years of relevant work experience</p>	6% of the minimum point of the relevant band
	<p>Minimum requirement plus extra Educational qualification that is equivalent to Level 8/9 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours)/(Master Degree) of the Tonga National Qualification Framework with 15 or more years of relevant work experience</p> <p><b>OR</b></p> <p>Minimum requirement plus extra 20 or more years of relevant work experience</p>	9% of the minimum point of the relevant band
i. Educational qualification that is equivalent to a Certificate Level 9 (Master Degree) or higher in the TNQAB Framework	<p>Minimum requirement plus extra Educational qualification that is equivalent to Level 10 (Doctoral Degree) of the Tonga National Qualification Framework with 5-9 years of relevant work experience in a senior management or specialist position</p> <p><b>OR</b></p> <p>Minimum requirement plus extra 10-14 years of relevant work experience</p>	6% of the minimum point of the relevant band
	<p>Minimum requirement plus extra Educational qualification that is equivalent to Level 10 (Doctoral</p>	9% of the minimum point of the relevant scale



	<p><i>Degree) of the Tonga National Qualification Framework with 10 or more years of relevant work experience in a senior management position</i></p> <p><b>OR</b></p> <p><i>Minimum requirement plus extra 15 or more years of relevant work experience</i></p>	
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(2) Table 1 above only applies to those who had earned additional higher qualifications and/or years of experience not yet recognized in a PSC decision.

(3) That in the case of CEO recruitment and the transition from the old to the new remuneration structure, the following applies:

<b><i>Minimum qualification and experience for appointment</i></b>	<b><i>Additional qualification and experience attained</i></b>	<b><i>Amount granted on top of the minimum point of the relevant higher band or the last basic salary upon migration from the old remuneration scale</i></b>
<p><i>i. Bachelor's Degree relevant to the position and proven operational management experience of at least 7 years in a senior management position in a comparable organization/ministry, with proven management experience in the relevant field.</i></p>	<p><i>Postgraduate Degree (ie of 1 year or more) with/or additional years of proven operational management experience in a senior management position in a comparable organization/ ministry:</i></p> <p><i>a. 3 to 4 additional years;</i></p>	<p><i>a. 3% of the minimum point of the relevant salary band or 3% of the basic salary upon migration from the old remuneration scale.</i></p>
	<p><i>b. 5 to 9 additional years;</i></p>	<p><i>b. 6% of the minimum point of the relevant salary band or 6% of the basic salary upon migration from the old remuneration scale.</i></p>
	<p><i>c. 10+ additional years;</i></p>	<p><i>c. 9% of the minimum point of the relevant salary band or 9% of the basic salary upon migration from the old remuneration scale.</i></p>

**(4) Recognition of additional higher qualifications within the same band only**

Table 2 below applies to those employees who have earned additional higher qualifications ONLY within the same band not yet recognised in a PSC decision. The proposed section does not include a salary on promotion/appointment and these can only apply to the customary instruction of section 5A.3:

**Table 2**

<p><b>Relevant Additional higher qualification ONLY within the same band</b></p> <p><b>The relevant field of qualification should be the same application in the current COP</b></p>	<p><b>Amount granted on top of the basic salary point of the employee in recognition of the relevant additional qualification within the same band size acquired through further studies</b></p>
<p>Additional academic/educational qualification that is equivalent to <b>Level 8 (Postgraduate Diploma and Bachelor Degree with Honours)</b> of the Tonga National Qualification Framework</p>	<p>3% of the minimum point of the relevant band</p>
<p>Additional academic/educational qualification that is equivalent to <b>Level 9 (Master Degree)</b> of the Tonga National Qualification Framework</p>	<p>6% of the minimum point of the relevant band</p>
<p>Additional academic/educational qualification that is equivalent to <b>Level 10 (PhD)</b> of the Tonga National Qualification</p>	<p>9% of the minimum point of the relevant band</p>

## 5A.3 Tēpile 'o e Ngaahi fakahinohino ki he ngāue

### 5A.3 Vāhenga 'i he fokotu'u fo'ou/hiki hake ki he lakanga mā'olunga ange

- (1) Ko ha tokotaha ngāue kuo fokotu'u fo'ou pe hiki hake ki ha lakanga mā'olunga, 'e vahe ia 'i he tū'unga vāhenga si'isi'i taha 'o e tū'unga vāhenga koia, kae kehe kapau koe taha ngāue 'oku:
- 'i ai ha'ane faka'ilonga ako 'oku mā'olunga ange 'i he fiema'u ma'ulalo taha ki he tū'unga fakaako 'o e lakanga' pea mo lahi ange 'a e ta'u ngāue 'oku fiema'u ki he lakanga', 'e vahe 'o fakatatau ki he ngaahi makatu'unga ni:
  - Lolotonga ngāue tu'uma'u 'i he taha 'o e ngaahi Potungāue 'i he Kulupu Potungāue 2 'oku 'asi 'i he Lao ki he Kau Ngāue Fakapule'anga.

Ko e kau ngāue koia kuopau ke nau fakafisi mo mavahe mei he'enau ngāue lolotonga 'o hiki ki he lakanga 'oku 'ata mei ha Potungāue/Va'a/Potungāue 'i he Kulupu Potungāue 1 pea fokotu'u ki he lakanga fo'ou, 'o pau ke vahe 'i he tū'unga vāhenga na'e 'iai kimu'á kapau 'oku 'i he tū'unga vāhenga tatau.

Ko e 'ofisi 'o e Komisoni Ngaue Faka-Pule'anga, 'oku nau fakapapau'i 'a e tū'unga ngāue 'o e tokotaha 'oku fokotu'u ki ha lakanga kimu'a pea tali ke fokotu'u ki he lakanga koia 'o fakatatau ki he ngaahi me'a ni:

1. Hingoa 'o e lakanga
2. Ngāue tu'uma'u
3. Tū'unga Vāhenga
4. Vāhenga
5. 'Aho na'e fokotu'u/hiki ki ha lakanga
6. Toenga livi

<b>Fakatātā 'o e Ngaahi fiema'u ma'ulalo taha ki he lakanga'</b>	<b>Tū'unga fakaako mo e taukei ngāue to e mā'olunga ange</b>	<b>Mahu'inga 'oku foaki/tānaki atu 'i 'olunga he vāhenga kamata 'o e tū'unga vāhenga mā'olunga ange PĒ 'i 'olunga he vāhenga 'o e 'ofisa kimu'a pea hiki hake ki ha lakanga mā'olunga ange</b>
<p>i. Faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 5 (Diploma) 'a e TNQAB, mo e ta'u ngāue 'e 3 'i ha mala'e felave'i mo e ngāue 'a e Potungāue</p> <p><b>PĒ</b></p> <p>ii. Faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 7 (Graduate Certificate, Graduate Diploma, Bachelor Degree) 'a e TNQAB</p>	<p>Ngaahi fiema'u ma'ulalo taha ki he lakanga' tānaki ki ai mo e faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 8 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours) 'a e TNQAB mo e ta'u ngāue 'e 5 - 9 'i ha mala'e felave'i mo e ngāue 'a e Potungāue'</p> <p><b>PĒ</b></p> <p>Ko e ngaahi fiema'u ma'ulalo taha ki he lakanga' mo e ta'u ngāue makehe 'e 10 - 14 'i ha mala'e felave'i mo e ngāue 'a e Potungāue'</p>	<p>Peseti 'e 3% 'o e vāhenga kamata 'o e tū'unga vāhenga ko ia</p>
	<p>Ngaahi fiema'u ma'ulalo taha ki he lakanga' tānaki ki ai mo e faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 8 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours) 'a e TNQAB, mo e</p>	<p>Peseti 'e 6% 'o e vāhenga kamata 'o e tū'unga vāhenga ko ia</p>

	<p>ta'u ngāue 'e 10 - 14 'i ha mala'e felave'i mo e ngāue 'a e Potungāue'</p> <p><b>PĒ</b></p> <p>Ko e ngaahi fiema'u ma'ulalo taha ki he lakanga' mo e ta'u ngāue makehe 'e 15 - 19 'i ha mala'e felave'i mo e ngāue 'a e Potungāue'</p>	
	<p>Ngaahi fiema'u ma'ulalo taha ki he lakanga' tånaki ki ai mo e faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 8 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours) 'a e TNQAB mo e ta'u ngāue 'e 15 pe lahi ange 'i ha mala'e felave'i mo e ngāue 'a e Potungāue'</p> <p><b>PĒ</b></p> <p>Ko e ngaahi fiema'u ma'ulalo taha ki he lakanga' mo e ta'u ngāue makehe 'e 20 pe lahi ange 'i ha mala'e felave'i mo e ngāue 'a e Potungāue'</p>	<p>Peseti 'e 9% 'o e vāhenga kamata 'o e tū'unga vāhenga ko ia</p>
<p>i. Faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 7 (Graduate Certificate, Graduate Diploma, Bachelor Degree) 'a e TNQAB, mo e ta'u ngāue 'e 3 'i ha mala'e felave'i mo e ngāue 'a e Potungāue</p> <p><b>PĒ</b></p> <p>ii. Faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 9 (Master) 'a e</p>	<p>Ngaahi fiema'u ma'ulalo taha ki he lakanga' tånaki ki ai mo e faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 8/9 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours)/(Master Degree) 'a e TNQAB, mo e ta'u ngāue 'e 5 - 9 'i ha mala'e felave'i mo e ngāue 'a e Potungāue'</p> <p><b>PĒ</b></p>	<p>Peseti 'e 3% 'o e vāhenga kamata 'o e tū'unga vāhenga ko ia</p>

TNQAB	Ko e ngaahi fiema'u ma'ulalo taha ki he lakanga' mo e ta'u ngäue makehe 'e 10 - 14 'i ha mala'e felave'i mo e ngäue 'a e Potungäue	
	<p>Ngaahi fiema'u ma'ulalo taha ki he lakanga' tånaki ki ai mo e faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 8/9 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours)/(Master Degree) 'a e TNQAB mo e ta'u ngäue 'e 10 - 14 'i ha mala'e felave'i mo e ngäue 'a e Potungäue'</p> <p><b>PĒ</b></p> <p>Ko e ngaahi fiema'u ma'ulalo taha ki he lakanga mo e ta'u ngäue makehe 'e 15 - 19 'i ha mala'e felave'i mo e ngäue 'a e Potungäue</p>	Peseti 'e 6% 'o e vāhenga kamata 'o e tū'unga vāhenga ko ia
	<p>Ngaahi fiema'u ma'ulalo taha ki he lakanga' tånaki ki ai mo e faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 8/9 (Postgraduate Certificate, Postgraduate Diploma, Bachelor Degree with Honours)/(Master Degree) 'a e TNQAB, mo e ta'u ngäue 'e 15 pe lahi ange 'i ha mala'e felave'i mo e ngäue 'a e Potungäue'</p> <p><b>PĒ</b></p> <p>Ko e ngaahi fiema'u ma'ulalo taha ki he lakanga mo e ta'u ngäue makehe 'e 20 pe lahi ange 'i ha mala'e felave'i mo e ngäue 'a e Potungäue</p>	Peseti 'e 9% 'o e vāhenga kamata 'o e tū'unga vāhenga ko ia

<p>i. Faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 9 (Master) 'a e TNQAB.</p>	<p>Ngaahi fiema'u ma'ulalo taha ki he lakanga' tånaki ki ai mo e faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 10 ((<i>Doctoral Degree</i>) 'a e TNQAB, mo e ta'u ngāue 'e 5 - 9 'i ha mala'e felave'i mo e ngāue 'a e Potungāue'</p> <p><b>PĒ</b></p> <p>Ko e ngaahi fiema'u ma'ulalo taha ki he lakanga mo e ta'u ngāue makehe 'e 10 - 14 'i ha mala'e felave'i mo e ngāue 'a e Potungāue</p>	<p>Peseti 'e 6% 'o e vāhenga kamata 'o e tū'unga vāhenga ko ia</p>
	<p>Ngaahi fiema'u ma'ulalo taha ki he lakanga' tånaki ki ai mo e faka'ilonga ako mā'olunga 'oku tatau ki he Lēvolo 10 ((<i>Doctoral Degree</i>) 'a e TNQAB, mo e ta'u ngāue 'e 10 pe lahi ange 'i ha mala'e felave'i mo e ngāue 'a e Potungāue'</p> <p><b>PĒ</b></p> <p>Ko e ngaahi fiema'u ma'ulalo taha ki he lakanga' mo e ta'u ngāue makehe 'e 15 pe lahi ange 'i ha mala'e felave'i mo e ngāue 'a e Potungāue'</p>	<p>Peseti 'e 9% 'o e vāhenga kamata 'o e tū'unga vāhenga ko ia</p>

- (2) Tepile 1 'i 'olunga 'oku 'uhinga pe ia kia taha 'a ia na'a ne ma'u hā toe faka'ilonga ako mā'olunga ange mo e/pe ta'u ngāue 'oku te'eki ke fakatokanga'i 'liha tu'utu'uni KomisoniNgaue Fakapule'anga.
- (3) 'I hono fakahū mai 'o e Kau 'Ofisa Pule Ngāue PĒ 'i he hiki mei he fa'unga totongi motu'a ki he fa'unga totongi fo'ou, 'oku kaunga 'a e ngaahi me'a ko 'eni;

<p><b>Tū'unga fakaako mo e taukei ngāue ma'ulalo taha ki ha lakanga</b></p>	<p><b>Tū'unga fakaako mo e taukei ngāue to e mā'olunga ange</b></p>	<p><b>Mahu'inga 'oku foaki 'i 'olunga he vāhenga kamata 'o e tū'unga</b></p>
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		vāhenga mā'olunga ange PĒ koe tefito'i vāhenga 'i he hiki mei he me'afua 'o e totongi motu'a
i. Mata'itohi 'uluaki 'i ha mala'e felave'i mo e lakanga, mo e fakamo'oni taukei 'i hono tokanga'i 'o e ngāue 'o fe'unga mo e ta'u ngāue 'e 7 'i ha lakanga mā'olunga 'i ha Potungāue felave'i, mo e fakamo'oni ngāue 'i ha mala'e felave'i	Faka'ilongaako mā'olunga 'oku tatau ki he Lēvolo 8 'a e TNQAB (Postgraduate Degree) (ie ta'u 'e taha pe lahi ange) mo e/ pē ngaahi ta'u kehe 'o e fakamo'oni taukei 'i hono tokanga'i 'o e ngāue 'i ha lakanga mā'olunga il ha Potungāue felave'i	
	a. 3 ki he 4 ngaahi ta'u kehe;	d. Peseti 'e 3 'o e vāhenga kamata 'o e tū'unga vāhenga ko ia pē ko e peseti 'e 3 'o e tefito'i vāhenga 'i he hiki mei he me'afua 'o e totongi motu'a
	b. 5 ki he 9 ngaahi ta'u kehe	e. Peseti 'e 6 'o e vāhenga kamata 'o e tū'unga vāhenga ko ia pē ko e peseti 'e 6 'o e tefito'i vāhenga 'i he hiki mei he me'afua 'o e totongi motu'a
	c. ta'u 'e 10 ngaahi ta'u kehe, pē to e lahi ange	f. Peseti 'e 9 'o e vāhenga kamata 'o e tū'unga vāhenga ko ia pē ko e peseti 'e 9 'o e tefito'i vāhenga 'i he hiki mei he me'afua 'o e totongi motu'a

(4) Fakapale'i 'o e ngaahi faka'ionga ako 'i he tū'unga vāhenga tatau

**Tepile 2** Óku ngāueáki á e tepile ko eni ki he kau ngāue oku ma'u é nau faka'ionga ako 'i he tū'unga vāhenga tatau 'a ia Óku te'eki ke fakailonga'i aki ha tu'utuni Komisioni. Koe tepile koeni óku ikai ke fakakau ki ai á e tū'unga vāhenga hiki hake/fokotu'u fo'ou pea é ngāueáki pe eni fakatatau ki he kongā 5A.3:



## Tepile 2

<p>Fakailonga ako mā'olunga ako 'I HE tū'unga vāhenga tatau.</p> <p>Koe mal'a e ako koeni oku tonu ke fakatatau ki he fakakalakalasi 'a e ngaahi lakanga (COP)</p>	<p>Ko e peseta 'oku tānaki ki he vāhenga 'o e taha ngāue 'i he tū'unga vāhenga tatau, ke fakapale'i 'aki 'a e faka'ilonga ako 'oku tānaki ki he 'ene tū'unga fakaako</p>
<p>Faka'ilonga ako mā'olunga 'oku fakatatau mo e Lēvolo 8 'a e Poate ki he Ngaahi Fakamo'oni mo Fakamafai'I Ako Fakafonua 'a Tonga</p>	<p>Peseti e 3% 'a e vāhenga kamata 'a e tū'unga vāhenga koia.</p>
<p>Faka'ilonga ako mā'olunga 'oku fakatatau mo e Lēvolo 9 'a e Poate ki he Ngaahi Fakamo'oni mo Fakamafai'I Ako Fakafonua 'a Tonga</p>	<p>Peseti e 6% 'a e vāhenga kamata 'a e tū'unga vāhenga koia.</p>
<p>Fakailonga ako mā'olunga ako fakatatau ki he Lēvolo 10 (PHD) 'a e Poate ki he Ngaahi Fakamo'oni mo Fakamafai'I Ako Fakafonua 'a Tonga</p>	<p>Peseti e 9% 'a e vāhenga kamata 'a e tū'unga vāhenga koia</p>

