

SOUTH PACIFIC NURSES FORUM: Country Report.

Organisation: Solomon Islands Nurses Association.	Report by: Mr. George Pego- Advisor SINA For SINA President.
Greetings from Solomon Islands Nurses Association(SINA) SINA remain a Legitimated NNA to fulfil its coexistence. Meaning at the country level SINA has comply with the Trade union Act, Global level Affiliation status with ICN active and remains a active member of SPNF. Our Recent Records have confirmed total membership of 1,606 and predicted to raise to 2,000 by end of 2026. Solomon Islands Nurses Association (SINA) as the National Voice for Nurses of Solomon Islands since the period of 2024 SPNF, the newly elected National Executive has been focusing on trying to regain and overcome the shortfalls that the National Association has been faced with under the past leadership of the two successive National Executive Council in the governing and administration of the National Association. Especially after the post-COVID 19 period, whereby SINA was unlawfully suspended for none compliance with the State of Emergency proceedings for organising nurses sitting protest over their unpaid allowances during the height of the COVID 19 response period. Some of this Challenges includes; ▪ Leadership and Governance setback. Limited capacity to position SINA to be visible and more responsive to both the welfare and professional development demand of members. ▪ Lack of Trust and Support from Members- Lack of trust from members, Overruled the power of numbers that are needed to collective pursue matters of nurses interest ▪ Underestimating the Power of Nurses- Lack of a consistent pressure to the government to seriously consider the adaptation and implementation of the revised version of Nurses Scheme of Service.	

The National Association has leverage on these challenges to initiated needed reforms which currently underway, that includes.

1. Upgrade of the Governing and administration structure of the National Association.
2. Setting the integrity of the National Association
3. Review and Upgrade of the Constitutions
4. Review and upgrade of the revised Nurses Scheme of Service.

It is the great conviction of SINA that these level of reforms will make the National Association be visible, relevant and responsive.

- SINA has regains its legitimacy as a registered trade union and National Association for Nurses.
- Raise the National Association's integrity and reputation
- Challenges the health authorities decision over the un-procedural appointment of the Supervising National Director of Nursing(Chief nurse)
- Use industrial pressure to make the responsible government to response to nurse log of claim.

What are the significant issues that impact on nurses and midwives in your country today?

From Solomon Islands context, the common issues impact on the nurses and midwives today is.

1. *The pressure over trying to deliver quality and safe nursing and midwifery services under a limited resourced environment.*
2. *Limited Government's efforts to consider the increases of nurse's enumeration and compensation for the last 15 years.*
3. *Strategies to Advance Practice Nursing and specialisation are compromised by lack access to advance and specialist training at the country's only university and limited training scholarship.*

4. *Equitable distribution of Nurses and Midwives are hinder by shortage of nurses both new graduates and advance trained nurses.*
5. *Outdated professional legislative framework, The Solomon Islands Nursing Council Act.*

What recruitment and retention strategies do you have for nurses and midwives in your country?

In the context of Solomon Islands, the recruitment and retentions strategies for Nurses and midwives are under the jurisdictions of the employers. Hence the recruitment and retention strategies for nurses employed by the government, are determined centrally under a unify arrangements which designed for all public servants.

This implies that the recruitment, attraction, retentions arrangements for public servants including nurses is dictated by the government budget status and comparative view with the rest of the public servant.

However the professional associations including SINA, are given a legal mandate to develop their Scheme of Services, that captures the term and conditions of Services and the career path that informs the career progression for Nurses that are subject for approval by the responsible Government before adaptation and implementation.

Solomon Islands Nurses Association recent log of claim to the Government has include the demand for the upgrading of All Nursing Positions and a increase of nurses standalone allowance including a Retention Allowance. These claim also features the upgrading of the current nurse career path that is long due for review and update.

What initiatives do you have in your country to uphold the professional, social and economic position of nurses and midwives?

Solomon Islands Nurses Association in collaboration with National Nursing Division under the Ministry of health, have established a National Advance Practice Nursing Framework, hopeful this framework will help to guide the advancement of nursing education, practices and recognition. This framework will complement the upgrading of the nurse career path, which gives more recognition to the Clinical Streams.

SINA has recently signed a MoU with the Solomon Islands Government to confirm its commitment on the tasks that are needed to effectively response to the log of claim, which include the demand for the upgrading of All Nursing Positions and a increase of nurses standalone allowances.

Outline your preparedness in the event of a disaster:

Like other countries in the region nurses are always the first respondent and also the first to be affected during any disaster events. For Solomon Islands context, the preparedness plan is under the jurisdiction of the Ministry of Health, under the Public Health Emergency and Surveillance Unit(PHESU). A newly Established National Unit, which head by a Senior Nurse as the unit Manager.

This Unit is responsible in the preparedness for disaster events, including public Health Emergencies.

One of its core task is to provide ongoing training for targeted health workers, including nurses. When satisfying the set standard of periodic assessments, they can be eligible to join the Solomon Island Medical Accident and Emergency Response team.(SOLMART) These pool of trained nurses and Health workers are deployed to perform normal duties and engaged whenever there is a disaster or health emergencies.

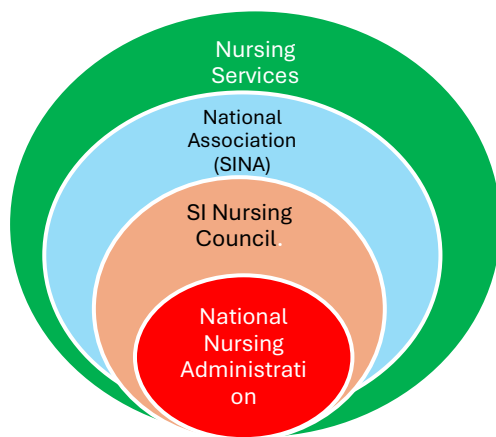
From the National Association perspective, based on lesion learnt from the past events, SINA has included the engagement remuneration packages for nurses deployed to disasters and health emergency event subject for approval by the Government through the current dialogue.

What are your goals for your NNA?

The current National Executive Council's (NEC) goal for the National Association is to shift from a Traditional National Association and strive for more visibility, relevancy and responsiveness.

This has demonstrated the seriousness of the Nurse leaders who are members of the NEC to raise the status of the National Association to the level that draws visibility status from the government and important stakeholders. To reach a visibility stages, the status of National Association must remain legitimate, through a consistent adherence and satisfying with the relevant legal requirements. This should raise the National Association Integrity that will also draw trust and support from members that will create a cohesion environment that stimulate timely response to member's welfare and terms and condition of service.

For Solomon Islands this requires a consistent and meaningful support from the two other pillars in nursing. The Nursing Service of Solomon Islands are influenced by three pillars ,the National Nursing Division, the Solomon Islands Nursing Council and Solomon Islands Nurses Association as per illustrate on the below chart.



Nursing Services pillars of SI.

The foundation of the country Nursing Services is the National Nursing Administration, where the Chief Nurse sits and it is part of the Ministry of Health. It has a central role of determining the development and progression of the country's Nursing Profession.

SINA as the responsible National Nursing Association, and the Solomon Islands Nursing Council as the regulatory body becomes an important enablers to ensure that nurses are well support and sufficient regulated. They are placed to support the chart to remain firm and upright ,withholding challenges and embrace opportunities . Whiles the out part of chart is the Nursing Services which signifies the core business of nurses and as frontline care givers.

As per illustrated in the chart, All the three component of the chart are link to the National Nursing Administration that implies the level of dependence in the leadership, governance and resource support.

This chart illustrates that SINA becomes a essential part in the country's nursing services that must not be underestimated.

Success and failure of the Country's Nursing Profession will

This requires effective and strong leadership at the National Level. In 2025, SINA has challenged a decision made by the Ministry of Health Executives, using their jurisdictions to carelessly appoint a Supervising National Director of Nursing (Chief Nurse) at their own preference, when the former position holder vacates the post on retirement. A first of such happening in the history of Nursing in Solomon Islands.

Under normal circumstances, the Nursing Division's succession plan and Nursing Council regulations dictate that, in the absence of a substantive NDON, the National Deputy Director of Nursing should assume the role in an acting or supervising capacity until a formal appointment is made. This procedure ensures continuity of leadership, consistency in professional standards, and protection of patient safety. After almost four months battle, the supervising appointment was revoked by the Highest Office of the ruling government, the Office of the Prime Minister for none compliance to standard process of such appointment.

Based on this experience, the National Association must remain firm on what it believe to be best for the nursing profession, in order to draw visibility from the government highest authority. The

National Association has the capacity and mandate to seek decision affecting the nursing profession beyond the Public Service jurisdictions as the employer, if it remains visible and relevant as a legitimated National Association.

To support the NNA intentions, below are placed as priority action areas ;

- 1. Review and upgrade the Nurses Scheme of Services – Completed*
- 2. Review and upgrade of the NNA Constitution -Completed*
- 3. Review of the Solomon Islands Nursing Council Act – Work of Progress*
- 4. Review and upgrade of the Leadership and Governance Structure of the National Nursing Division. Work on progress.*

From the NNA perspectives below listed three Actions are current underway,

- 1. SINA is currently in its preparation for its Annual General Meeting(AGM) which will be hosted on 25th June. This also coincide with a two days workshop targeting branch Presidents and Provincial Directors of Nurses, to finalised the drafted Scheme of Services and the Constitution as a final touch in preparation for the endorsement of AGM.*

2. *As per comply with the MoU signed between the Government, late May this year SINA is part of the appointed working group who are currently assigned to review the Log of Claims and make recommendations for response of each claims through a MoA by July and through the next six months period.*
3. *Solomon Islands has recently elected its new ruling government, SINA has taken a initiative to meeting with the New Minister of health during his first week after sworn in as the new Minister of health. With a purpose of providing a accurate information pertaining the country's nursing services and challenges that needs urgent attentions. The Minister has confirmed his support to the Nursing workforce of the country and accepted to address the AGM of the NNA which scheduled for 25th June 2026.*

What are your aspirations and suggestions for the SPNF?

As per stated by Theme. [Strengthening NNA's to Support Our Members: Amplifying the Pacific Voice](#)

National Nursing Association have different levels of experiences, on how their responsible government's supported their nursing workforce. Records have also proven that NNA's have made several attend to present their log of claims but limited response or partially response to the claims for the purpose of containing Nurses pressure for industrial actions.

Based on general observation, there are some level similarities across the region on how NNA Strive towards fair pay for their nursing workforce with limited response from the Government that resulted from industrial actions.

The 2025, State of World Nurse Report , confirms that about 40% of NNA have reported no increases of their Nurses Salaries for the last three years, this data reflect the level of governments commitments to the Nursing profession, not only on recognition but also the professional development aspect of Nursing, that has a gross return benefit to the Country's health outcome.

From Solomon Islands context, the budget for nurse's payroll and remuneration are approved at the floor of parliament, in most cases they already predetermine based on their political priorities. In most case politician made decisions based on insufficient information – For this reason they needed to be reached out with accurate information on timely and consistently basis.

Thus SINA is suggesting if SPNF collectively establish regionally owned interventions that can help NNA to break through this political power barriers through individual country approach or a collective approach through SPNF.

We already have existing avenues that we can utilise to present our Collective Interventions to pave ways for consideration at the Country Level.

- 1. Heads of health Forum*
- 2. Pacific Minister Forum*
- 3. Pacific Chief Nurses Forum*
- 4. WPRO- Nurses Leaders Forum*

We need to Bark Louder Consistently and timely using our power of numbers to break through for the good course..

ICN – first Vice President message,(WHA-79)

“The world will miss every single global health target by 2030 if we do not take urgent action. There is no time to lose we must invest sufficient ,support, and empowered nurses as a force for UHC , Health equity, and healthier world”

Fellow NNA in the region the time for Action is Now