

# **FIJI TEACHERS UNION RESOLUTIONS 2020**

## **1. COLLECTIVE BARGAINING**

Noting that the Government has ratified ILO Conventions 87 and 98,

Further Noting that the above ratification morally demands the Government to engage the Unions in Collective Bargaining,

Recognizing that ERP [Amendment] Act of 2016 stipulates that there should be Collecting Bargaining in essential services,

**The Fiji Teachers' Union 90<sup>th</sup> Annual General Meeting calls upon the Ministry of Civil Service to fully engage with the teacher Unions to address the terms and conditions of work of the teachers.**

## **2. ANNUAL MERIT INCREMENT PAYMENT 2017-2018**

Noting that the Ministry of Civil Service and the Ministry of Education had directed teachers/Heads of Schools to complete and submit the MyAPA by 30<sup>th</sup> April 2018 so that the 2018 Budget would include the provision for payment of the same from 01/08/2018.

Further noting with deep concern, the promises/assurances made by the top leaders on numerous occasions that the "moderation process" was on the verge of completion to finalize the payment; expressing profound sadness at the final outcome after a record two and half years whereby a mere 1% of the 13,000 plus teachers were paid;

Teaching the deep pain/hurt at being cheated of the hard-earned increments;

**The Fiji Teachers Union 90<sup>th</sup> Annual General Meeting calls upon MEHA and the Ministry of Civil Service to be honest/sincere/bold enough to admit the inability to pay now, and to provide promissory notes negotiable at a later date, when the State finances improve.**

## **3. LOCATION ALLOWANCE**

Noting with grave concern that the location allowance has been ceased in the 2020-2021 Budget;

Further noting that the modest sum paid per term provided some relief in terms of subsidizing the extra travel costs borne by teachers serving in rural and maritime schools;

Taking cognizance of the fact the total payout is not ill affordable by the State compared to other areas where expenses could have been reduced;

**The Fiji Teachers Union 90<sup>th</sup> Annual General Meeting calls upon MEHA and the Ministry of Civil Service to restore the location allowances forthwith.**

#### **4. OPEN MERIT AND RECRUITMENT SYSTEM [OMRS]**

Noting that the 2018-2019 as well as 2019-2020 increments as per the salary steps in the respective bands have not been paid to the teachers;

Further noting that MyAPA was declared unsuitable by the Minister for the Economy during his 2019 Budget address, acknowledging that the successor to MyAPA is yet to be finalized.

**The Fiji Teachers Union 90<sup>th</sup> Annual General Meeting calls upon MEHA and the Ministry for Civil Service to make a commitment to make an across the board one step upward adjustment as per the salary bands.**

#### **5. JOB EVALUATION EXERCISE 2017**

Noting with concern that the Job Evaluation Exercise was carried out without the involvement of the teacher Unions,

Further viewing with concern that the JEE had serious flaws in salary grades for teachers,

Thanking the Ministry for seeking the Unions assistance in addressing salary anomalies in some grades,

Recognising that salary grades of AHT 5A, 5B, 5C, Assistant Principal ED3A, ED5E and teacher 8G still needs re-evaluation to put these post holders on their appropriate salary,

Further recognising that there are anomalies in the entry point salary of graduate teachers after the JEE,

**The Fiji Teachers Union 90<sup>th</sup> Annual General Meeting calls upon the Ministry of Education to immediately convene the consultative process with the teacher Unions to review/re-look at the flaws and correct the anomalies.**

#### **6. CLASS SIZE**

Noting the increase in teacher workload arising out of the changes in the assessment system and the curriculum,

Further noting the rapid increase in class sizes especially in urban area schools arising from internal migration,

Acknowledging the recommendations of the Job Evaluation Exercise of 1993 and JEE of 2017 and recognizing that its implementation is long overdue,

**The Fiji Teachers Union 90<sup>th</sup> Annual General Meeting calls upon the Ministry of Education to implement the recommendations of the 1993 JEE to achieve class sizes of 30 and below for straight classes, 25 for year one and year 13 and 20 for composite classes and remove the provision of multiple class teaching.**

## **7. EXECUTIVE TEACHER POSITIONS**

Noting that the 1993 JEE saw merit in making recommendation that 854 Executive Teacher positions be created in primary schools,

Further noting that the recommendation was implemented in 1997 which had since brought in a marked improvement in the quality of classroom work in primary schools,

This allocation of 854 ET positions was reduced to 427 by the Ministry of Education as a cost cutting measure in 2009, and which had a negative impact on the delivery of quality education,

And noting that the Ministry had unilaterally decided to withdraw all ET positions in 2019, a decision devoid of all reasoning,

**The Fiji Teachers Union 90<sup>th</sup> Annual General Meeting calls upon the Ministry of Education to restore the Executive Teacher positions to its full complement.**

## **8. EARLY CHILHOOD EDUCATION**

Noting that many primary schools have kindergarten/early childhood education attached to their schools,

Recognising that kindergarten teachers play a major role in moulding a child,

Further recognising that early childhood education is the foundation of learning and that it needs everyone's attention,

**The Fiji Teachers Union 90<sup>th</sup> Annual General Meeting calls upon the Ministry of Education to put the ECE teachers on the same terms and conditions of work as that of primary school teachers.**

## **9. IN-SERVICE TRAINING**

Noting that teaching methods and teaching materials are ever changing,

Acknowledging that new standards require that teachers have deep and flexible knowledge of their subject matter and wide repertoire of teaching skills,

**The Fiji Teachers Union 90<sup>th</sup> Annual General Meeting calls upon the Ministry of Education to inject more funds into the in-service programme and ensure that this programme is structured and provides opportunities for greater number of teachers to enhance their teaching/learning skills through in-service courses.**

## **10. FTU ON THE CURRICULUM ADVISORY BOARD**

Noting that the National Policies and Action Plans to achieve Education for All and for Sustainable Development, the curriculum must be developed and implemented in partnership with civil society, including NGOs and teacher Unions.

**The Fiji Teachers' Union's 90<sup>th</sup> Annual General Meeting calls upon the Ministry of Education to ensure that there is active participation of teachers in the development and implementation of education policies, plans and curriculum through their respective teacher Unions.**

## **11. TRAINING FOR TEACHERS- SPECIAL EDUCATION**

Recognizing that quality education is a human right,

Accepting that education must be provided by the state,

Noting that education must be available freely to all,

Further noting that education should be all inclusive and people with special needs need assistance to achieve their maximum potential,

**The Fiji Teachers Union 90<sup>th</sup> Annual General Meeting calls upon the Ministry of Education to provide more funding towards the training of teachers for effective teaching and learning in Special Education Schools.**

## **12. TEACHER TRAINING PROGRAMME**

Considering that today's teachers encounter a range of classroom and social conditions; multilingual classrooms, increase mainstreaming of special education students, growing number of students in poverty and students from single parents,

Agreeing that although students are of similar age and in same class, their achievement levels varies greatly,

Noting that teachers would be needing different teaching methods to reach different students,

**Fiji Teachers Union 90<sup>th</sup> Annual General Meeting calls upon the Ministry of Education to ensure that training programmes at the Teacher Training Institutions are well equipped to meet the needs of the trainee teachers mentioned herein.**

## **13. BOARDING ALLOWANCE**

Noting that the review of the boarding duty allowance for teachers is long overdue.

Acknowledging the significant sacrifice made by teachers executing this responsibility despite the challenges faced.

Further acknowledging that the cost of living has escalated enormously, reminding that MEHA and Ministry for Civil Service had made a commitment to do the needful in 2017.

**The Fiji Teachers Union 90<sup>th</sup> Annual General Meeting calls upon MEHA and the Ministry of Civil service to review the boarding allowance to be implemented from the 2021 academic year.**

#### **14. SPORTING LEAVE**

Acknowledging that a large number of District sporting teams are coached/managed by teachers

Further acknowledging that these teachers provide this invaluable service to develop the skills of current and future athletes/players who represent their respective districts as well as the nation

Noting with concern that the Ministry only grants them leave without pay and that the sporting organizations are not able to compensate them either

**The Fiji Teachers Union 90<sup>th</sup> AGM calls upon MEHA to provide leave with pay to all teachers involved in such sporting activities.**