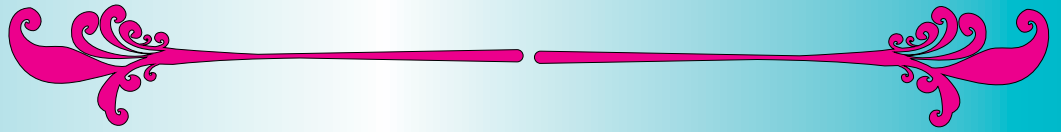




FIJI TEACHERS UNION

NEWSLETTER



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GREETINGS

Bula Vinaka and welcome to the 2015 academic year.

All the best in your teaching in 2015.

DON'T UNDERPAY TEACHERS: FTU

Fiji Teacher's Union has been making submissions to the Ministry of Education for the last three decades to address the issue of Teacher / Pupil ratio.

We have class sizes of 40 – 55 in urban schools, whilst teachers in rural and maritime schools teach multiple classes. The Union has also drawn the attention of the Ministry that teachers in secondary schools also carry teaching loads exceeding 32 periods out of the 40 periods in a week. There was very little time for preparation etc.

The Union was glad with the 2015 Budget announcement that 900+ additional teachers would be appointed over the next three years to arrest the problem.

However, the Minister's announcement that all new appointees would be paid ED9A salary [\$12,360.00] was a shocker!!!!

To refresh the memory of some, the ED9A Grade was established to pay untrained, unqualified teachers who were appointed as relievers, on short term contracts or as language teachers etc. Once

these teachers upgraded their qualification, their salary was upgraded to ED8A / ED8G respectively.

The present starting salaries for qualified teachers are as follows: ED 8A - \$16,160.00 [Certificate] ED 8A \$18,056 [Diploma] and ED 8G - \$23,411.00 [Degree]

The Union has written to the Ministry that to pay fully qualified teachers \$12,360 is exploitation at its worst. It is devoid of all logic.

The Ministry has been reminded not to take undue advantage of these teachers, who are mostly from poor family backgrounds.

The Union has further pointed out that relegating the status of teachers in this manner was most demoralizing and degrading.

We are talking about quality education. How can one expect quality work from underpaid employees!!!!



POST PROCESSING

The Union was assured of representation during the Post Processing. We were assured that once the candidates would be short listed, Union would be invited to scrutinize the list.

However, this has not eventuated.

Union has received complaints from members, questioning the criteria used by the Ministry to promote people on some positions. The Union drew the attention of the Minister and wrote to say that the anomaly must be corrected.

85th ANNUAL GENERAL MEETING AND CONFERENCE

The 2015 Conference will be hosted by Nasinu Branch.

Details are as follows:

Date: 28th April – 1st May 2015

Venue: Rishikul Sanatan College Hall, Nasinu.

Theme : Quality Education beyond 2015.

BRANCH ANNUAL GENERAL MEETINGS

All Branch Annual General Meetings must be conducted and completed within the month of March, as per the Union's Constitution.

Members, who were fully subscribed till 31/12/14, are eligible to participate in their respective Branch Annual general Meetings. However, members will not be able to vote in the National Elections if their membership is not fully paid or updated.

Cash Paying Members – subscription must be fully paid for 2015 to be eligible to participate in AGM.

NEW MEMBERS – Civil Servant Teachers who have signed the Authority Forms for their membership deductions at source and their membership has been approved by the Working Committee, will be able to participate and vote at branch elections.

Please check your membership status, with the Secretariat or the Branch Secretaries.

CHANGE OF BRANCH

Those who have been posted to other districts, and are now falling in a different Branch, must notify the Secretariat of the change immediately.

Those who want to change Branches as per the school or residential qualification must also notify the Secretariat immediately.

Members are also asked to check their membership status with the Secretariat or their Branch Secretaries. The Branch Membership Rolls will be with the Branches well before the Annual General Meetings.

2015 AGM RESOLUTIONS

All resolutions for the AGM's consideration should come through the Branches. The resolutions should be tabled in the Branch AGM and endorsed by the house, with a mover and seconder.

All resolutions must reach the Secretariat by close of business on Tuesday, 7th April, 2015.

DELEGATES FOR FTU AGM

Branch Delegates must be appointed as per the Union's Constitution Rule 32, 1- 9.

It is advisable that all members in the Branch be advised of the above well before the Branch AGM, and delegates be appointed in the Branch AGM.

JOURNAL ARTICLES

Articles for the Journal must be on the Theme: Quality Education beyond 2015.

Assignments and directly "lifted" articles from internet etc will not be accepted.

Due Date: March 6th, 2015.

Articles can also be emailed to : ftu@connect.com.fj

NOTICE OF ELECTION OF FTU OFFICE BEARERS FOR 2015 - 2017

All financial members of the Union, whose names appear on the Electoral Roll, which closes on 6/3/15, are notified that Fiji Teachers' Union's National Election is scheduled for Saturday 18th April, 2015.

TRADE UNION ELECTIONS AND FIJIAN ELECTIONS OFFICE

All Trade Union elections will now be conducted and supervised by the Officers from the Fijian Elections Office.

The Fijian Elections Office will devise the Nomination Forms, set electoral procedures, closure of nominations, withdrawal dates etc.

However, the Elections will be conducted according to the Constitution of the Unions.

ELECTION CAMPAIGN REMINDER

Candidates, their campaign agents and members are reminded that campaign materials should be positive and free from malice and character assassination. All candidates and their campaigners are further reminded that campaign materials should not be slanderous or defamatory.

SCALING OF MARKS: NO MORE

There will be no scaling of marks for Fiji Year 12 and Year 13 Certificate Examinations effective from this year. This was approved by Cabinet on 20/1/15.

Year 10 National Examination would be re-introduced and externally prepared final examinations for each subject for Years 6 – 9 and Year 11 would be introduced.

The Ministry will be providing detailed solutions for the Examination Papers and Marking Guide for each of the subject examinations.

MATRIX USED BY MOE FOR PROMOTION

Primary / Secondary

ATTRIBUTES	POINTS
Relevant Basic Qualification	10
Further Qualification	8
Professional Development	2
APA	40
Length of service	20
Substantive Grade	16
Rural service	4
Special Commendation	8
Experience / Exposure	2
Disciplinary Cases	Minus 2

NB. You must make a point to visit the Education Office and check to see that your records are correctly entered / updated in FESA.

If the records are not up to date, then YOU will be disadvantaged in terms of accumulating points.

For example, if you are a Primary Teacher and have a relevant basic academic qualification [Certificate / Diploma] you will receive upto 10 points. If your Bed. Primary is also entered, you get a further 8 points.

NEW APPOINTMENTS

Despite numerous representations to the Ministry that Completion Letter was sufficient to allow for the posting of the teachers, MOE still insists and waits for the formal graduation ceremony to take place.

This is one reason why there is a delay in sending teachers to schools in the beginning of the year.

For 2015, MOE is posting / appointing new teachers based on their GPA. Priority is given to those with better GPA.

REMINDERS

1. FTU / CTCL Offices must be notified for any change in address.
2. For Medical Insurance, Office must be notified if there is a change in status [marriage] and children's name added if there is any addition in the family.
3. Referral letter must be obtained from FTU doctor for any tests or specialist treatment.
4. MABS claim must be made within a month.
5. Medical Reports must be provided by all members who have been in the teaching service for more than 12 months.
6. If the spouse is a teacher, then both have to be members to get Insurance and MABS benefit. If not, only the member will receive the benefits.
7. Under FTU Medical Insurance cover, all post surgery reviews are to be done at the nearest Public Hospital. Any cost incurred at the Public Hospital will be reimbursed.
8. Membership – Teachers on Contract. Members must check with MOE to see that their Union and Medical deductions continue when Contracts are renewed.

CONFERENCE PROGRAMME

TUESDAY 28TH APRIL 2015

10.00am	National Executive Meeting
2.00pm	Sports Committee Meeting

WEDNESDAY 29TH APRIL 2015

8.30am – 9.00am	Registration of Delegates
9.15am	Guests and delegates get seated
9.30am	Official Opening of the 85th AGM and Conference
	Welcome Address by Chairperson Nasinu Branch
	Presidential Address
	Keynote Address and Official Opening
	Vote of Thanks
10.30am	Morning Tea
11.00am	Annual General Meeting
	Resolutions
2.00pm	Lunch
3.30pm	Official Opening of Sports
7.00pm	Cultural Night

THURSDAY 30TH APRIL 2015

9.00am	FTU-CTCL AGM
10.30am	Morning Tea
11.00am	Women's Wing AGM
1.00pm	Lunch
2.00pm	Sports
7.00pm	CTCL Dinner Night

FRIDAY 1ST MAY 2015

8.30am	FTU Sports Continues
10.00am	Post Conference Meeting

