



FTC FIJI TEACHERS CONFEDERATION

President : Netani Druavesi Our Ref:
Secretary General : Agni Deo Singh Your Ref:



PRESS RELEASE- MYAPA PAYMENT

The Fiji Teachers Confederation is extremely disappointed that the much anticipated 2017-2018 MyAPA payment, promised to teachers by the government, has finally after three years, resulted in an unpleasant surprise for a vast majority of the teachers in the country. The Annual Performance Appraisal was intended to be a performance evaluation rewarding teachers and civil servants with consistent and improved performance. This is the first instance in the history of the teaching service that more than 98% of the 13,000 + teachers have been denied the rewards that they truly deserved.

The FTC categorically states that the government's reasons for nonpayment of the increments is void of any justification. After scrutinizing job descriptions before the Job Evaluation Exercise (JEE) and position responsibilities subsequent to the JEE, we found that apart from the different vocabulary used, the jobs done before and after are exactly the same. The job and position description in the Ministry of Education website have the said documents which are available for public consumption. Therefore, the excuse that these officers (Principals, Vice Principals, Assistant Principals, Head Teachers and Assistant Head Teachers) did not serve for the minimum required period of nine months is incorrect.

The reason given for not rewarding the Assistant Teachers was, "On conclusion of this moderation process, it was determined that you had not provided sufficient evidence in your MyAPA". Here again, the respective supervising officers and the subordinates had agreed to the Key Performance Indicators to be met and the assessments were done on this basis with all the supporting documents and evidences. It is indeed a wonder that the so called "moderators" (many of whom are not from the education background) sitting in the Education Ministry or the Ministry of Civil Service, have overruled the immediate supervisors.

The Confederation is of the firm belief that more than 80% of 13,000+teachers received the grades "Fully Competent" or "Exceeding Expectation" and they all qualified for the increments as per the provision in MyAPA.

It is common knowledge that the Education budget was reduced by \$200m in 2019. Apparently, the Ministry of Education never had funds allocated for payment of MyAPA increment and the teachers were taken for a long three year ride.

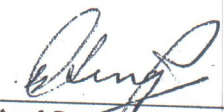
We believe that MEHA could find a place in the Guinness Book of Records for two reasons:

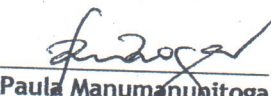
- a) taking almost three years to complete an Annual Assessment Exercise; and
- b) successfully demoralizing almost all the teachers in the country by denying what they rightfully deserved.

The Ministry must recognize that the teacher is the single most important resource for quality teaching and learning. A disincentivized and demoralized teaching service that has lost trust in MEHA is most unhelpful in our bid to achieve the quality of education we desire for our children.

The Ministry for Civil Service must be honest and admit that they do not have the means to make the payment at present and assure that it will be done at a later date, rather than disqualify them unjustifiably.

The Confederation assures the members that no stone will be left unturned to seek justice for them.


Agni Deo Singh (Mr)
General Secretary
Fiji Teachers Union


Paula Manumanunitoga (Mr)
General Secretary
Fijian Teachers Association

The 'unfortunate' 8

Duituturaga: Anybody and everybody is innocent until proven guilty

By LUKE NACEI

SOCIAL Democratic Liberal Party (SODELPA) general secretary Emele Duituturaga says it is unfortunate that the face and names of the eight SODELPA MPs implicated in a FICAC (Fiji Independent Commission Against Corruption) investigation was publicised by some media outlets. "It is unfortunate and we regret that that has happened but

you know anybody and everybody is innocent until proven guilty," she said.

"We now have to manage the situation and we will be working very closely with our members to ensure that they will be able to work with us to comply with FICAC and I guess we will all now have to wait to hear from FICAC on where they are with their investigations."

When questioned if the names were leaked from within SODELPA, Ms Duituturaga

said information regarding the eight affected MPs was readily available outside their office.

"Absolutely not, but I am told that the information was already available outside before FICAC came to us so we ourselves will be looking into that."

"However, I don't think it's about who leaks because it's not unusual that information about our party has found its way to the media."

"I think what is important is to uphold all of our members

who may have had some reputational damage and we will be certainly working to support them."

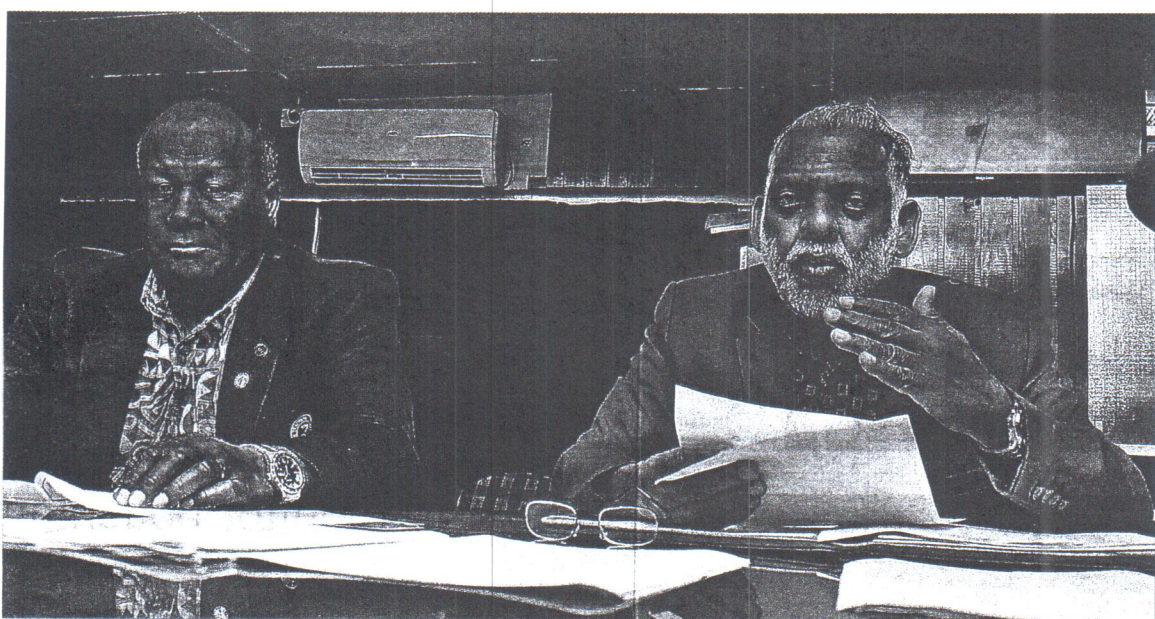
"We worked with the party leader yesterday and the executives of the party, and we agreed that the party leader will be following up with the members and as the general secretary I had the responsibility to call the respective members to meet with the party leader and executives."

"Hopefully, those investiga-

tions don't lead to anything substantive," Ms Duituturaga said.

The eight SODELPA MPs are alleged to have breached the Parliamentary Remuneration Act of 2014.

Meanwhile, the SODELPA office was raided by FICAC on Thursday to obtain information and documentation relating to party membership and registration relating to residential addresses of the parliamentarians.



Fiji Teachers Confederation secretary-general Agni Deo Singh (right) speaks to the media with assistant secretary-general Paula Manumanunotoga during a press conference at the Fiji Teachers Association conference room in Suva yesterday. Picture: JONACANI LALAKOBAU

FLOTSAM AND JETSAM

EDITOR

BEACHCOMBER heard about a group of boys from a technical college who were playing rugby.

The ball went into the ruck and an opposition player had his hand on it.

"Ref, handball, handball!" the half-back shouted.

"Woah! Broken English!" taunted a group of girls who were watching.

"Never mind, we vocational," was his comeback, as the crowd roared in laughter.

FTC: 200 of 13,000 teachers received increment

By LITIA CAVA

THE Fiji Teachers Confederation (FTC) yesterday told a press conference that only 200 of the more than 13,000 teachers in Fiji received their MyAPA increment. "This is the first instance in the history of the teaching service that more

than 98 per cent of the 13,000-plus teachers have been denied the rewards that they truly deserved," secretary-general Agni Deo Singh said, referring to the annual performance assessment.

"The job and position description done before and after are exactly the same."

"Therefore, the excuse that these officers (heads of

schools and assistant heads of schools) did not serve for the minimum required period of nine months is incorrect."

He said the FTC was of the firm belief that more than 80 per cent of teachers received a fully competent or exceeding expectation results but had failed to qualify for the increment.

Mr Singh says the

confederation believes government's reasons for the non-payment of the much anticipated 2017-2018 MyAPA payment was void.

He said the Ministry of Civil Service must be honest and admit that they did not have the means to make the payment at present.

Mr Singh also said FTC had "from the beginning"

informed the ministry that the MyAPA assessment was not suitable for Fiji.

He said teachers were yet to receive two more increments which were now due.

Meanwhile, questions on the issue sent to the Education Minister, Rosy Akbar, last week remained unanswered.

Education Minister Rosy Akbar. Picture: FILE



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SHALVEEN CHAND
Suncity Editor
M: (679) 8013992
Email: shalveen.chand@fjijournal.com.fj



Year 12 and 13 students of Mulorufu Secondary School in Nadi on June 28, 2020. Photo: Waisea Nasokia

BDO report only for Council

INOKE RABONU
SUVA

The University of the South Pacific council has resolved that the BDO report be released to council members only.

This BDO report is a result of the allegations raised by Vice Chancellor Professor Pal Ahluwalia to the executive committee in early 2019 titled "Issues, Concerns and Breaches of Past Management and Financial Decisions".

In a statement last night regarding the Ordinance to Govern the Discipline of the Vice-Chancellor, the Council has resolved to endorse the proposal by Tuvalu that came through the working group.

The council is now in recess and will reconvene on Wednesday, 12 August 2020 at 9.30am.

Meanwhile, Nauru President and Minister for Education, Lionel Rouwen Angimea, who commenced his chancellorship this week, remains as interim chair.

Pro-Chancellor and chair Winston Thompson was recused at the last council meeting two weeks ago.

Edited by Ivamere Natario

PERFORMANCE

Only 200 Teachers Paid Under MY APA: FTC

ANUA TALEI
JVA

The Fiji Teachers Confederation (FTC) claims that only about 200 teachers were paid under the 2017-2018 My Annual Performance Assessment (My APA) payment.

FTC secretary general Agni Deo Singh said more than 98 per cent of more than 13,000 teachers nationwide had been denied their performance appraisal.

He said teachers, whose applications were unsuccessful, were informed they didn't provide sufficient evidence in their My APA.

Mr Singh said it was a wonder that the moderators, he claimed had no education background and were sitting in the education and civil service ministries, had overruled the immediate supervisors.

FTC believes that more than 80 per cent of teachers had received "Fully Competent" or "Exceeding Expectation" as grades and have all qualified for increments.

Minister for Economy Aiyaz Sayed-Khaiyum said in Parliament on May 29 that backdated payments to August, 2018, would be made by the end of the 2019-2020 financial year.

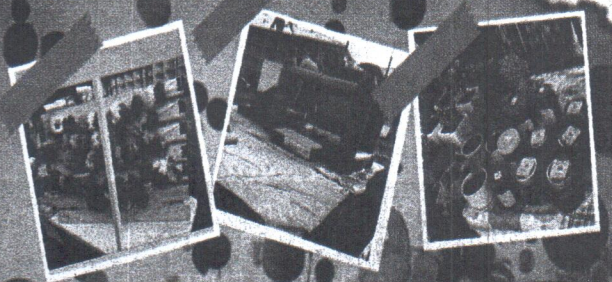
He said the moderation process was a critical component of the performance management system because it ensured that employees were rewarded for measurable contributions to the achievements of the ministry.

There are 13,449 teachers in the ministry and 578 non-teaching staff.

Edited by Ivamere Natario

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