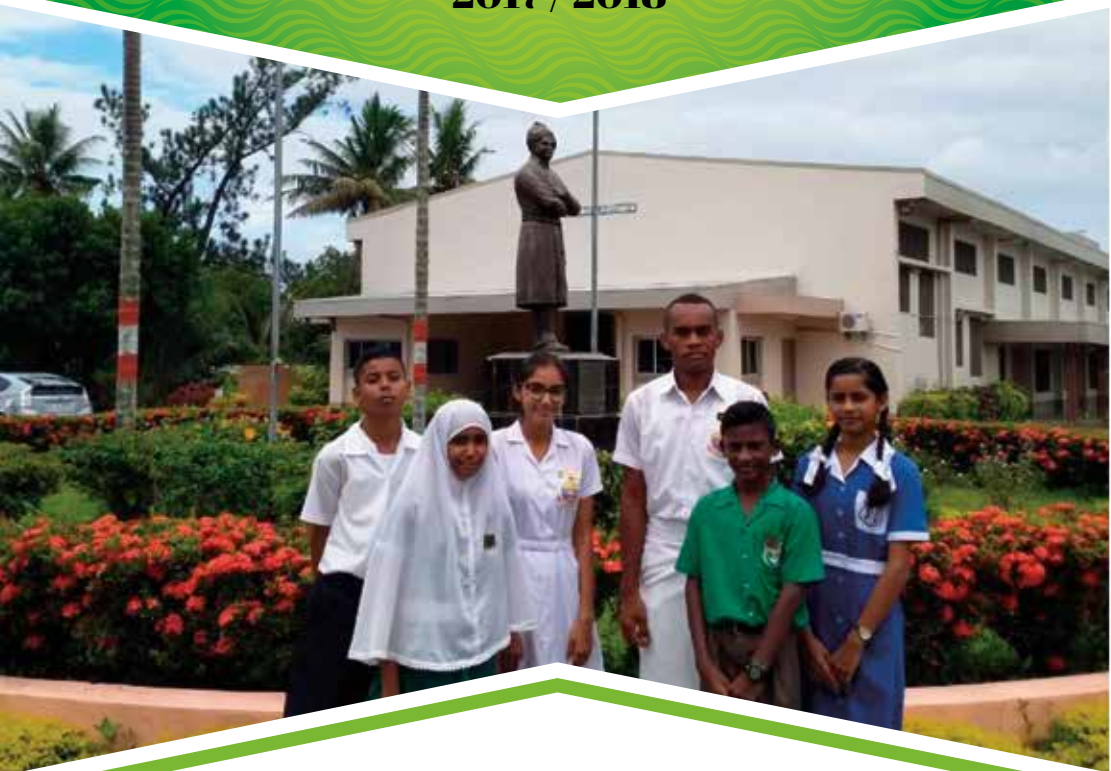




FIJI TEACHERS UNION

Activities Report 2017 / 2018



88th Annual Conference and AGM
14th - 17th August 2018

Venue: Swami Vivekananda College Auditorium Nadi
Host: Nadi Branch

"Rethinking and Revisiting Education for Sustainable Development"

**FIJI TEACHERS UNION
(The Child Our Hope)**

88TH ANNUAL CONFERENCE 2018

Theme : Rethinking and Revisiting Education for Sustainable Development
Venue : Swami Vivekananda College Auditorium Nadi
Chief Guest : Grahame McCulloch - General Secretary National Tertiary Education Union (Australia)
Host : Nadi Branch

PROGRAMME

Tuesday 14th August 2018

10.00am : National Executive Committee Meeting.
2.00pm : Sports Committee Meeting

Wednesday 15th August 2018

8.30 - 9.00am : Registration of Delegates
9.15 : Guests get seated
9.30 : Official opening of 86th AGM and Annual Conference
: Welcome address by Chairperson – Nadi Branch
: Presidential Address
: Keynote Address & Official Opening
: Vote of thanks
10.30 : Morning Tea
11.00 : Annual General Meeting.: Minutes of the 2016 AGM.
2016/2017 Activities Report including Audited Financial Report
: Resolutions/Panel Discussion
2.00pm : Lunch
3.30 : Sports
Parade/Opening
7.00 : Cultural Nite

Thursday 16th August 2018

9.00 am : FTU Co-operative Thrift & Credit Limited AGM
10.30 : Morning Tea
11.00 : Women's Wing meeting
1.00 pm : Lunch
2.00 : Sports
7.00 : CTCL Dinner Nite

Friday 17th August 2018

8.30 am : FTU Sports
Presentation of Trophies and Prizes
10.00am : Post Conference National Executive Meeting

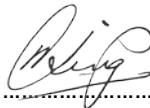
**FIJI TEACHERS UNION
(The Child Our Hope)**

TO: FINANCIAL MEMBERS OF THE FIJI TEACHERS UNION

Please take notice that pursuant to Part III Rule 20 to 24 of the Unions Constitution, the Annual General Meeting of the Fiji Teachers Union will be held at Swami Vivekananda College Auditorium, Nadi on Wednesday 25th April, 2018 commencing at 10.00am.

AGENDA

1. Opening of the 88th Annual Conference and AGM.
2. **Theme:** "Rethinking and Revisiting Education for Sustainable Development"
3. **Keynote Speaker:** Mr. Grahame McCulloch, General Secretary - National Tertiary Education Union [Australia]
4. Confirmation of the Minutes of the 2017 Annual General Meeting.
5. Adoption of the Unions 2017/2018 Activities Report including Audited Statement of Accounts for the year ended 31st December, 2017.
6. Motions, if any, due notice of which have been received by the General Secretary by 5th April, 2018.



**AGNI DEO SINGH
GENERAL SECRETARY**

All retired members of the Union are invited to the opening.

**FIJI TEACHERS UNION
(The Child Our Hope)**

**Swami Vivekananda College Auditorium Nadi - Wednesday 25th April 2018
2018 ANNUAL GENERAL MEETING ORDER PAPER**

1.0 QUORUM FOR THE ANNUAL GENERAL MEETING

The General Secretary to move:

"That the Annual General Meeting has the necessary quorum as required by the Union's Constitution, Rule 29(1)".

2.0 CONVENING OF THE ANNUAL GENERAL MEETING

The General Secretary to move:

"That this Annual General Meeting be convened in accordance with Rules 20,21 (a)(b) and 24 of the Fiji Teachers Union's Constitution, due notice of which was published in the Fiji Times on _____.

3.0 COMMUNICATION FROM THE CHAIR

4.0 CONFIRMATION OF THE MINUTES

The General Secretary to move:

"That the Minutes of the Annual General Meeting held on Tuesday 25th April 2017 at Xavier College Auditorium as previously circulated, be taken as read and be confirmed".

4.1 MATTERS ARISING FROM THE MINUTES

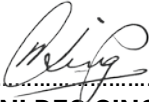
5.0 ACTIVITIES REPORT 2017-2018

5.1 ANNUAL REPORT

The General Secretary to move:

"That the Activities Report of the Union for the year 2017-2018 including the Financial Report for the year ending 31st December, 2017, as previously circulated, be taken as read and be adopted".

6.0 RESOLUTIONS


.....
AGNI DEO SINGH
GENERAL SECRETARY

**FIJI TEACHERS UNION
(The Child Our Hope)**

**MINUTES OF THE 87TH ANNUAL DELEGATES CONFERENCE HELD ON
TUESDAY 25TH APRIL, 2017
VENUE: XAVIER COLLEGE AUDITORIUM, BA**

1.0 CALL TO ORDER

The National President, Bro. Muniappa Goundar, called the meeting to order and advised the house on the channel of communication and meeting procedures. He requested that meeting decorum be adhered to.

2.0 WELCOME

- 2.1 The National President extended a warm welcome to the National Executives, delegates and the membership at large to the 87th Annual General Meeting.
- 2.2 He thanked the delegates for turning up in numbers and said he was looking forward to their positive contribution in the meeting.
- 2.3 He accorded a warm welcome to the members from the outer islands and thanked them for their commitment towards the union.

3.0 QUORUM

The General Secretary moved "That the Annual General Meeting has the necessary quorum as required by the Union's Constitution, Rule 29 (1)."

Seconded: Bro. Hazrat Ai (Rakiraki)

4.0 NOTICE CONVENING THE ANNUAL GENERAL MEETING

The General Secretary moved "That the Annual General Meeting be convened in accordance with Rules 20, 21 (a) (b) and 24 of the Fiji Teachers Union's Constitution, due notice of which was published in The Fiji Times on 25th March, 2017."

Seconded: Bro. Manoj Kumar (Ba)

5.0 COMMUNICATION FROM THE CHAIR

- 5.1 The National President thanked everyone for their attendance. He thanked the delegates for coming in big numbers to participate in Conference.
- 5.2 The National President also thanked the delegates for being prompt and assisting in the official opening.
- 5.3 He said that the excellent attendance at the Annual Conference showed solidarity amongst the rank and file.
- 5.4 He went over the deliberations made by the Chief Guest, Sis. Sashi Bala, and acknowledged the efforts of the host Branch, Ba, for organising a gathering of such magnitude.
- 5.5 The President then deliberated on the Conference Theme and highlighted the challenges faced by the Union.
- 5.6 The National President re-iterated that the union was as strong as the membership and assured the house that FTU would always fight for the rights of the members.

6.0 CONFIRMATION OF THE MINUTES OF THE AGM HELD ON MONDAY 15TH AUGUST, 2016 AT YATU LAU LAGOON RESORT, PACIFIC HARBOUR

The General Secretary moved "That the Minutes of the Annual General Meeting held on Monday 15th August, 2016 at Yatu Lau Lagoon Resort, Pacific Harbour, as previously circulated, be taken as read and be confirmed.

Seconded: Sis. Sima Kumar (Lautoka)

The General Secretary took the house through the Minutes of the 86th AGM.

MATTERS ARISING - Nil

7.0 ACTIVITIES REPORT 2016-2017

The General Secretary moved "That the Activities Report of the Union for the year 2016-2017 including the Financial Report for the year ending 31st December, 2016, as previously circulated, be taken as read and be adopted."

Seconded: Bro Praveen Chand (Rewa)

- 7.1 GS took the house through the Activities Report.
- 7.2 GS reported that the core business of the Union was to ensure fair terms and conditions of work for the members.
- 7.3 He said FTU fought "tooth and nail" to get rid of the monstrous Disciplinary Services Board [DSB].
- 7.4 He reported that subsequently, the Honourable Chief Justice appointed a three member Public Service Disciplinary Tribunal [PSDT]. The Tribunal was the legitimate body to hear the disciplinary cases brought up by the Permanent Secretaries.
- 7.5 On the Chief Guest's [Bro. Felix Anthony] Keynote Address, GS said it was indeed a fact that teachers were central to the future of Fiji and the society that Fiji wanted to build.
- 7.6 GS went over the resolutions that were sent to the Ministry. He said FTU would pursue on, regardless.
- 7.7 On the JEE, GS reminded the house that FTC would be making a compressive submission to the Committee.
- 7.8 GS reported that the Union was invited to the Education Forum, after a lapse of several years. He said that it was imperative that teaching must be made a "choice profession" to attract the best students to the training institutions.
- 7.9 GS reported that the new recruits, who had "completion letters" and were yet to formally graduate, were being paid the ED9A salary [\$12,360.00]. The Union filed a dispute with the Arbitration Court.
- 7.10 2016, Log of Claims, on behalf of the Fiji Teachers Confederation [FTC] was lodged with the Ministry of Education. The issues of concern were: Entry Point Salary, Contractual Appointment, Reinstatement of Executive Teacher Positions, JEE for Teachers, Counsellor positions in all schools and Heads of Schools to be paid acting allowance during the school holidays.
- 7.11 GS reported that there was total discontentment amongst the teachers regarding the Open Merit Recruitment and Selection [OMRS] process.
- 7.12 On Publicity Matters, GS said it was the responsibility of the Branch Executives to distribute the Journal, Activities Report and Year Planner to all members in their Branches.
- 7.13 On MABS and Medical Insurance, GS asked the members to familiarise themselves with the rules governing the two

schemes.

- 7.14 In conclusion, GS reminded the house that the Union movement in the country had suffered setbacks in the aftermath of the political upheavals of 1987, 2000 and 2006. He said that with the unwavering support of the membership, the Union would march on.

GS expressed the Secretariat's profound gratitude to the entire FTU family for their resilience and commitment during the trying times.

8.0 FINANCIAL REPORT

- 8.1 The General Treasurer, Bro. Sashi Shandil, took the house through the Audited Financial Report for the year ending 31st December 2017.
- 8.2 On the query for the decline in Hall Hire income, GT reported that previously the Ministry of Education used to hire the Hall for Workshops. In 2016 they did not.
- 8.3 On the Annual Leave provision, GT explained that there was a reduction in the 2016 provision for employee entitlement because the staff had been taking their leave.
- 8.4 GT proposed that the development of the Gorrie Street property be looked at. This was also unanimously approved by the house.
- 8.5 GT proposed that the Local Hospitalisation benefit for cases put on waiting list by the government hospital for three weeks or more be increased from \$6500.00 to \$7500.00 plus 50% of the cost in excess of \$7500.00. The house unanimously agreed and endorsed the proposal.
- 8.6 GT thanked the house for their fruitful contribution.

9.0 2017 RESOLUTIONS

The house agreed that the Resolutions be adopted and pursued by General Secretary.

Moved: Sis. Ajeshni Lal (Suva) Seconded: Bro. Prem Jeet Singh (Labasa)

10.0 CONCLUSION

- 10.1 In Conclusion, the National President thanked FTU Ba Branch

- for hosting the 2017 Annual Conference.
- 10.2 The President thanked the General Secretary and HQ team for their commitment towards the 2017 AGM and Conference.
 - 10.3 He also thanked the NE members, Branch Executives and Delegates for their time and commitment towards the successful 2017 Conference. He said it was indicative of the solidarity amongst the membership.
 - 10.4 Finally, he informed the Team Managers that the sports parade would take place at 3.30pm.

11.0 ADJOURNMENT

The meeting was adjourned at 1.30 pm.

Confirmed this.....day of.....2018.

.....
CHAIRMAN
Bro. Muniappa Goundar

ACTIVITIES REPORT MAY 2017 – MARCH 2018

1.0 INTRODUCTION

The year under review has been another challenging one for the Union. The imposition of contractual appointments, the implementation of various reforms without consultation, the confusion caused by the JEE, the ill conceived OMRS, the English Proficiency Tests, overnight reversal of spur of the moment decisions and the like, clearly demonstrated a lack of the much talked about knowledge, experience, skills and ability. The intervention of the Union resulted in correction of numerous anomalies. Remedies were also sought and awarded through the Labour Court. Some of the significant hurdles and achievements are highlighted in the Report.

- 1.1 A major breakthrough for the Union was the signing of the Memorandum of Understanding on 13/7/17 regarding the placement of Diploma holders on ED8A Step 12. This was the first Collective Agreement signed since 2006. About 1800 teachers benefited from the MOU.
- 1.2 Graduate Teachers in primary schools were put on a salary of \$19,041.75 at the beginning of 2018, instead of the \$25,877.25 which they had been put on after the JEE in August 2017. After a strong representation by FTU for the salary to be corrected, the Ministry agreed to pay \$24,412.50. It has also been agenda that primary school graduates on \$25877 will be upgraded to \$26,283 in Band F after APA is completed by the end of April, 2018.
- 1.3 The Ministry also agreed to pay the diploma and degree holders the salaries they were put on in 2017.
- 1.4 The Report looks at the Industrial Matters, Professional Matters and other Union Activities, including Branch Activities.
- 1.5 The Report is tabled for discussion and adoption.

2.0 ANNUAL GENERAL MEETING AND CONFERENCE 2017

- 2.1 The 87th Annual General Meeting and Conference was hosted by Ba Branch from 24th April – 27th April, 2017 at Xavier College Auditorium, Ba.
- 2.2 The **Chief Guest** for the Official Opening of the Conference was Madam **Sashi Bala Singh**, Chief Coordinator – Education International Asia Pacific.
- 2.3 Madam Sashi Bala, while addressing the delegates and guests on the conference theme “Education 2030 – Through Inclusive and Participatory Approach,” said that Teacher Unions and Education International were globally focusing for the implementation of the Sustainable Development Goals [SDGs], including Goal 4 on Education and Goal 5 on Gender Equality and Goal 8 on Decent Work.
- 2.4 She commended the two teacher unions in Fiji for being instrumental in promoting the status of teachers, gender equality, quality education and the development of just and equitable society.

3.0 PRESIDENTIAL ADDRESS

- 3.1 The National President, Bro. Muniappa Goundar, in his address to the AGM, emphasised on the issues that were directly affecting the teachers. He said the Ministry should take positive steps to address the concerns of the teachers on OMRS, Acting Appointments, Graduate salary, Executive Teacher positions, Post Processing, Class Sizes and Annual Performance Appraisal.
- 3.2 National President, stated that the Ministry must work with the teacher Unions, as called upon by EI, to fully realize the 2030 Agenda. In his concluding remarks, he said that over the last 87 years, FTU had provided invaluable service to the members and the children of Fiji. He reiterated that FTU stood tall in all facets of educational development, social progress and membership well-being. He called for solidarity and

wished the delegates a meaningful conference.

His candid, yet powerful, delivery was well received by the guests and delegates.

4.0 HOST – BA BRANCH

- 4.1 Bro. Manoj Kumar, the Chairman of Ba Branch, his hard working executive members, members of the Ba Women's Wing, Head Teachers, Principals and all those who contributed positively towards the successful hosting of the AGM and Conference are thanked for their time and effort. Without their effort we would not have had such a large gathering and successful conclusion of the AGM and Conference.

5.0 INDUSTRIAL RELATIONS

5.1 Job Evaluation Exercise 2017

The JEE was the outcome of the Confederation of the Public Sector Unions filing of the salary increase claim in 2016.

The Ministry of Civil Service hired Consultants from abroad to carry out the Job Evaluation Exercise for the Civil Servants. The Confederation [CPSU] was invited to the meeting to be told what was being done. The Unions had no role in the preparation of the guideline which had a clause "The PS may invite other stakeholders to participate as observers....."

The AGM must note that the Unions were never consulted in the setting up of the JEE Team, nor during the exercise.

The HR division of the Ministry had sent the Evaluation Forms to the teachers and they were asked to return the forms within a week.

The Union intervened and pointed out the importance of such an exercise and demanded that more time be given for awareness and completion. This was agreed to by the Ministry. However, the actual exercise was not conducted service-wide.

The Union also submitted that the questions were not suitable

for the teachers.

5.2 Salary Band for Teachers

After receiving the first report on the outcome of the JEE, the Union wrote to the Director of Civil Service Reform Management Unit [CSRMU], seeking an urgent meeting on the Salary Band for teachers.

FTA and FTU met the Permanent Secretary for Education and the CSRMU team of Jane Curran [Director] and Bernadette Bainimarama on 17th July, 2017 in the FTU Board Room.

The Director pointed out that qualification was no longer a measure for salary upgrade. FTU emphasised that qualification should be recognised as this would provide an incentive to the teachers to upgrade their qualifications. CSRMU maintained that “performance” would be recognised and not “upgraded” qualification. The Director further stated that the knowledge and skills acquired through qualification should be reflected in the performance.

The meeting was also informed that evaluation was conducted based on the number of staff and not the number of students.

FTC pointed out that consideration must be given to the number of students as well, as some schools had very high student population and teachers were forced to teach very large classes. It was further pointed out that it was inappropriate to do the evaluation on the teacher / student ratio of 1:40.

The Ministry and CSRMU agreed to also look at the class sizes.

Anomalies in the grades corrected / upgraded were ED6D, ED5C [HOD], ED5D AHT, ED4B EO, ED2A SEO.

AHT ED 5A, 5B, 5C and AP ED3A, ED3B and AP ED5E [compared to HOD] need to be re-evaluated and salaries adjusted.

FTC further pointed out that Contracts should not be forced on tenured teachers as JEE was a separate issue from the terms and conditions of work. The Confederation also submitted that this was in breach of the requirement of Collective Bargaining in the ERP as well as the Joint Agreement signed through ILO.

Sad News

Members take cognisance that about 9000 teachers have received less than 15% increase. About 2000 post holders have received more than 15% increase in salaries.

Worrying Fact

All Head Teachers and Principals have lost their substantive positions and have been effectively relegated to Vice Principals and Assistant Head Teachers.

A killer blow for the profession – most unprecedented and this never happened before in the history of the JEE carried out for the Civil Servants in Fiji.

5.3 Graduate salary – completion of programme

A milestone achievement was reached with Ministry of Civil Service and Ministry of Education regarding the salary of teachers who had completed all the requirements of the degree / diploma programme and were awaiting graduation.

MOE agreed that the teachers awaiting formal graduation would be paid full and correct salary when recruited for teaching.

Some 1600 plus teachers benefited in June 2017 when the Ministry paid the salary that was backdated to 15/1/2017.

Long, persistent fight finally came to fruition.

However, wef 2018, new recruits are being paid between step 1 and step 3, according to grades and performance in OMRS. The Union maintains the position that the entry point salaries must be adhered to.

5.4 Open Merit Recruitment System [OMRS]

Prior to the implementation of the OMRS Guideline, the Ministry was using its own MATRIX system to promote teachers. The MATRIX had a provision of 8 additional points to be awarded on "commendation."

This gave room for favouritism and nepotism.

The Ministry of Education was directed to use the OMRS Guideline for all recruitments and when it was first implemented in early 2017, there was a huge hue and cry from the membership regarding the OMRS.

It was noted with concern that the selection panel was biased. The process was flawed. The venue where the interviews were conducted was prone to abuse. Some interviews were conducted on phone.

The Union called upon the Director CSRMU to meet with Union delegates and listen to their concerns. This eventuated and it was decided that all further interviews would be put on hold until competent interview panels were established.

The resumption of the processing saw some improvement but the issue of interview panel, questions, time, venue etc still remained a concern.

Present status of OMRS

The two teacher union met with the PS-EHA, Director – CSRMU to object to the current recruitment system.

A written submission was made to the Hon. Minister for Education, emphasising the serious implications of the

outcomes of the system.

The Union assisted school heads to "Appeal" against the Ministry's decision not short-list them for Job Tests.

An individual grievance has been filed in the High Court and CPSU has submitted a dispute in the Labour Court on JEE, OMRS and forced Contracts.

5.5 Matters before the Tribunal / Court

The Union filed the following in the Tribunal:

a. Payment of ED9A salary to qualified recruits in 2015.

The Case was heard by the Chief Registrar of the High Court. The Ministry conceded that there was disparity in the salaries of officers appointed in 2015 and agreed to pay the shortfall. Subsequently, an order was made by the Chief Registrar and a Memorandum of Agreement was signed on 6/3/2018.

b. Payment of certificate salary to Diploma holders from 2015.

This was also resolved through dialogue where the Ministry agreed to pay all Diploma holders ED8A Step 12 salary. Those who were short-paid, received back-pay wef from 15/1/17.

Non-Payment of correct salary to new recruits with completion certificate.

This issue was also resolved via dialogue where the Ministry agreed that the teachers would be paid appropriate salary as per their qualification upon completion.

c. Duty Hours of Teachers.

This burning issue was also resolved via dialogue with the former PSE and the Solicitor General. The Union met the PS-E and Director CSRMU and expressed its concern regarding the Circular on Duty Hours.

It was agreed that wordings in the Circular would be re-looked at and the Union would be given an opportunity to have a look before it was sent to schools.

The Union had reminded the Ministry that the teachers' duty hours were from 8am to 3.30pm and anything other than that was voluntary and mutually agreed to.

A Circular, [C95/2017] dated 13/11/17, was sent to all schools stipulating that teachers' duty hours was from 8.00am to 3.30pm Monday to Friday.

5.6 Teachers on Contract

The campaign for the removal of contract continues. The members of the Public Sector Unions, supported by the workers of Fiji, held a successful rally in Suva in December, 2017.

The march was also to demand for the restoration of Collective Bargaining.

5.7 English Proficiency Test

All teachers, including ECE, were made to sit the English Test in the Term Three holidays. Some teachers were made to sit the test twice. The irony was that the ECE teachers sat the same test as did primary and secondary teachers.

It was rather amusing that the Minister for Education stated that there were no pass / fail, when employment was offered to only those who passed.

The Union had repeatedly stated that the English Test or any other similar prerequisite should take place before the "trainee teachers" were given admission to the teacher training institutions.

The Union categorically states that it is ethically wrong to test them after they have met all the requirements and obtained their Certificate / Diploma / Degree in teaching.

5.8 Holiday Workshops & Student Free Days

The Union has written to the PS-EHA that school holidays are the legitimate rights of the teachers and therefore Workshops should not be conducted during the school holidays.

The Union has also written to PS-EHA that Professional Development for teachers should take place within the designated school days and not during the school holidays. The union has further submitted that the "student free days" must be working days, not holidays.

5.9 Non renewal of Contracts

While there had been some improvement in the renewal of contracts, the restructure of the HR Section at the beginning of 2018 resulted in a huge backlog. Some teachers were told to stay home till the contracts were signed. They were later asked to report to work, while the contracts were being finalised. Teachers had to wait for up to 10 weeks to get paid. The Union intervened in numerous cases to expedite processing.

The Union has asked the Ministry to get the District Offices organised so that all paper work is completed in a timely manner and renewals are also done on time.

5.10 Early Childhood Teachers [ECE]

The Union has been voicing out in all forums for the last three or so decades for improvement of the ECE teachers' salaries.

The Union has always maintained that it is the government who should be paying the salaries of the ECE teachers.

ECE teachers are now being paid according to their qualification and how they perform in the OMRS process.

Their hours have been increased from 4 to 5 hours per day, where the actual contact hours are 3.5 – 4 hours and the rest

is for preparation. They are paid for 5 hours on a fortnightly basis. The Union is pursuing for their terms and conditions of work to be the same as primary teachers.

6.0 Fiji Teachers Confederation

The Fiji Teachers Confederation [FTA/FTU] has been dealing with all common issues.

7.0 FIJI NATIONAL UNIVERSITY

The Fiji National University also conducted a Job Evaluation Exercise.

The General Secretary met with members of Lautoka Campus to listen to their concerns. The Union wrote to the Vice Chancellor seeking information on the Terms of reference and the methodology. This was not forthcoming. It was noted by CPSU that there were major anomalies in the outcomes of the JEE. Finally, mediation was convened by the MLIR and a number of anomalies were corrected. Discussions are continuing on pending matters.

8.0 CONFEDERATION OF PUBLIC SECTOR UNIONS [CPSU]

The Confederation of Public Sector Unions [FTU/FTA/FNA/FPESA] had been meeting with the Civil Service Reform Management Unit [CSRMU] team to discuss My APA. After the Confederation's submission, the CSRMU agreed to give increment to officers who met 75% or more of their KPIs. Initially, it was tagged at 90% plus.

A Dispute has been filed in the Labour Court regarding JEE discrepancies, forced Contracts and OMRS.

9.0 COUNCIL OF PACIFIC EDUCATION [COPE]

9.1 COPE organised a Regional Workshop for teacher organisation leaders in the Pacific. The Workshop was to enhance teacher union leaders in their capacity building to achieve the 2030 Education Agenda under SDG 4, 5 and 8.

- 9.2 The Workshop was held at the Tanoa Hotel, Nadi from 6th – 8th September, 2017. FTU was represented by the National President Bro. Goundar, Personnel Officer Bro. Lal, NE Committee Member Bro. Nakul and IRO Bro. Arun Prasad.

Publicity Officer Bro. Manhar Kumar was one of the facilitators appointed by COPE.

9.3 **CCEM – Nadi 19th – 23rd February 2018**

The 20th Conference of Commonwealth Education Ministers [20 CCEM] was held at the Sheraton Fiji Resort, Denarau, Nadi.

The meeting provided opportunities to the officials, including the Ministers, to engage in meaningful dialogue and discuss key issues relating to education.

10.0 EDUCATION INTERNATIONAL

- 10.1 FTU is affiliated to EI which is the largest Global Union Federation. It has a membership of 30 million teachers in over 400 countries. COPE is the Pacific Regional arm of EI. A resolution submitted by FTA and FTU on imposed contractual appointments and the absence of Collective Bargaining was approved by the Conference.

10.2 **8TH EIAP Regional Conference, Kathmandu, Nepal**

The Conference was held from 10-12 October, 2017.

The National President and General Secretary attended the Conference. GS was re-elected to the EIAP Regional Committee for the second term.

10.3 **Sustainable Development Goals [SDG] 2030**

Education is at the heart of the 2030 Agenda for Sustainable Development and essential for the success of all SDGs. Recognising the important role of education, the 2030 Agenda highlights education as a stand-alone goal [SDG 4] and also includes targets on education under several other SDGs, notably those on health, growth and employment, sustainable consumption and production and climate change. The focus for FTU is on the following out of the 17 SDGs:

Goal 4 – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Goal 5 – Achieve gender equality and empower all women and girls.

Goal 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

11.0 FIJI TRADES UNION CONGRESS

- 11.1 FTUC is the only National Body of workers recognised by ILO. The National Secretary, Bro. Felix Anthony is also a member of the Governing Body of ILO. FTUC has relentlessly pursued the collective grievances of Fijian workers at all levels.

FTUC had organised a rally for the workers on Saturday 10th December, 2017 to demand from the government the following:

1. Restoration of Collective Bargaining.
2. Removal of forced Contractual appointments of Civil Servants.
3. Legislation of Minimum Wage as \$4 an hour.

11.2 ATS Lockout and Workers' Solidarity

The Air Terminal Services workers were locked out by ATS Management after the workers had attended their Annual General Meeting during working hours.

The workers were locked out for 35 days, when eventually, the Tribunal ruled that ATS Management must take all the workers back without any loss of salary, with effect from 23rd January, 2018. A march organised by FTUC on Saturday 13 March, 2018 to support their cause had overwhelming support from workers as well as the public.

The ruling is a moral victory for all the workers of Fiji.

11.3 FTUC Council Meeting

The Council Meeting was held on 7/4/18 in Nadi.

The FTUC Biennial Delegates Conference will be held in Nadi

from 3rd to 5th May, 2018.

12.0 PUBLICITY MATTERS

12.1 Newsletters were posted to all the schools.

Year Planner 2018 was sent to all the Branches. It is the responsibility of Branch Executive to ensure that all members receive the Year Planner.

14.0 WOMEN'S WING

The W/W Report will be tabled in their AGM on 26/4/18, commencing at 11 am.

Membership Report

Members by source of Pay	Membership Total
Treasury (Through Ministry)	4716
FNU Membership	104
Honorary Membership	196
Total	5016

At the time of writing this report 89 membership application forms had been submitted to Ministry of Education awaiting deductions at the Salaries Section

Contract renewal still remains an issue within the membership as members are still not aware on the process of reactivating their deductions towards FTU after contracts are renewed. We urge our members to give due consideration to this as it affects their deduction towards Medical Insurance.

A lapse of payment after 13 weeks terminates your membership with the Union. Hence, the constant reminder that deductions need to be up to date.

MUTUAL AID BENEFIT SCHEME

Payment of respective benefits paid under MABS effective from 1st January 2017 to 31st December 2017.

Private Practice	Specialist	Retirement	Death Benefit	Total
\$64616.35	\$97914.53	\$17400.00	\$25300.00	\$205230.88

FTU SELF FUNDING INHOUSE MEDICAL INSURANCE SCHEME

The table given below represents members of the above scheme.

FAMILY MEDICAL COVER	MEMBERSHIP
	2284
SINGLE MEDICAL COVER	MEMBERSHIP
	1449

The table given below represents members with Term Life and Executive Cover.

EXECUTIVE MEDICAL COVER DOMINION INS	MEMBERSHIP
	3
TERMLIFE INSURED THROUGH DOMINION INS	MEMBERSHIP
\$25,000	36
\$50,000	6
\$75,000	1
\$100,000	1

Members benefited under the Self Funding Scheme

Year	Local	Overseas	Total
2011-2012	20	9	29
2012-2013	32	12	44
2013-2014	33	14	47
2014-2015	42	10	52
2015-2016	43	16	59
2016 -2017	41	22	63
2017 -2018	37	30	67

Cases Still In Process

Local – 1

Overseas – 2

Benefits to be added

- **Local repatriation**
- **Special children-** to remove the age bar
- **Accommodation allowance.** Members who travel under insurance and stay with their relatives to be given an allowance. \$100.00/ night to be paid .This payment to be done only for the duration of surgery or review.
- **Local Limit** to be increased from \$20,000 to \$25,000
- **Private facility** cover where a patient is wait listed at the government hospital to be increased from \$7500- \$8500
- **Age** To extend the cover till 72.

RETIREMENT

1.	43144	Suresh Chand	Rampur Primary	CS
2.	43266	Nazreen Alam	Sabeto Muslim	CS
3.	55678	Shirish Chand	Bulileka Sanatan	CS
4.	54138	Pratibha K Nadan	Nadi Airport School	CS
5.	54889	Binesh Mishra	Natabua Primary	CS

6.	54693	Basundra Kumar	M.O.E	CS
7.	44289	Losana Yacakalou	J N Jokhan Mem Primary	CS
8.	43649	Satish Chand	Tavua Primary	CS
9.	43689	Surendra Sen	Wai District School	CS
10.	54342	Subhash Chandra	Vunimoli Islamia College	CS
11.	44191	Rajesh Prasad	Vashisht Muni Primary	CS
12.	43406	Malti Dumaru	Yet Sen Primary	CS
13.	43457	Vinod C Naicker	Labasa College	CS
14.	43051	Mohammed Shaheed	Sabeto College	CS
15.	67313	Aruna Devi Chand	DAV Girls College	CS
16.	56209	Satya Deo	Vatukaloko Secondary	CS
17.	43648	Karuna Devi Kumar	Arya Kanya Pathshala	CS
18.	55925	Anil Shankaran	South Taveuni Secondary	CS
19.	44921	Mazidullah	Kulukulu Public School	CS

DECEASED

1.	66401	Ravinesh Narayan	Naidovi primary	CS
2.	84260	Loraine Charan	Lomowai Primary	CS
3.	84041	Rajnesh Kumar	Solove Primary	CS
4.	43641	Felix Shiromani	Nadi Special School	CS
5.	55868	Ashwin A C Lal	Boubale Primary School	CS
6.	54199	Rakesh Kapoor	Koroqaqa Primary	CS
7.	69630	Praneel Vikash	Suva Muslim College	CS
8.	82979	Ritesh N Singh	Ratu Latianara College	CS
9.	56741	Gyan Chand	Lautoka Muslim	CS
10.	54488	Savenaca Naliva	Sigatoka District	CS
11.	82499	Marica Namoumou	Naqalimare District School	CS
12.	83198	Ben Bradburgh	Levuka Special School	CS
13.	84507	Sandeep Lal	Seaqaqa Central College	CS
14.	83398	Asenaca Ronatuivivono	Kadavu Provincial School	CS
15.	69606	Aparna Devi Singh	Bhawani Dayal Primary Sch	CS
16.	68459	Bessie Ann Young	Nawaka District School	CS

Reminder.

National Executive members and Branch Executives are expected to fully understand the rules and procedure governing the Self Funding Medical Insurance Scheme as well as Mutual Aid Benefit Scheme (MABS) so that correct information can be given to members.

National Executive members and Branch Executive members are reminded that no information regarding any member's medical case may be given to anyone. It's been noted that members/executives from all branches start enquiring on the updates on cases even though the patient is in direct contact with the insurance officer. Branch executives to only liaise on behalf of patient if patient requests them to do so.

MABS

MUTUAL AID BENEFIT SCHEME

WHAT IS MABS

MABS is to assist the members and their families with medical benefits.

RULES OF THE SCHEME**A. QUALIFYING CRITERIA**

The applicant must continuously be a member of the FTU for the period of not less than twelve months with subscription of \$3.32 from CTCL and MABS \$3.68 from MOE fully paid.

Please note: MABS financial year is from 1st August to 31st July.

B. BENEFITS TO SPOUSE

Where husband and wife are both in the teaching profession, it is compulsory for both to be financial members in order to be able to claim benefits.

Where one of the spouse is not in the teaching profession, benefits can be claimed on behalf of the spouse by the financial member.

C. CHILDREN

Members' children who are under 21, fully dependent and unmarried, will be eligible to receive all MABS benefit, private practitioner service in accordance to the rules. Children who are full time students at tertiary institutions are eligible for the service till age 25

D. LOCAL PRIVATE PRACTITIONER SERVICE

Members and their spouses and children, as per the rules, will be seen by the designated Union Doctors. The member must obtain the Identity Card to qualify for this service. The Identity Card has to be presented to the doctor. The member has to sign for the service on the relevant form for all the visits. The standard normal rate for consultation paid by the Union is **\$6.50** and the member is to pay **\$2.25 upfront surcharge per consultancy**. Any extra hours' fee above the normal rate charged by the doctor will have to be met by the member.

LIST OF APPROVED UNION DOCTORS

Dr. R K Reddy Nausori Town Council Arcade, Nausori. Ph: 3477002	Pams Med Centre Samabula Ph: 3383880	Dr Ashika Sen President Plaza 3380195	Dr Ashana Rafiq Ba Ph:6675931	Dr Nahina Naaz 3 Vakabale st Lautoka 9775801 6662334	Dr Antonio Lalabalavu Waiyevo Taveuni 9324432	Dr Andrea B Dragon Ba Ph: 6232316 Ph:9945958
Dr Alicia L Buenafe Smart Care Medical Ba 9990102	Dr Krishan Naidu Prams Medical Clinic Nadi Ph:6706665/8366665	Dr Sanjay Rao Tebara Plaza Nakasi	Dr Sanjesh Singh Varoka Ba Ph: 6670462	Dr.Sarika Chandra Bayly House Suva 3315888	Dr Dharendra Lal Sigatoka Ph: 6500242	Dr Mohammed Ishaq Savusavu Med Ph: 850721/9239043
Dr. Yogendra Prasad 8 Miles makoi Ph: 3343157	Samabula Medical Samabula Ph: 3370880	Dr Bhartee Balram Labasa Ph: 8813824	Atinesh Prakash Labasa 9217602	Dr Monita Shop 1 Tebara Plaza PH: 3413151 PH: 9246879	Dr Saras Nandan Nadi PH: 6702394	
Rubina Medical Clinic Nadera Ph: 9254186/3342832	Dr Gene Bogitini Valelevu Medical Ph: 3343700	Dr Pradeep Singh Labasa Ph: 8813824	Dr Netani Koroi 74 Augustus st Toorak Suva 3100413 9934406	Dr M.S.R Dean Ba Town PH: 6678350 9968795	Dr Mun S Naidu Lautoka Ph: 6663024	Dr Ami Chandra Nabua Ph: 9380115
Dr Mili Vadei P O Box 224 Pacific Harbour Navua PH: 9976592	United Doctors Medical Clinic (UDMC) Lautoka PH: 9498372	Dr Lalita Devi Makoi Health Care Makoi 9208735	Dr Anareta BM Enrich Health Care Service Votualevu Nadi	Dr Chun Pin Ma Ratu Mara Rd Nabua Digicel House 9077407		

PAYMENTS

i. DIAGNOSTIC TEST

Blood Tests, X-Ray, Scan, Lab Charges, or any other test done to find out a medical condition is referred to as diagnostic test.

Member may claim annually a maximum of \$150.00 per member and family for one or more of the tests/services per family and member. Where both spouses are members, \$300.00 per family can be claimed. The claim supported by receipts to be lodged within a month of the treatment. No claim is payable for medical examination for migration purposes. Payment will be made only when the Union doctor has made a referral recommendation to a designated consultant at a hospital or practicing privately.

As at November 2017, ECG test done by Union doctors can be reimbursed by the scheme upon submitting original receipts

ii. SPECIALIST TREATMENT

Specialist consultation, treatment, surgery.

A maximum of \$1000.00 per member and family annually on the recommendation of the FTU doctor is permissible for standard specialist services outside the hospitals.

Special Tests – Treadmill, MRI, CT scan, Endoscopy and Echo will be paid

In full and is not classified under basic diagnostic tests specified above

iii DENTAL COVER

Dentist consultation fee, surgery of wisdom tooth only.

Note that normal tooth extraction, filling and dentures are not covered.

Referral Letters

Where doctors deem it necessary to refer patient for specialist attention an additional \$15.00 will be reimbursed to the member to meet the cost of the referral letter.

iv OPTICAL COVER

Eye specialist consultation fee, eye surgery or treatment, eye tests. Note that we do not cover for eye glasses and lenses.

RETIREMENT BENEFITS

- 10-14 years of continuous membership - \$ 150.00
- 15-19 years of continuous membership - \$ 300.00
- 20-24 years of continuous membership - \$ 600.00
- 25-29 years of continuous membership - \$1,000.00
- 30 years plus continuous membership - \$ 1200.00

- I. To claim for retirement benefit, the appropriate form must be filled together with MABS ID Card and retirement letter from MCE must be submitted.
- II. Members resigning for the purpose of migration are entitled to resignation benefit. However, those resigning to join other employment locally, are not entitled to resignation benefit.

HONORARY MEMBERS

- i. As per rule 19 of FTU constitution, members who retire and wish to remain in the scheme should join in by paying honorary subs of \$96.00 within 30 days of retirement.
- ii. They will be eligible to private practitioner service.
- iii. They will not be entitled for Death Benefits.
- iv. If both husband and wife were members of union, after retirement both should join honorary members in order to claim benefits.

DEATH BENEFIT

I. Member	\$1000.00
II. Spouse	\$500.00
III. Child	\$500.00
IV. Still born child or death at birth	\$300.00

TRAVEL BENEFITS

Where referral by doctor requires travel to a specialist or diagnostic centre, The following rules apply:

- I. Ground travel within the two main Islands, member can claim travel cost equal to charges of a running cab(TAXI).
- II. Where members are required to travel by sea or air, costs equaling sea or air travel may be reimbursed.
- III. Travel cost within the district is not reimbursable.
- IV. Receipts for travel, receipts for fuel or travel vouchers must be submitted for refund.

IMPORTANT POINTS

The scheme is governed through well-defined rules. Therefore, members should be aware of them. Payments are made in accordance with the rules.

Important rules often overlooked are:

- 1. Claims should be lodged within 30 days. (claims processing period is 10 working days)
- 2. Referral letters must be obtained from FTU nominated doctors before seeing any specialist apart from (Dental and Eye Specialist)
- 3. A copy of the referral letter must be lodged with the claim at all times.
- 4. All claims must be submitted with original receipts.
- 5. FTU nominated doctors are only General Practitioners and not specialist therefore they cannot refer patients to themselves.

GENERAL INFORMATION

- 1. For MABS ID Card enquiries contact Arbind Kumar- 3314099/9928096
- 2. For MABS claims contact Archana Karan -3314099/9928096
- 3. For Membership details contact Sangeeta Devi -3314099/9928096

FIJI TEACHERS UNION SELF FUNDING MEDICAL COVERAGE PLAN

SECTION 2.0 – PLAN DEFINITIONS

Unless the context otherwise requires, the following words and expressions shall have the following meanings. Any pronouns used in the plan shall, when applicable, apply to either gender.

1. **The Covered Member, You or Your** means the persons named or described in the **Membership Report**.
2. **Membership Report** means the list of all Members to be covered under this Self Funding Medical Plan.
3. **Inception Date** means the commencement that a member is covered under this plan.
4. **Period of plan** means the “period” or “period of cover” as specified in this plan.
5. **Geographic Limits** means the country which holds Jurisdiction over this Plan.
6. **Jurisdiction** means the law and practice of the Fiji in which this Plan is subject to. Claims will be settled in the currency of the country of Jurisdiction. If expenses are incurred in a foreign currency, then the rate of currency exchange used to calculate the amount payable will be the rate at the time of incurring the expense or suffering a loss.
7. **Sickness or Illness** means sickness or disease of the Covered Member first manifesting itself while the Covered Member is covered under this Plan which results in any of the events specified in the Plan during the Period of Plan and within (12) calendar months of the date of occurrence of the sickness or illness.
8. **Serious Injury or Serious Illness** means a life threatening medical condition that first manifested itself during the **Period of Plan**.
9. **Accident** means a sudden, unexpected, unusual specific event

which occurs at an identifiable time and place during the period of coverage and requires treatment.

10. **Injury** means physical and bodily injury caused solely by accident occurring within the coverage period.
11. **Sub Limit** means the maximum amount that can be claimed in respect to any loss to which the sub limit refers irrespective of the total sum insured.
12. **Limit of Liability** means the maximum amount payable for each section of this Plan for any one Covered Member and their dependents during the period of Plan, per disability.
13. **Waiting period** means the period during which no cover is provided.
14. **Ambulance services** means charges for ambulance transportation by road to and from a Hospital where such service is deemed necessary by a Doctor for an illness or injury covered under this Plan.
15. **Agreed Benefits** are those benefits payable in respect of injury or illness to the covered member under this plan.
16. **Congenital Condition** means a medical deformity or abnormality existing at birth and includes any abnormality which becomes apparent later, or develops as a result of a factor latent at birth.
17. **Day Care** means a surgical or diagnostic procedure which does not require an overnight stay in a Hospital or in a specially equipped clinic or treatment centre as approved by Plan Administrator.
18. **Dependents means**
 - the legal spouse of the Covered Member, other than a legally separated spouse;
 - a Covered Member's unmarried child or legally adopted child whose age ranges between fourteen (14) days and under eighteen (18) years and who is totally dependent on the Covered Member for support, except in the case of a full time student in

a registered educational institution where age limit is not more than 25 years of age.

- 19. Doctor, Specialist, Consultant, Nurse, Dentist, or Optician** means a person legally qualified and registered as such by the appropriate authority in the country in which the treatment is to be given.
- 20. Hospital** means a place registered as a hospital for the treatment of sick or injured persons and which:
- has an organized diagnostic and surgical facility, either on premises or in facilities available to the Hospital and provides 24-hours-a-day nursing services by registered nurses.
 - Is under the supervision of a Doctor
 - Is not primarily a clinic, a place for custodial care, a place for the treatment of alcoholics or drug addicts, a nursing, rest or convalescence home or home for the aged or similar establishment, or a place for the care of persons with mental or nervous disorders, (including neuroses or physiological or psychosomatic manifestations).
- 21. Hospital Services** means charges for a standard ward bed (intensive care or semi-private hospital room) including Doctor's charges for any anaesthesia and its administration, use of operating theatre, medicines, prescribed medicines, splints, plaster casts, rental of wheelchair or other prosthetic devices of **Hospital** equipment during the confinement period, other miscellaneous **Hospital** equipment during the confinement period and other miscellaneous **Hospital** charges for other services necessarily and regularly given by a **Hospital** for treatment of that injury or sickness
- 22. In-patient** means a period spent by a Covered Member or dependent as an in-patient in a Hospital for a minimum stay of one night.
- 23. Medically Necessary** means medical supplies and/or services that are:
- Consistent with the diagnosis and customary medical treatment

for the condition;

- In accordance with the standards of good medical practice;
- Not for the convenience of the **Covered Member** or the **Doctor or Specialist**;
- Performed in the most cost effective location for the treatment of the condition.

24. Orodonal or Periodontal Surgery means an oral operation performed by a Specialist.

25. Overseas Medical Facility means **Hospitals** anywhere other than within the Geographic Limits of this Plan.

26. Pre existing condition means:

- any illness or injury which when the Covered Member applied for cover the Covered Member was aware of; or
- in respect of which the Covered Member already had symptoms which would cause a reasonable person to seek diagnosis, care or treatment; or
- In respect of which a Doctor had already recommended treatment or further medical advice.

27. Prescribed Medicines means medicine, drugs, and treatment applications that are prescribed by a Doctor or Specialist and include bandages, surgical dressings and the like.

28. Public Hospital means a hospital or clinic operated entirely by the public service or Government of a country.

29. Specialist Services means services provided by a Specialist or Consultant for provision of surgery or medical treatment care.

30. Treatment means the provisions of surgical or medical procedures associated diagnostic, consultation required for the cure or relief of

an illness or injury, as covered under this Plan.

31. **Civil Commotion** is an act of a large number of people acting together disrupting public peace and disturbance tumultuously with violence and a chain of destruction of a large number of properties, indicated by the cessation of more than one half of the normal activity of commercial/shopping or business areas or schools or public transportation in one city or town for at least 12 (twelve) hours consecutively commencing immediately before, during or after the event.
32. **Insurrection/Popular Rising** is an uprising of a majority of the people in the capital city of the country, or in three or more of the towns in the country within 12 (twelve) days, demanding a change in the government de jure or de facto, or open resistance against the government de jure or de facto, not amounting to a rebellion
33. **Usurped Power** is a situation where the established order has been overthrown and replaced by some illegal authority which is in a position to lay down rules of conduct and also ensure that the rules are obeyed.
34. **Revolution** is an uprising of the people with force to make a radical change to the current public administration system of the country or to overthrow the established government de jure or de facto, not amounting to a Rebellion.
35. **Rebellion** is a state of organised resistance against the established authority with the object of supplanting or overthrowing it with force using firearms which threatens the existence of such authority.
36. **Military Rising** is an act by a group of home or foreign armed forces personnel consisting of at least 30 (thirty) persons using force with the intention to overthrow the established authority or to cause public disorder and disturbance.
37. **Invasion** is an act by the military power of one country to penetrate or invade the territory of another with the object of permanently or temporarily occupying and taking control over such territory.
38. **Civil War** is an armed conflict between regions or political factions

within the territorial limits of a country with the object of gaining legitimate power.

- 39. War and Hostilities** is a widespread armed conflict (whether or not war has been declared) or a warlike situation between two or more countries, including military exercises of a country or joint-military exercises between countries.
- 40. Subversive Acts** is an act by any person on behalf of or in connection with any organisation with activities directed towards the overthrow by force of the government de jure or de facto, or to the influencing of it by terrorism or sabotage or violence.
- 41. Terrorism** is an act by any person using force to create public fear in an attempt to achieve a goal that according to public opinion has a political background.
- 42. Chronic Condition** means a serious type of medical condition, illness or injury that has specific long term effects. This kind of condition will go on for an indefinite period and may be controlled by medication but not curable.
- 43. Plan Administrator means** a Fiji Teachers Union management in partnership with Insurance Holdings (Fiji) Limited.

SECTION 3.0 – PLAN BENEFITS

HOSPITAL AND SURGERY BENEFITS

1. This Plan will pay the cost of Ambulance Services and Hospital Services incurred in the treatment of an Illness or Injury in a Public Hospital including the costs of road transportation and scheduled airline and sea transportation necessarily incurred if the Covered Member is referred to another Public Hospital.
2. (a) With Plan Administrators prior approval this Plan will also pay for the additional costs of a private clinic for Hospital Services (including services provided by Overseas Visiting Consultants) in excess of the costs normally charged by a Public Hospital up to a maximum Limit of Liability of \$20,000.

- (b) This plan will also pay for the cost where a member under Fiji Teachers Union Stop Loss Policy and has been put on waiting list at the Public Hospital and as a result on approval obtain treatment at Private Clinic. The maximum payable will be \$7,500 and 50% of the balance of the actual incurred cost.
 - (c) This pal will also pay for the cost of advance technology treatment at Private Clinics subject to prior approval.
3. Where treatment is not available in Fiji and with Plan Administrators prior approval, this Plan will pay up to a maximum Limit of Liability of \$10,000 for the reasonable costs of transporting the Covered Member (economy airfare where possible) on a scheduled airline flight to an Overseas Medical Facility where the Covered Member is to be confined for specialised treatment, surgery or post operative attention resulting from a Serious Injury or Illness. Including:
- (a) Reasonable land transportation costs associated with moving the Covered Member to an international airport for evacuation.
 - (b) Return airfare costs (economy airfare where possible) on a scheduled airline flight if the Covered Member returns directly to the international airport from which the Covered Member was evacuated for treatment following that treatment.
 - (c) Reasonable transportation costs of an accompanying family member and/or medical staff if doctors agree this is Medically Necessary.
 - (d) For every approved evacuation each person will be offered \$100.00 if they are required to be in transit for than 3 hours.
4. Where treatment is not available in Fiji and with Subject to the Covered Member obtaining Plan Administrators prior approval and arrangements being made by Plan Administrator at a hospital of Administrators choice. This Plan will pay up to a maximum Limit of Liability of \$250,000 for the Hospital Services incurred in the treatment of the Serious Illness or Injury whilst in an Overseas Medical Facility for the duration of the evacuation.
5. This will pay in respect of the Covered Member up to a maximum Limit of Liability of \$100 per day for pre approved additional charges during

pre and post hospitalisation assessment that are incurred overseas as a result of an evacuation including reasonably and necessarily incurred transport charges for the travel to and from Hospital and to the airport.

6. This Plan will pay in respect of any approved person accompanying the Covered Member up to a maximum Limit of Liability of \$120 per day for pre-approved additional accommodation charges (where possible shared twin to be utilised) incurred during the period the Covered Member is confined to an overseas Hospital including reasonable and necessarily incurred transit charges for the travel to and from Hospital and to the airport and pre approved airfare costs (economy airfare where possible) on a scheduled airline flight if the accompanying person returns directly to the international airport from which the Covered Member was evacuated for treatment following that treatment.
7. This Plan will pay pre-approved accompanying medical staff's accommodation charges for the period the medical attendant is required to remain with the evacuated Covered Member including reasonable and necessarily incurred transport charges for the travel to and from Hospital and to the airport and airfare costs (economy airfare where possible) on a scheduled airline flight directly to the international airport from which they departed with the Covered Member.
8. Where treatment is not available in Fiji and a Covered Member has treatment for a covered Injury or Illness in any overseas Hospital or by any Doctor, Specialist, Consultant, Nurse, Dentist, or Optician overseas without prior approval from Plan Administrators and it is established that the Covered Member could not have been treated in a Hospital within the Plan Geographic Limits, the maximum payable shall be the amount which would have been payable for an equal course of treatment in a hospital of Plan Administrators choice up to a maximum Limit of Liability of \$20,000;

Provided always that:

- (a) any admission of liability by the Covered Member for these costs will not be binding on this Plan and

(b) no benefit shall be payable under paragraphs 3, 5 6 and 7 in addition to any payment under paragraph (8)

9. In the event of the Covered Member's death whilst receiving treatment overseas for a Serious Accident or Illness:

(a) We will reimburse the reasonable costs up to a maximum Limit of Liability of \$5,000 for embalming, supplying a coffin, the transportation costs of returning the Covered Member's body or ashes to the point where the Covered Member was evacuated or a contribution towards burial or cremation costs in the place where the death occurred.

(b) We will make a \$500 cash payment to the Covered Member's estate.

In respect to this Section there is a waiting period of twenty four months from the inception date for any pre existing condition but only where exclusion 34 becomes applicable.

EXCLUSIONS

The following exclusions are applicable to all sections of this Plan.

This Plan will not pay for:

- 1.** Treatments other than those provided by a Doctor or Specialist or under the direct supervision of a Doctor or Specialist for the cure or relief of Covered Member Injury or Illness or as approved by the Plan Administrators prior to treatment.
- 2.** Routine physical maintenance examinations or medical check-ups or tests not incidental to the treatment or diagnosis of an Injury or Illness or any treatment that is not medically necessary.
- 3.** Treatments undertaken in nature cure clinics, health spa or similar establishments or in nursing homes attached to such establishments except as specifically provided for in this Plan.
- 4.** Cosmetic surgery, hearing aids, and prescriptions thereof unless

necessitated by Illness or Injuries covered by this Plan and wholly occurring during the Period of Plan.

5. Surgical, mechanical or chemical process of contraception or treatment connected with fertility including contraception or intrauterine devices.
6. Vaccinations.
7. Long Term custodial or maintenance services for the permanently disabled.
8. Root canal, gold filling and implants and related surgery.
9. Optical procedures and optical aids unless as a result of covered injury or illness
10. Dental procedures, dentures, dental titanium implant unless as a result of covered injury or illness
11. Organ transplant or any related expenses for both donors and recipients.
12. Physiotherapy or chiropractic, except in the case of Serious Illness or Injury
13. X-ray and blood tests unless as part of the treatment of covered Injury or illness.
14. Any injury or Illness occurring outside the Geographic Limits of this Plan unless specifically provided for in the Plan.
15. Treatments associated with any confirmed long term disorders such as asthma, high blood pressure, diabetes and the like or for vitamins and dietary supplements and the like.
16. Disability support services.
17. Health screening.
18. Renal dialysis unless within the geographic limit.

- 19.** Routine Pharmaceuticals for chronic conditions whether by prescription or not unless approved by Plan Administrators and subject to a maximum annual sub limit of \$200.00.
- 20.** Renal failure and organ transplants (other than kidney transplants) including bone marrow transplants or related pre or after care procedures or treatment.
- 21.** Treatments where the patients' long-term prognosis will not be improved by an Overseas Medical Evacuation. This includes but is not limited to any Evacuations for modalities of treatment motivated for on the grounds of palliative care alone.
- 22.** Treatment of any condition not detrimental to health or any health care service not medically necessary.
- 23.** Any claims after the Covered Member has attained the age of 68 years.

This Plan will not pay for Injury or Illness directly or indirectly caused or contributed to by:

- 24.** Congenital Conditions, except for Hole in Heart cases which are treatable.
- 25.** Chronic conditions.
- 26.** Dementia and Delirium.
- 27.** Pregnancy, miscarriage or abortion unless Medically Necessary and requiring confinement in a Hospital.
- 28.** Injury or Illness incurred in the pursuit of any illegal or criminal act or deliberate exposure to exceptional danger except in an effort to save human life.
- 29.** Resulting from the pursuit of dangerous occupations or sports including mountaineering requiring the use of ropes or pitons, flying except as a fare paying passenger on a duly licensed commercial aircraft, parachuting, parasailing, steeple chasing, diving requiring

the use of breathing apparatus, winter sports, professional football, boxing or wrestling and competition racing in a vehicle of any kind.

- 30.** Self inflicted Injury, suicide, attempted suicide or substance abuse, excessive consumption of alcohol or drugs other than those prescribed by a Doctor or Specialist for the relief or cure of covered Injury or Illness.
- 31.** Psychotic, mental or nervous disorders (including neuroses and their physiological or psychosomatic manifestations), unless arising out of covered Injury or Illness.
- 32.** Sexually transmitted diseases.
- 33.** HIV, HIV disorders including AIDS, and any medical condition that arises from HIV infection.
- 34.** Any Pre Existing Condition if membership level reduces to 2,000 or lessor, of principal covered members who are paying agreed fortnightly fund for cover under this Plan.
- 35.** Or as a consequence of: Civil war, insurrection, popular rising, rebellion, revolution, terrorism, sabotage, subversive acts, any action of any political or vigilante group, military rising, military or usurped power, invasion, war and hostilities, any action of military, police, security, or other authorities or instrumentality whether governmental or not, including any loss damage or liability directly or indirectly resulting from any of the above;
- 36.** The actions of the police, any armed forces or any lawfully constituted body where such actions are in connection with the above;
- 37.** War, invasion, act of foreign enemy, hostilities or warlike operations (whether war be declared or not) civil war, mutiny, civil commotion assuming the proportions of or amounting to a popular uprising, military rising, rebellion, revolution, insurrection, terrorism, military or usurped power;
- 38.** Nuclear weapons material or ionising radiation or contamination by radioactivity from any nuclear waste or from the combustion of

nuclear fuel, pollution or explosion.

- 39.** Resulting directly or indirectly from earthquake, volcanic eruption, tsunami, tidal wave,

CONDITIONS

In the event of non-compliance with any of the conditions of this Plan, the Plan Administrators shall be entitled to decline to pay a claim.

1. Notice of Claim

The Covered Member or a person representing the Covered Member must give written notice of any claim to Plan Administrators as soon as reasonably practicable but in any circumstances within 30 days after the happening of any circumstances giving rise to a claim.

2. Proof of Loss and Physical Examination

After the Plan Administrators receive notice of a claim the Plan Administrators may provide covered member with claim form for completion.

- 2.2 The claim form must be properly completed and all evidence and information required by Plan Administrators including original medical certificates, shall be furnished in such form and such nature as Plan Administrators require.
- 2.3 Covered member must as often as required by Plan Administrators submit to medical examination or provide any other information or assistance reasonably requested in relation to Covered Members claim.
- 2.4 The Covered Member must co-operate with the necessary investigations and provide all necessary information and submit all particulars in order to enable Plan Administrators to expedite the claim.
- 2.5 If Plan Administrators request it, attend interviews with any person Plan Administrators nominate.

3. Duties and responsibility

In the event of Injury or Illness the Covered Member must immediately:

- i. Do as much as the Covered Member reasonably can to prevent any further loss or expense.
- ii. Contact Plan Administrators or arrange for the Hospital to contact Administrators, if the Covered Member is to be hospitalised.
- iii. Provide Plan Administrators with all documents and proofs Plan Administrators request in relation to any claim.
- iv. Promptly undergo any reasonable treatment recommended by the Doctor or persons providing Hospital Services treatment.
- v. Lodge a written claim against any person or party,(eg employer, hotel operator or transporter who may have caused and/or be legally liable for the Covered Members loss, Injury or Sickness.

4. Claim Offset

There is no cover under this Plan for any loss or event or liability which is covered under any other Medical Plan including Workers Compensation or Compulsory Third Party policies, health or medical schemes or Act of Parliament including the Workmen's Compensation Act or to the extent that health care or treatment is available under any reciprocal health agreement or is payable by any other source. This Plan will however pay the difference between what is payable under the other Plan, health or medical scheme or Act of Parliament or reciprocal health agreement or such other source and what the Covered Member would be otherwise entitled to recover under this Plan.

5. Subrogation

You must allow Plan Administrators to take over for this Plan benefit to take any action and settle any legal right of recovery the Covered Member may have and the Covered Member must co-operate fully in any recovery action.

6. Validation of Cover

- (a) In respect of this Plan the Membership Report showing the Covered Member as covered must be in Administrators possession before a claim occurs and any claim payment will be precedent on

Administrators having received this information and Covered Members agreed fund contribution or a promise from Covered Member to pay Covered Members allocated fund.

- (b) Premium: Single - \$350.00 per annum (\$13.46 per F/N)
 Family - \$450.00 per annum (\$17.31 per F/N)**

Where husband and wife are both teachers, one of them is required to pay the premium, but both must be members of the Union. If members prefer to be covered by another medical policy, he/she need not be in the FTU Scheme. Evidence of such cover is required.

7. Fraud

This Plan will not be liable if any fraudulent means or devices are used by Covered Member, or anyone acting on Covered Members behalf, when entering into this Plan, or to obtain any benefit under this Plan. Any benefits already paid will be recoverable by the Administrators.

8. Other Plan

The Covered Member shall give written notice to the Administrators of any other Medical Plan or Medical Policy effected on the Covered Member(s) against accident or illness, unless such other Policy be by Life Policy covering death, Domestic Contents Plan, Motor Vehicle Policy or any type of travel Policy.

9. Cancellation and Variations

- 9.1 The Administrators may cancel this Plan or amend the terms, exclusions and limitations after 4.00pm on the 30th day following dispatch or written notice to the Covered Members last known address. You shall be entitled to a return of premium proportionate to the unexpired period of the cancelled Plan.
- 9.2 Any claims made or expenses incurred after the date of cancellation are not covered by the Plan unless expressly agreed by Administrators in writing prior to the Cancellation date.
- 9.3 The Plan cover in respect of a Covered Member shall terminate on the earliest of the following dates:

- (a) The date this Plan is terminated or cancelled;
- (b) The premium due date if the required contribution fund for the Covered Member is not received;
- (c) Where the Covered Member is a Dependant person on the date that person ceases to be a Dependant person;
- (d) The date the Covered Member ceases the membership with Fiji Teachers Union;
- (e) The date the Covered Member's membership with Fiji Teachers Union is terminated;
- (f) The date on which the Covered Member commences active duty with the armed forces of any country.

10. Jurisdiction

Notwithstanding anything contained in this Plan to the contrary the indemnity provided herein shall not apply to: Any matter where an action for damages is brought in a court of law outside Fiji and not subject to Fiji law or where an action is brought in Fiji to enforce a foreign judgment whether by way of reciprocal agreement or otherwise. Costs and expenses of litigation which are not incurred within the country of jurisdiction

11. Suit or Legal Action

11.1 No suit or legal action on this Plan for the recovery of any claim shall be sustainable in any court of law unless all the requirements of this Plan shall have been complied with, and unless commenced within twelve months after the date of the loss.

11.2 Nothing in the Plan shall render us liable to respond to or lay a defence to any suite for damages which may be instituted by Covered Member or Group of Covered Member against any Doctor, or a person providing treatment, or Hospital or entity providing Hospital Services or other services under this Plan, wherein an Covered Member or Group of Covered

Member may sue the Doctor or person providing treatment or Hospital or other entity for reasons of neglect, malpractice, or other causes arising from his / their acts errors, or omissions in respect of examination and/or treatment of the Covered Member.

12. Plan Amendment

Any amendment to the terms and conditions of this Plan must be evidenced by written confirmation agreed in writing by Plan Administrators.

13. Debt offset

Any claim payment payable under this Plan may be used to settle any other fund or other debt owed by the Covered Member to this Plan.

14. Residency Disqualification

This Plan will not meet claims incurred for treatment in the following circumstances wherein the Covered Member:-

has changed domicile from the geographic limits of the Plan to another country

has migrated overseas, or has taken up or is about to take up permanent residence overseas, or is on contract, schooling, training, or at university overseas.

HOW TO MAKE A CLAIM

If you need to make a claim for Hospitalisation or Overseas Repatriation you will be required to follow the following procedure:

1. Full name of member, claimant or dependent whichever is applicable.
2. Member or claimants date of birth.
3. Member shall obtain the necessary referral from a General Practitioner or medical report from treating doctor for any medical condition covered by this programme and submit to FTU Head

Office or IHL, Suva office;

Fiji Teachers Union

1 Berry Road, Suva

Phone: 331 4099

Mobile: 992 8096

Website: www.ftu.com.fj

Insurance Holdings (Pacific) Limited

Level 8, BSP Life Centre

Thomson Street, Suva.

Phone: 310 0257

Mobile: 9992161/7009006

4. In case of emergency the member shall visit the local public hospitals straight away where the attendants will liaise directly with IHL for administration requirements;
5. The local public hospitals provide free treatment (surgical or otherwise) and free admission for inpatients in case of Emergency only. Thereafter, the hospital will apply a reasonable charge (to be confirmed by the Ministry of Health) for admission to the paying ward during the recovery (non-emergency) period;
6. In the case where the medical practitioner or specialist is of the view that the necessary treatment of an insured medical condition is not available locally, a medical opinion and estimates will be obtained from specialist from offshore hospital preferably in India unless otherwise in an emergency an appropriate decision will be made on the offshore providers;
7. Upon confirmation of the appointment date for offshore facility arrangements will be made for the medical evacuation offshore, preferably to India.
8. Whilst in overseas medical facility during evacuation, if any incidental expenses incurred out of necessity may be reimbursed upon submitting original receipts and invoices, Breakdown on receipts, admissions, discharge date and diagnosis.

For any further inquiries on emergency cases, following persons can be contacted:

Insurance Holdings (Fiji) Limited

Alma Wong Mobile 7009006

Karuna Segran Mobile 999 2161

Fiji Teachers Union – Office Hours Only (8.00am to 4.30pm)

PH: 3314099/3314668

Conclusion

As we grapple as a nation to achieve true democracy and full restoration of Trade Union and Human Rights, the need for union solidarity cannot be over emphasised. History has shown that workers have united and prevailed whenever the need arose. The ATS march and rally was the most recent example.

We in the Public Sector must not rest until the security of tenure, collective bargaining and a truly fair remuneration and promotion system are restored.

Finally, I wish to record my sincere appreciation to the National Executive and the Branch leaders and the membership at large for the immeasurable support and encouragement rendered during the difficult year. That was cutting edge.

Vinaka



.....
Agni Deo Singh
GENERAL SECRETARY
25th April, 2018.

GENERAL TREASURER'S REPORT

FINANCIAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2017.

President, delegates of the various branches and colleagues in Unionism.

I take this opportunity to present to you the Audited Financial report of Fiji Teachers Union for the Financial Year ended 31 December 2017.

The Working committee has appointed a Finance Committee which checks all payments, income and banking on weekly basis.

The monthly accounts are checked by the Finance Committee and presented to the Working Committee for approval. The National Executive scrutinizes the accounts on quarterly basis. The accounts presented contain every cheque written with full details of payments. It includes income by receipts, banking and bank reconciliations are also provided.

I wish to express my sincere gratitude to the Secretariat as well as the Working Committee and Finance Committee for the support rendered towards the management of the Union funds.

I now commend the Financial Report to this Annual General Meeting for discussion and adoption.



.....
SASHI MAHENDRA SHANDIL
GENERAL TREASURER

**FIJI TEACHERS UNION
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2017**

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FIJI TEACHERS UNION

**FINANCIAL STATEMENTS
31 DECEMBER 2017**

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EXECUTIVE COMMITTEE'S REPORT

In accordance with a resolution of the Executive Committee, the executive committee herewith submits the financial position of Fiji Teachers Union as at 31 December 2017, the related statement of income & expenditure and report as follows:

Executive Committee

The names of executive committee members in office at the date of this report are:

Muniappa Goundar – President	Rajne 1 Lingam – Asst. General Secretary
Vidya Singh – Vice President	Manhar Kumar – Publicity Officer
Pranesh Sharma – Vice President	Rameshwar Lal – Personnel Officer
Dalip Kumar Ram – Vice President	Nakul Deo Barman – Executive Committee
Agni Deo Singh – General Secretary	Pratosh Kumar – Executive Committee
Sashi M Shandil – General Treasurer	Madhur Prakash – Executive Committee

Principal Activity

The principal activity of the Union during the year was to serve the interest of its members at work places and in general.

Results

The net surplus of the Union Headquarters for the year was \$809,599 (2016 - \$962,796).

Reserves

It is proposed that no amounts be transferred to reserves.

Bad and Doubtful Receivables

Prior to the completion of the Union's financial statements, the executive committee took reasonable steps to ascertain that action has been taken in relation to writing off of bad debts and making of allowance for impairment. In the opinion of the executive committee, adequate allowance has been made for doubtful debts.

As at the date of this report, the executive committee are not aware of any circumstances, which would render the amount written off for bad debts, or allowance for impairment in the Union, inadequate to any substantial extent.

FIJI TEACHERS UNION
FINANCIAL STATEMENTS
31 DECEMBER 2017

Page 3

EXECUTIVE COMMITTEE'S REPORT (Continued)

Non-Current Assets

Prior to the completion of the financial statements of the Union, the executive committee took reasonable steps to ascertain whether any non-current assets were unlikely to be realised in the ordinary course of operations compared to their values as shown in the accounting records of the Union. Where necessary, these assets have been written down or adequate allowance has been made to bring the values of such assets to an amount that they might be expected to realise.

As at the date of this report, the executive committee are not aware of any circumstances, which would render the values attributed to non-current assets in the Union's financial statements misleading.

Unusual Transaction

In the opinion of the executive committee, the results of the operations of the Union during the financial year were not substantially affected by any item, transaction or event of a material and unusual nature, nor has there arisen between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the executive committee, to affect substantially the results of the operations of the Union in the current financial year.

Executive Committee's Benefits

Since the end of the previous financial year, no executive committee member has received or become entitled to receive a benefit by reason of a contract made by the Union with the executive committee member or with a firm of which he/she is a member or with an entity in which he/she has a substantial financial interest, other than those disclosed in the financial statements.

Other Circumstances

As at the date of this report:

- (i). No charge on the assets of the Union has been given since the end of the financial year to secure the liabilities of any other person;
- (ii). No contingent liabilities have arisen since the end of the financial year for which the Union could become liable; and

FIJI TEACHERS UNION
FINANCIAL STATEMENTS
31 DECEMBER 2017

EXECUTIVE COMMITTEE'S REPORT (Continued)

- (iii). No contingent liabilities or other liabilities of the Union has become or is likely to become enforceable within the period of twelve months after the end of the financial year which, in the opinion of the executive committee, will or may substantially affect the ability of the Union to meet its obligations as and when they fall due.

As at the date of this report, the executive committee is not aware of any circumstances that have arisen, not otherwise dealt with in this report which would make adherence to the existing method of valuation of assets or liabilities of the Union misleading or inappropriate

For and on behalf of the executive committee and in accordance with a resolution of the Executive Committee

Signed at SUVA this 1st day of MAY 2018



President



General Treasurer



General Secretary

FIJI TEACHERS UNION
FINANCIAL STATEMENTS
31 DECEMBER 2017

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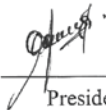
STATEMENT BY EXECUTIVE COMMITTEE

In accordance with a resolution of the Executive Committee of Fiji Teachers Union, we state that in the opinion of the executive committee:


- (i). The accompanying balance sheet of the Union is drawn up so as to give a true and fair view of the state of affairs of the Union as at 31 December 2017;
- (ii). The accompanying statement of income and expenditure of the Union is drawn up so as to give a true and fair view of the results of the Union for the year ended 31 December 2017; and
- (iii). At the date of this statement, there are reasonable grounds to believe that the Union will be able to pay its debt as and when they fall due.

For and on behalf of the executive committee and in accordance with a resolution of the Executive Committee

Signed at SUVA this 1st day of MAY 2018



President



General Treasurer



General Secretary

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF FIJI TEACHERS UNION

We have audited the accompanying financial statements of Fiji Teachers Union, which comprise the balance sheets as at 31 December 2017, the statements of income & expenditures for the year ended and other explanatory notes as set out on pages 12 – 16.

Executive Committee's and Management's Responsibility for the Financial Statements

The executive committee and management are responsible for the preparation and fair presentation of these Financial Statements. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

INDEPENDENT AUDIT REPORT (Continued)

Matter of Emphasis

Branch executives need to ensure transparency, accountability and good governance in respect of income earned/expenditures incurred by keeping proper third party records and minutes of approvals for such expenditures.

Qualification

It is not practicable for the Union to establish accounting control over all sources of income prior to its receipt and accordingly it is not possible for our examination to include audit procedures to extend beyond the amounts recorded in the books of the Fiji Teachers Union.

Qualified Opinion

In our opinion subject to the possible effect of the limitations imposed by the foregoing financial statements have been properly drawn up so as to present fairly the state of affairs of Fiji Teachers Union at 31 December 2017 and of the results of its activities for the year then ended.

1 May 2018
SUVA, FIJI

A M Narsey & Co
A M NARSEY & CO
CHARTERED ACCOUNTANTS

FIJI TEACHERS UNION

**COMBINED STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2017**

	2017	2016
	\$	\$
ACCUMULATED FUNDS		
Add: Net Surplus for the year (Page 9)	6,427,305	5,450,021
	<u>810,029</u>	<u>977,284</u>
TOTAL ACCUMULATED FUNDS	<u><u>7,237,334</u></u>	<u><u>6,427,305</u></u>
Represented by:		
CURRENT ASSETS		
Cash at Bank and on Hand	2,272,454	2,271,993
Fixed Deposits	1,188,297	1,652,913
Rent Receivable	11,855	28,510
Interest and Other Receivables	123,485	87,338
Prepayments	<u>716</u>	<u>762</u>
TOTAL CURRENT ASSETS	<u><u>3,596,807</u></u>	<u><u>4,041,516</u></u>
DEDUCT: CURRENT LIABILITIES		
Creditors and Accruals	90,476	105,220
Rent Received in Advance	1,896	5,948
Provision for Employee Entitlements	53,117	58,440
Rent Deposits	<u>34,400</u>	<u>30,100</u>
TOTAL CURRENT LIABILITIES	<u><u>179,889</u></u>	<u><u>199,708</u></u>
WORKING CAPITAL	3,416,918	3,841,808
NON CURRENT ASSETS		
Fixed Assets	3,820,416	3,886,894
LESS TERM LIABILITY		
ANZ Bank	<u>-</u>	<u>1,301,397</u>
NET ASSETS	<u><u>7,237,334</u></u>	<u><u>6,427,305</u></u>



PRESIDENT



GENERAL TREASURER



GENERAL SECRETARY

FIJI TEACHERS UNION

COMBINED STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2017

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INCOME	2017	2016
	\$	\$
Donation	8,851	68,764
Hall Hire	16,738	18,618
Interest	59,613	56,476
Inhouse Insurance Surplus	423,282	597,453
Inhouse Insurance - FTU Administration Cost	42,000	42,000
Marketing Subsidy - Insurance Holdings Ltd	5,300	5,500
Sports, Fundraising/Lottery Income	1,608	-
Rent - Office Complex	123,413	111,280
Rent - Apartments	318,256	301,496
Subscriptions	876,194	852,824
Sundries	25	2,928
Provision Claim Receivable From Fiji Care Ltd - Written Back	-	25,000
TOTAL INCOME	1,875,280	2,082,339
DEDUCT EXPENSE		
Advertising	3,345	2,897
Advocacy Cost	16,981	10,054
Annual Leave	(5323)	(3690)
Audit Fees / Annual Audit	3,000	3,000
Bank Charges and Interest	62,733	81,961
Benefit-Medical, Retirement and Death	195,069	211,599
Capitation and Affiliation Fees	17,444	15,591
Contribution - PM's Natural Disaster Relief & Rehabilitation Fund	-	10,000
Depreciation	88,226	95,595
Donation	200	20,114
FTUC/CPSU/FASA Rally	7,112	-
Girmit Day Celebration	-	5,000
Honorarium	3,600	3,600
Insurance	20,809	23,365
Legal Fees	1,225	3,164
Ministry Of Education 2.5% Levy	11,499	11,016
Motor Vehicle Expenses (Includes Fuel, Repairs & Maintenance etc)	9,184	9,881
Periodicals and Newspapers	1,096	993
Printing and Publication	28,822	22,308
Rent and Rates	11,270	10,821
Repairs and Maintenance	43,262	71,684
Seminar, Conference, AGM and Travelling	133,640	125,096
Sports, Oratory and Fundraising	2,028	8,107
Stationary, Postage and Freight	7,931	7,059
Subsistence & Entertainment	42,543	35,259
Sundries/ General Expense	1,398	522
Telephone	18,272	25,131
Wages, Salaries & Associated Costs	286,344	273,956
Water and Light	15,161	14,972
World Teachers Day Celebration	3,525	-
Womens Wing	4,445	1,000
Writing History [Krishna Datt]	30,410	5,000
TOTAL EXPENSE	1,065,251	1,105,055
NET SURPLUS FOR THE YEAR	810,029	977,284

**FIJI TEACHERS' UNION [HEADOFFICE]
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2017**

	Note	2017 \$	2016 \$
ACCUMULATED FUNDS	(2)	<u>7,137,378</u>	<u>6,327,779</u>
Represented by :			
CURRENT ASSETS			
Cash at Bank and on Hand	(3)	2,232,163	2,229,700
Term Deposit	(18)	1,180,113	1,644,822
Rent Receivable		11,855	28,510
Other Receivables	(4)	134,808	97,876
Prepayments	(5)	716	762
TOTAL CURRENT ASSETS		<u>3,559,655</u>	<u>4,001,670</u>
DEDUCT : CURRENT LIABILITIES			
Rent Received in Advance		1,896	5,948
Creditors and Accruals	(6)	89,647	106,721
Provision for Employee Entitlements	(1.6)	53,117	58,440
Rebate Payable to Branches	(1.2)	63,508	58,039
Rent Deposits		34,400	30,100
TOTAL CURRENT LIABILITIES		<u>242,568</u>	<u>259,248</u>
WORKING CAPITAL		3,317,087	3,742,422
NON CURRENT ASSETS			
Fixed Assets	(1.3, 7)	3,820,291	3,886,754
LESS TERM LIABILITY			
ANZ Bank	(8)	<u>-</u>	<u>1,301,397</u>
NET ASSETS		<u>7,137,378</u>	<u>6,327,779</u>
CAPITAL COMMITMENTS & CONTINGENT LIABILITIES	(16)		



PRESIDENT



GENERAL TREASURER



GENERAL SECRETARY

The accompanying notes form an integral part of this Statement of Financial Position

FIJI TEACHERS UNION (HEAD OFFICE)

STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2017

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INCOME	Note	2017 \$	2016 \$
Donation		7,500	57,579
Hall Hire		16,738	18,618
Inhouse Insurance Surplus	(13)	423,282	597,453
Inhouse Insurance - FTU Administration Cost		42,000	42,000
Interest		59,395	56,194
Marketing Subsidy - Insurance Holdings Ltd		5,300	5,500
Rent - Office Complex		123,413	111,280
Rent - Apartments		318,256	301,496
Subscriptions	(1.4)	876,194	852,824
Sundries		25	270
Provision Claim Receivable From Fiji Care Ltd - Written Back		-	25,000
TOTAL INCOME		1,872,103	2,068,214
DEDUCT EXPENSES			
Advertising		3,345	1,094
Advocacy Cost		16,981	10,054
Annual Leave		(5,323)	(3,690)
Annual Audit Fees		1,760	1,760
AGM Seminar, Conference & Travel		77,037	81,108
Bank Charges & Interest		61,726	80,976
Benefit- Medical, Retirement and Death	(9,15)	195,069	211,599
Capitation/ Affiliation Fees		17,444	15,591
Contribution - PM's Natural Disaster Relief & Rehabilitation Fund		-	10,000
Depreciation	(7)	88,211	95,526
Donation		-	17,674
FTUC/CPSU/FASA Rally		7,295	-
Honorarium	(10)	3,600	3,600
Girmit Day Celebration		-	5,000
Insurance		20,809	23,365
Rent and Rates		11,270	10,821
Legal Fees		1,225	3,164
Light & Water		15,161	14,972
Ministry of Education 2.5% Levy		11,499	11,016
Motor Vehicle Expenses (Includes Fuel, Repairs & Maintenance etc)		9,184	9,881
Periodicals & Newspaper		1,096	993
Printing & Publication		28,122	22,308
Rebate to Branches		65,100	63,798
Repairs and Maintenance	(11)	43,262	71,684
Stationery, Postage & Freight	(12)	7,744	5,911
Subsistence and Entertainment		37,086	32,141
Sundries/ General Expense		1,172	165
Telephone and Fax		17,974	24,951
Wages, Salaries & Associated Costs		286,344	273,956
World Teachers Day		3,901	-
Womens Wing		4,000	1,000
Writing History [Krishna Datt]	(16)	30,410	5,000
TOTAL EXPENSE		1,062,504	1,105,418
NET SURPLUS FOR THE YEAR		809,599	962,796

The accompanying notes form an integral part of this statement of Income and Expenditure

FJI TEACHERS UNION

**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2017**

1.1 STATEMENT OF ACCOUNTING POLICIES

The accounts have been prepared on the basis of historical costs and do not take into account changing money values or current valuations of non-current assets.

Set out below is a summary of significant accounting policies adopted by the Union in the preparation of the accounts.

1.2 REBATE PAYABLE TO BRANCHES

Rebate payable to branches are provided on the basis of the share applicable to the branches after allowing for the charges on branch expenses

1.3 DEPRECIATION AND FIXED ASSETS

Items of fixed assets are written-off over the estimated useful life of the assets on diminishing value basis. The principal rates in use are:

Buildings	1.25%	per annum
Motor Vehicle	24%	per annum
Other Assets	15%	per annum

1.4 SUBSCRIPTION

Subscription income from MOE is brought to account on accrual basis. Other Subscription income received is brought to account on receipt basis.

1.5 INCOME TAX

Generally the Union is exempted from income tax. However, the Commissioner is pursuing to tax income from rental property activities which the Union is aggressively defending. No provision for tax has been made as the executives believe that should such income be conceptually taxable then sufficient deductions (accelerated depreciation on new development) will be available to defer any tax liability.

1.6 PROVISION FOR EMPLOYEE ENTITLEMENTS

Provision has been made in the accounts for benefits accruing to employees in relation to annual leave. The cost of sick leave is met as it emerges and unused yearly entitlement lapses.

FIJI TEACHERS UNION (HEAD OFFICE)
NOTES TO AND FORMING PART OF THE ACCOUNTS (cont'd)

Page 13

2. ACCUMULATED FUNDS

	2017	2016
	\$	\$
Balance at 1 January	6,327,779	5,364,983
Add: Net Surplus for the year	809,599	962,796
Balance at 31 December	<u>7,137,378</u>	<u>6,327,779</u>

3. CASH AT BANK AND ON HAND

FTU Berry Apartment Account - ANZ	336,980	251,308
FTU Mutual Benefit Scheme Account - ANZ	51,703	53,188
FTU General Account - ANZ	847,369	722,625
FTU Kanhai Memorial Fund Account - ANZ	130	190
FTU School Rehabilitation Fund	46,160	46,220
FTU Inhouse Insurance Scheme Account - Bred	1,004,121	1,210,469
Petty Cash	700	700
Provision for Potential Loss Arising from Unbanked Receipts (Note 17)	(55,000)	(55,000)
Total Cash at Bank and on Hand	<u>2,232,163</u>	<u>2,229,700</u>

4. OTHER RECEIVABLES

FEA Refundable Deposit	9,968	9,968
Subscription	57,602	15,322
Sundries	34,052	33,175
Interest Income Receivable - Term Deposit	20,986	27,999
Inhouse Insurance Fund - Branches	12,200	11,412
Total Other Receivables	<u>134,808</u>	<u>97,876</u>

5. PREPAYMENTS

Prepayments-Insurance	25	25
NHK Subscription	628	684
Periodicals	63	53
Total Prepayments	<u>716</u>	<u>762</u>

6. CREDITORS & ACCRUALS

Annual Audit Fees	3,000	3,000
Salaries, Wages & Associated Costs	9,305	10,334
Inhouse Insurance Medical Cost/ IHL Admin Fee	20,874	24,894
Medical Benefits	14,679	20,814
Electricity and Water	1,811	1,853
Telephone and Fax	1,541	1,669
Vat Payable	3,607	3,176
Sundry Creditors	34,830	40,981
Total Creditors & Accruals	<u>89,647</u>	<u>106,721</u>

7. FIXED ASSETS

	WDV	ADDITIONS	RETIRE	DEPRECIATION	WDV
Land	110,588				110,588
Building	967,003			12,088	954,915
Apartment Complex	2,455,650			30,696	2,424,954
Labasa Property	121,890			1,524	120,366
Furniture & Fittings	23,739	2,710	784	3,747	21,918
Motor Vehicle	79,293			19,030	60,263
Plant & Equipment	95,586	18,877		16,104	98,359
Office Equipment	33,005	945		5,022	28,928
Total Fixed Assets	3,886,754	22,532	784	88,211	3,820,291

8. ANZ BANK - LOAN

During 2013 loan from Fiji Development Bank was refinanced through ANZ Bank with a fixed interest rate of 5.50% per annum with no bank charges. In November 2017 \$1,155,138 was settled in full from Inhouse Insurance Funds. The funds advanced are being reimbursed at \$20,000 per month from January 2018.

9. BENEFITS-MEDICAL, RETIREMENT AND HEALTH

	2017	2016
	\$	\$
Medical - Local	93,561	93,851
Retirement	15,300	32,619
Death	22,300	16,400
Private Practitioner Claims	63,908	68,729
Total Benefits	195,069	211,599

10. HONORARIUM

Manhar Kumar	240	240
Muniappa Goundar	600	600
Nakul Deo Barman	240	240
Dalip Kumar Ram	240	240
Pranesh Sharma	240	240
Pratosh Kumar	240	240
Rameshwar Lal	420	420
Rajnesh Lingam	420	420
Sashi Mahendra Shandil	480	480
Vidya Singh	240	240
Madhur Prakash	240	240
Total Honorarium	3,600	3,600

FJI TEACHERS UNION (HEAD OFFICE)
NOTES TO AND FORMING PART OF THE ACCOUNTS (cont'd)

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11. REPAIRS & MAINTENANCE	2017	2016
	\$	\$
Repairs and Maintenance - Building	31,413	49,431
Repairs and Maintenance - Equipment	11,849	22,253
Total Repairs & Maintenance	43,262	71,684
12. STATIONERY , POSTAGE AND FREIGHT		
Postage and Freight	3,624	2,870
Stationery	4,120	3,041
Total Stationery, Postage and Freight	7,744	5,911
13. INHOUSE INSURANCE		
Premium Received	1,677,190	1,624,679
<u>Inhouse Payments</u>		
Dominion Insurance Ltd - Stop Loss Claims Fee	-	13,000
Dominion Insurance Ltd - Stop Loss Premium	-	62,500
Fiji Care Ltd - Stop Loss Premium	115,000	57,500
Insurance Holdings Ltd - Premium (Term Life/Executive)	33,214	37,450
Insurance Holdings (Fiji) Ltd - Administration Cost	82,008	82,008
Insurance Holdings (Fiji) Ltd - Claims Processing Fee	15,000	7,500
Ministry Of Education 2.5% Levy	39,779	38,292
Fiji Teachers Union - Administration Cost	42,000	42,000
Medical Claims Through Dominion Insurance Ltd	-	380,000
Medical Claims Through Fiji Care Ltd	900,000	150,000
Medical Claims Paid Directly - FTU Headquarters	9,643	142,508
Premium Refund to Members	17,264	14,468
Total Inhouse Payments	1,253,908	1,027,226
Inhouse Insurance Surplus	423,282	597,453

In July 2011 Inhouse Insurance Scheme was initiated. In July 2014 the limit for local hospitalisation increased from \$10,000 to \$15,000 and \$250,000 for treatment overseas. Premium payable for Family cover is \$450 per annum and for Single cover \$350 per annum.

14. INVESTMENT

In the year 2010, \$100,000 was invested in Tropic Health Incorporated Ltd. A further sum of \$50,000 was invested in 2011. This was part of Union's commitment to invest \$250,000 to access medical services at discounted rates once the Operating Theatre was completed. An additional sum of \$127,250 was invested in the year 2012. However, in 2013, \$171,250 was refunded by the management of Tropic Health Incorporated Ltd leaving an investment amount of \$106,000.

During 2013 Bank of Baroda put the property on Mortgagee Sale. Under the requirements for mortgagee sale, the existing shareholders made a bid for \$1.65m.

A further \$400,000 was deposited in Anthony Ho & Associates trust account as a security for Loan from ANZ Bank which was subsequently refunded in December 2013. Currently an injunction by Fiji Nurses Association (one of the shareholders) is in place to stop Bank of Baroda from proceeding with Mortgagee Sale. However, a provision for impairment has been made fully.

15. RETIREMENT BENEFITS

As at 31 December 2017, the Union has not performed an actuarial valuation to determine the liability of the Union relating to retirement benefit

16. CAPITAL COMMITMENTS AND CONTINGENT LIABILITIES

There were no significant capital expenditure commitment at balance date (2016-NIL) except Union has contracted Mr. Krishna Datt to write the History of Fiji Teachers Union. The contracted sum is \$75000. The project is expected to be completed in 2020. The amounts are expensed in the period payments are being made.

There were no significant contingent liabilities at balance date (2016-NIL)

17. PROVISION FOR POTENTIAL LOSS ARISING FROM UNBANKED RECEIPTS

During the year 2007 certain misappropriation of funds was detected by the Auditors.

As a result 3 employees were terminated and the Union executives with the assistance from the auditors carried out an investigation. Based on assessment made at that time, Union Executives were of the opinion that a provision of \$55000 was adequate. Any recovery of the loss would be brought to account in the year of receipt. The accused have been convicted and sentenced to 19 months imprisonment suspended for 3 years on the first count. On the second count, the case was set for trial on 17/11/14. The case was set for trial on 07/08/17 after it was adjourned on 17/11/14, 07/04/15, 11/06/15, 17/11/15, 18/04/16, 09/05/16, 30/05/16 and 17/10/16. The case was heard from 8/03/18 to 17/03/18 and we are now awaiting judgment.

18. TERM DEPOSITS

				2017	2016
	Interest rate	Term Started	Term Expiry	\$	\$
Bank of South Pacific	4.00%	18/05/17	18/05/18	324,986	315,078
Bank of South Pacific	4.00%	18/05/17	18/05/18	324,987	315,079
Bred Bank	3.35%	23/09/17	23/09/18	530,140	1,014,665
				1,180,113	1,644,822

19. SUBSEQUENT EVENT

Since balance date no material event has occurred that has not been brought to account and would have any impact on these financial statements.

20. ACCOUNTS PRESENTATION

The comparative figures for the previous year have been regrouped where necessary to conform with the current year's presentation.

WOMEN'S WING 27th ANNUAL GENERAL MEETING ORDER PAPER

1.0 Quorum for the Annual General Meeting

The National Secretary to move: "That this AGM has the necessary quorum as per Charter of FTU- Women's Wing."

2.0 Notice Convening the AGM

The National Secretary to move: "That this AGM be convened in accordance with the advertisement published in the Fiji Times on Wednesday 4th April, 2018.

3.0 Communication from the Chair

4.0 Confirmation of the minutes

The National Secretary to move:

"That the Minutes of the 26th AGM of FTU-Women's Wing held on 26th April, 2017 at Xavier College Auditorium, Ba as previously circulated be taken as read and be confirmed."

4.1 Matters Arising

4.02 Adoption of Minutes

The National Secretary to move:

"That the 26th AGM Minutes reflects the true and accurate recording of the proceedings of the meeting."

5.0 Annual Report

The National Secretary to move:

"That the Annual Report of FTU – Women's Wing for the year 2017-till April, 2018 as previously circulated be received for discussion and be adopted."

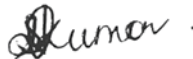
6.0 Financial Report

The National Treasurer to move:

“That the Financial Report for the year ending 31st December, 2017 be received for discussion and be adopted.”

7.0 Recommendations

8.0 General



.....
Sima Kumar
Secretary FTU W/Wing

**MINUTES OF THE 26TH ANNUAL GENERAL MEETING OF THE FIJI
TEACHERS UNION – WOMEN’S WING HELD AT XAVIER COLLEGE
AUDITORIUM ON 26TH APRIL, 2017.
(HOST: BA BRANCH)**

1.0 Welcome

The Chairlady of FTU Women’s Wing –Ba Branch, Sis Niazul Naushad together with her team welcomed all the women members and the Guest Speaker. The Guest Speaker, Sis. Shashi Bala Singh –Chief Coordinator – Education International Asia Pacific was delighted to deliberate on women issues. In her address, she recognized and reminded the house that majority of the teachers were women. She added that one of the standing resolutions of EI, which was agreed to by the member nations, was to improve the status of teachers.

2.0 Communication from the Chairperson

The Chairperson Sis. Vidya Singh was very thankful to the ladies for coming in large numbers and showing their support in the burning West. She re-emphasized to ladies to be vigilant and take part in union activities, more o women organized union activities. She urged Women’s Wing to organize Workshops at the Branch levels to enthuse, empower and educate more women members.

3.0 Quorum for the Annual General Meeting

The National Secretary moved that there was necessary quorum to convene the AGM as per the Charter of FTU – Women’s Wing.

Seconded by Sis Ranjani Kumar of Lautoka branch.

Members present: 73
Officials : 9
Total : 82

4.0 Notice Convening the Meeting

The National Secretary moved that the AGM be convened in accordance with the advertisement published in the Fiji Times on 25th March, 2017.

Seconded by Sis Rolini (Rewa).

5.0 Confirmation of the Minutes.

5.1 The National Secretary moved that the Minutes of 25th AGM of FTU Women's Wing held on 16th August, 2016 at Yatulau Lagoon Resort, Pacific Harbour, as previously circulated be taken as read and be confirmed."

Seconded by Sis. Pooja Kumar of Suva.

5.2 The Secretary took the house through the AGM Minutes.

6.0 Matters Arising from the Minutes

There were no matters arising from the minutes.

7.0 Adoption of Minutes

The National Secretary moved that the 25th AGM minutes reflects true and accurate recording of the proceedings of the meeting.

Seconded by Sis Sweta (Rewa)

8.0 Annual Report

The National Secretary moved that the Annual Report of FTU – Women's Wing for the Year 2016 August till April , 2017 as previously circulated be received for discussion and be adopted.

Seconded by Sis Roshini (Lautoka)

9.0 Matters Arising from the Annual Report

There were no matters arising from the annual report.

10.0 Financial Report

The National Treasurer Sis Urmila Singh moved that the Financial Report for the year ending 31st December, 2016 be received for discussion and be adopted.

Seconded by Sis Rukhmani Lal (Labasa)

11.0 Matters Arising from the Financial Report

There were no matters arising from the Financial Report.

12.0 Recommendations

There were no recommendations made. However the Chairperson emphasized that the Branch recommendations / resolutions must be passed in branch AGM and forwarded to the National Secretary.

13.0 General

13.1 The Chairlady thanked the members for their support, dedication and hard work. She requested Branches to be active and send proposals for Workshops. She commended on the two Branches which were re-organized – Labasa and Ba. She thanked Levuka Branch for getting organized.

13.1.1 Chairperson moved of having competitions in branches in regards to organization of workshops. The house agreed. She mentioned also that General

Secretary Mr. Agni Deo Singh has given assurance of becoming the Resource Person on Union matters in the workshops.

13.2 Sharon (Tavua branch) raised concern that many branches did not have contact details of National FTU Women's Wing Officials and thus there was always communication breakdown. Hence, the Chairperson and the Secretary gave their contacts (phone & email) to the house.

13.3 The house was requested to co-opt a new member from Vanua Levu to join the Women's Wing Committee.
Sis. Jyotisna (Labasa) moved the name of Sis. Rohini Singh of Labasa.

Seconded by Sis Rukhmani Lal.

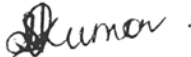
13.4 The General Treasurer requested the Branches [W/W] to send Workshop proposals with a budget for consideration and assistance.


14.0 CONCLUSION

The Chairperson once again thanked all the members for their continuous support, dedication and hard work. Ba Women's Wing was commended for the excellent Conference preparation.

15.0 ADJOURNMENT

The meeting adjourned at 1.45pm.


Sima Kumar
Secretary


Vidya Singh
Chairlady

Fiji Teachers Union Women's Wing Activities Report: 2017 – 2018

I have much pleasure in presenting the 2017 -2018 Activities Report for Fiji Teachers Union Women's Wing. The year started off well with the Office Bearers for the year 2017 – 2018. The support from the women members was commendable during the 2017 Annual Conference at Xavier College Auditorium. The office bearers for 2017 – 2018 are as follows:

NO.	POSITION	NAME
1	Chairperson	Sis. Vidya Singh (Lautoka)
2	Vice Chairperson	Sis. Ajeshni Lal (Suva)
3	Vice Chairperson	Sis. Niazul Naushad (Ba)
4	Secretary	Sis. Sima Kumar (Lautoka)
5	Assistant Secretary	Sis. Latchmi Devi (Nasinu)
6	Treasurer	Sis. Urmila Singh (Rewa)
7	Exe. Com. Member	Sis. Deveena Prasad (Rewa)
8	Exe. Com. Member	Sis. Roshni Singh (Labasa)
9	Exe. Com. Member	Sis. Elenoa Basaga (Nasinu)
10	Exe. Com. Member	Sis. Keshni Lata (Navua)

The Women's Wing at Branch levels has shown their solidarity and has supported the Fiji Teachers Union at large.

1.0 International Women's Day

This year's International Women's Day which is observed on 8th of March each year was celebrated by the Branches at Branch level. The women members participated in the programs at Branch levels. This year's International Women's Day Theme was "Press for Progress."

2.0 BRANCH REPORTS

2.1 Rewa/ Nasinu/ Suva/ Navua Branch

- The Southern Zone was held on Saturday 30th September, 2017 at the Rishikul Sanatan College hosted by the FTU Suva branch. The above Branches ensured participation in this activity.

- The FTU Nasinu Branch Women's Wing was given the opportunity of hosting the Divisional Workshop for the Southern Branches on Saturday 7th October, 2017. The theme for this workshop was "Inspiring Change for Women of Fiji." The turnout was favorable although it was held on a Saturday and the participating ladies are thanked for their precious time and support for the union.
- A Teacher's Day celebration was organized at the FTU Headquarters which was attended by executives and members of the Southern Branches.

2.2 Lautoka Branch

On 24th of March, a Workshop on Union issues and empowering women leaders towards the SDGs – Education 2030 was organized at Lautoka Central Primary School.

2.3 Labasa Branch

Labasa Branch celebrated Women's Day and organized a branch Workshop on 10th March 2018 in Labasa. They discussed issues faced by women members at present. Also they highlighted on the benefits of women membership to the Union.

3.0 Fiji Trade Union Congress

The members assisted by joining the march organized by FTUC in the Suva City in October 2017. The march was for regaining the rights of all the workers, including Collective Bargaining, Job Security, \$4 Minimum Wage and removal on Contracts. FTUC organized another march/rally in Nadi on 13th of January, 2018. This rally was in support of the ATS workers who were locked out by the Employer. FTU also showed support by calling on the members to participate in the rally.

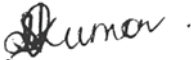
4.0 RURAL DEVELOPMENT WORKSHOP : TURIN

The Management Board of FTUC, in conjunction with the FTU, nominated Sis. Sima Kumar of Lautoka Branch to attend a rural development Workshop in Turin, Italy. The Workshop was on how the workers based in the rural society can safeguard their rights and how can they be part of a Union.

THANKS AND APPRECIATION

- We wish to acknowledge the support of
- The Fiji Teachers Union (National)
- The Fiji Teachers Union (Branches)
- Fiji Teachers Union Women's Wing (Branches)
- Council of Pacific Education
- Fiji Trade Union Congress
- Fiji Trade Union Congress Women's Committee

To conclude, we wish to give our best wishes to all the delegates, observers and well-wishers of Fiji Teachers Union. Have a successful and enjoyable Annual Conference, 2017.



Sima Kumar
Secretary



Vidya Singh
Chairlady

FTU Women's Wing
Financial Report 2017(31/12/2017)

Total Funds Available

Balance as at 1 January 2017	\$ 444.21
Grant from FTU	\$ 4,000.00
Total	<u><u>\$ 4,444.21</u></u>

Expenses

Executive Meeting	\$ 1,030.80
International Womens Day Celebration	\$ 80.00

Conferene Expenses

FTU Annual Conference 2016 - Navua	\$ 1,084.60
FTU Annual Conference 2017 - Ba	\$ 1,255.00


Divisional Workshop

Ba	\$ 311.69
Nasinu	<u><u>\$ 800.00</u></u>


Total	\$ 4,562.09
Bank Charges	\$ 71.00

Total Expenses	<u><u>\$ 4,633.09</u></u>
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Balance as at 31 December 2017	<u><u>\$ (188.88)</u></u>
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Vidya Singh
Chairperson
Womens Wing



Urmila Singh
Treasurer
Womens Wing

Secretariat Staff 2017/2018



Mr. Arun Prasad
Industrial Relations Officer



Mr. A. D. Singh
General Secretary



Mr. Ronald Lal
Admin & Finance



Archana Narayan
Insurance / MABS Officer



Shradha Chaudhary
Secretary



Sangeeta Devi
Membership Officer



Mr. Arbind Kumar
Clerical Officer



Mr. N. Kanasalusalu
Support Staff



Mr. D. Maharaj
Support Staff



Mr. Sanjay
Support Staff

