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NOTTO

NOTICE
 TRESPASSERS WILL BE PROSECUTED
 LOITERING ON THE SCHOOL PREMISES IS STRICTLY NOT ALLOWED
 PLEASE REPORT TO THE RECEPTION OFFICE FOR ALL VISITORS AND VISITORS
 NO PERSON IS ALLOWED TO MEET ANY STUDENT OR TEACHER WITHOUT
 PERMISSION FROM PRINCIPAL'S OFFICE
 PLEASE ENSURE THAT YOU REMAIN SAFE KEEP AWAY FROM HIGH AREAS
 THERE MAY BE SPEED LIMIT SIGNS STOPPING VEHICLES WILL BE BANNED FROM PREMISES
 RISHIKUL



FIJI TEACHERS UNION

Activities Report
2018 / 2019

89th
Annual Conference and AGM
 24th - 26th April 2019

Venue: Rishikul College Hall Nasinu
 Host: Suva Branch

Educational Reforms: Implications On Fijian Education

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

89TH ANNUAL CONFERENCE 2019

- Theme : Educational Reforms: Implications on Fijian Education.
Venue : Rishkul College Hall Nasinu.
Chief Guest : Dr Neelesh Gounder, Senior Lecturer, School of Economics.
Faculty of Business and Economics, University of South Pacific.
Host : Suva Branch

PROGRAMME

Tuesday 23rd April 2019

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

Wednesday 24th April 2019

- 8.00am-9.00am : Registration of Delegates
9.15am : Guests get seated
9.30am : Official opening of 89th AGM and Annual
Conference
: Welcome address by Chairperson Suva Branch
: Presidential Address
: Keynote Address & Official Opening
: Vote of thanks
10.30am : Morning Tea
11.00am : Annual General Meeting: Minutes of the 2018 AGM.
2018/2019 Activities Report Including Audited Financial Report
: Resolutions
2.00pm : Lunch
3.30pm : Sports
Parade/Opening games
7.00pm : Cultural Nite

Thursday 25th April 2019

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

Friday 26th April 2019

- 8.30am : 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 Rishikul College, Nasinu on Wednesday 24th April, 2019 commencing at 9.30am.

AGENDA

1. Opening of the 89th Annual Conference and AGM.
2. **Theme:** Educational Reforms: Implications on Fijian Education
3. **Keynote Speaker:** Dr. Neelesh Goundar - Senior Lecturer, School of Economics – Faculty of Business and Economics, University of South Pacific.
4. Confirmation of the Minutes of the 2018 Annual General Meeting.
5. Adoption of the Unions 2018/2019 Activities Report including Audited Statement of Accounts for the year ended 31st December, 2018.
6. Motions, if any, due notice of which have been received by the General Secretary by 4th April, 2019.



AGNI DEO SINGH
GENERAL SECRETARY

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

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

**Rishikul College Hall Nasinu - Wednesday 25th April 2019
2019 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 Tuesday 2nd April 2019.

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 Wednesday 15th August 2018 at Swami Vivekananda College Auditorium Nadi as previously circulated, be taken as read and be confirmed".

4.1 MATTERS ARISING FROM THE MINUTES

5.0 ACTIVITIES REPORT 2018-2019

5.1 ANNUAL REPORT

The General Secretary to move:

"That the Activities Report of the Union for the year 2018-2019 including the Financial Report for the year ending 31st December, 2018, as previously circulated, be taken as read and be adopted".

6.0 RESOLUTIONS


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AGNI DEO SINGH
GENERAL SECRETARY

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

**MINUTES OF THE 88th ANNUAL DELEGATES CONFERENCE
HELD AT SWAMI VIVEKANANDA COLLEGE AUDITORIUM IN NADI
ON WEDNESDAY 15th AUGUST 2018**

1.0 CALL TO ORDER

The National President called the meeting to order.

2.0 WELCOME

The National President welcomed the delegates and observers to the AGM and thanked members for turning up despite the many activities happening during the school vacation like scouts, primary school's netball and secondary schools IDC. He accorded a warm welcome to the members from the north and outer islands.

3.0 QUORUM

The General Secretary moved that the AGM had the necessary quorum as required by the Union's Constitution, Rule 29 (1).

Seconded: Bro. Feroz Ali (Ba)

4.0 NOTICE CONVENING THE ANNUAL GENERAL MEETING

The General Secretary moved that the AGM 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 21st July, 2018.

Seconded: Bro. Pranesh Kumar (Suva)

5.0 COMMUNICATON FROM THE CHAIR

The National President Bro. Muniappa Goundar at the outset welcomed all the delegates and observers to the 88th AGM of FTU in the Jet Set town. He recognized the presence of retired FTU stalwart

Bro. SatvikDass and thanked the membership for their support. Bro. Goundar stressed that FTU was faced with challenging times and he alluded to his opening address that there was need for solidarity when Union activities were carried out. Finally, the National President reiterated the Conference Theme- "Rethinking and Revisiting Education for Sustainable Development". He reminded members of the need to contribute to the FTU journal with well researched articles that were worth reading. The National President concluded by alluding to the panel discussion that would take place after the AGM and he urged members to make contributions and pay attention to the remarks made by the panelists. He wished the delegates and observers meaningful and healthy deliberations.

6.0 CONFIRMATION OF MINUTES OF AGM /MATTERS ARISING

The General Secretary moved 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.

Seconded: Sis Rohini Singh (Labasa)

- 6.1 GS made the correction to the Activities Report (cover page) which should have read 88th Annual Conference instead of 86th Annual Conference. This was seconded by Bro. Satendra Kumar (Tavua).
- 6.2 Bro.Vishnu Sharma (Rewa) thanked NE and Nadi Branch for organizing the Annual Conference of such a magnitude. He requested the NE to look at the amount allocated to diagnostic test, which was \$150.00, and which needed to be reviewed due to the escalating medical cost.

7.0 ACTIVITIES REPORT

The General Secretary moved that the Activities Report for the Union for the year 2017-18 including the Financial Report for the year ending 31st December, 2017, as previously circulated, be taken as read and be adopted.

Seconded: Bro.Dewan Goundar (Nadroga)

- 7.1 GS took the house through the Activities Report.
- 7.2 He reported that there was a lot of confusion caused by the JEE, contractual appointments, implementation of various reforms, the English proficiency test and KESA.
- 7.3 GS addressed the issues faced by the Union in addressing member's grievances. He cited fear as an example when our members were asked not to take part in the march in Nadi to support the ATS workers.
- 7.4 JEE
 - 7.4.1 GS reported that the JEE was carried out without FTU consultation.
 - 7.4.2 GS went over the achievements of FTU especially the signing of MoU regarding the placement of diploma holders on ED8A.
 - 7.4.3 GS reported that graduate teachers in primary schools were put on a salary of \$19,041.75 instead of \$25,877.85. GS informed the house that MoE had agreed to pay the diploma and degree holders the salaries they had been put on in 2017 after Union intervened.
- 7.5 GS acknowledged the Chief Guest the previous year- Sis Sashi Singh for addressing Goal 4 on Quality Education, Goal 5 on Gender Equality and Goal 8 on Decent Work.
- 7.6 GS recapped what transpired during the JEE which was carried out without Union consultation by overseas consultants.
- 7.7 GS reported that FTU had corrected anomalies in the salary grades for the following grades – ED 6D, ED 5C (HOD), ED 5D, ED 4B, ED2A and SEO.
- 7.8 GS informed the members that about 9000 teachers had received less than 15% salary increase and only about 2000

post holders had received more than 15% increase in salaries.

7.9 GS reminded the house that FTU noted with concern that there were downfalls in the OMRS and that FTU had written regarding the interview panel.

7.10 MATTERS BEFORE THE TRIBUNAL/ COURT

7.10.1 GS reported on the following cases that were before the tribunal/court.

7.10.2 Payment of ED9A to qualified recruits in 2015.

7.10.3 Payment of certificate salary to diploma holders from 2015.

7.10.4 Duty hours of teachers.

7.10.5 Teachers on contract – CPSU continued to campaign for the renewal of contracts.

7.11 English Proficiency Test- GS informed the members that all teachers, including ECE were made to sit the same English test.

7.12 Non-renewal of contracts- GS expressed concern that teachers' contracts were not renewed.

7.13 GS stressed the importance of SDG 2030, especially SDG4, 5 and 8.

7.14 GS commended the efforts of FTUC and praised the unity showed during the march for the ATS workers.

7.15 GS went over the benefits of the Self-Funding Medical Scheme.

7.16 He also reminded members to read through the MABS booklet.

7.17 GS informed the house that accommodation allowance of \$100.00 per night would be paid only for the duration of

surgery or review to members who travelled under insurance and stayed with their relatives.

- 7.18 GS also informed the house that local limit would be increased from \$20,000 to \$25,000.
- 7.19 He also reported that at any private facility cover where a patient was wait listed at the government hospital would be increased from \$7,500 to \$8,500.
- 9.19 Finally, GS informed the house that the age limit under insurance scheme would be extended to 72.

8.0 FINANCIAL REPORT

- 10.1 GT presented the audited financial report for the year ended 31st December, 2017.
- 10.2 GT highlighted the role of the Finance Committee in scrutinizing all payments made by FTU.
- 10.3 GT informed the house that in 2017 FTU was not able to get any sponsorship for the AGM in Ba.
- 10.4 GT informed the house that the mortgage on Berry Apartment was paid from the surplus from the Self-Funding Scheme. He further stated that this was an interest free loan.

The financial statement was adopted.

Moved: GT Seconded: Bro.Vishal Goundar (Rakiraki)

9.0 RESOLUTIONS

- 9.1 The National President took the house through the Resolutions.
- 9.2 GS took the house through the internal resolution on ECE.

Moved: GS Seconded: Bro.Feroz Ali (Ba)

RESOLUTIONS 2018

FTU ON CURRICULUM ADVISORY BOARD

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

Fiji Teachers' Union's 88th Annual General Meeting calls upon the Ministry of Education to ensure that there active participation of teachers in the development and implementation of education policies, plans and curricula through their respective teacher unions.

TRAINING FOR TEACHERS – SPECIAL EDUCATION

2. Recognising that quality education is a human right,

Accepting that education must be provided by the state,

Noting that education must be available freely to all,

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

The Fiji Teachers Union 88th Annual General Meeting calls upon the Ministry of Education to provide more funding towards the training of the teachers for effecting teaching and learning in Special Education Schools.

TEACHER TRAINING PROGRAMME

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

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

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

Fiji Teachers Union 88th Annual General Meeting calls upon the Ministry of Education to ensure that training programmes at Fiji National University are well equipped to meet the needs of the trainee teachers mentioned herein.

CLASS SIZE

- 4 Noting the increase in teacher workload arising out of the changes in the assessment system and the Curricular,

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

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

The Fiji Teachers Union 88th Annual General Meeting calls upon the Ministry of Education to implement the recommendations of 1993 JEE to achieve class sizes of 30 and below for straight classes, 25 for class one and Form 7 and 20 for composite classes and remove the provision of multiple class teachings.

EXECUTIVE TEACHER POSITIONS

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

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

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

The Fiji Teachers Union 84th Annual General Meeting calls upon the

Ministry of Education to restore the ET positions to its full complement.

EARLY CHILHOOD EDUCATION

6. Noting that many primary schools have kindergarten/ Early childhood Education attached to their schools,

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

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

The Fiji Teachers Union 88th Annual General Meeting calls upon the Ministry of Education to remunerate the ECE teachers similar to that of primary school teachers.

INSERVICE TRAINING

7. Noting that teaching methods and teaching materials are ever changing,

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

The Fiji Teachers Union 88th Annual General Meeting calls upon the Ministry of Education to inject more funds into the in-service programmes and ensure that these programmes are structured and provide opportunities for greater number of teachers to enhance their teaching / learning skills through in-service courses.

8. OPEN MERIT AND RECRUITMENT SYSTEM [OMRS]

Noting the fact that many very senior heads of schools, both primary and secondary, have not been considered for the job test and that they have been screened "out of the way" through the application process [KESA],

Further noting that OMRS is not in tangent with the local situation,

Realising that the low morale of the heads of schools will have a detrimental effect on the education system,

The Fiji Teachers' Union 88th Annual General Meeting calls upon the Ministry of Education to put on hold the recruitment process and engage with the teacher Unions to find the best way forward.

9. JOB EVALUATION EXERCISE 2017

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

Further viewing with concern that the JEE had serious flaws salary grades for teachers and which had to be corrected in liaison with CSRMU,

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

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

The Fiji Teachers Union 88th Annual General Meeting calls upon the Ministry of Education to immediately convene the consultative process with the teacher Unions to re-look at the flaws and correct the anomalies.

INTERNAL RESOLUTIONS

1. EARLY CHILDHOOD EDUCATION TEACHERS

Recognising the invaluable service provided by the ECE teacher to the foundation of teaching and learning for decades,

Acknowledging that their salaries / wages were far below the poverty threshold until lately,

Further acknowledging that they could not afford to join the union although they wished to,

Considering the need for union to continue pursuing for full teacher status,

Responding to numerous requests from ECE teachers to join the union in the recent past,

The 88th AGM approves the waiver of the bar [45 years] for a period of 3 months to allow ECE teachers to join the Union and the In-House Medical Scheme.

PANEL DISCUSSION

The house took part in the panel discussion that was facilitated by GS and led by Bros. Govind Singh, Krishna Datt and Sis Premila Chand.

10.0 CONCLUSION

The National President thanked all the members for the successful completion of the AGM. He wished everyone a blessed and fruitful stay in Nadi and reminded the CTCL members to be punctual for the CTCL AGM.

11.0 ADJOURNMENT

The meeting was adjourned at 2.30pm.

Confirmed thisday of.....2019

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CHAIRMAN

ACTIVITIES REPORT AUGUST 2018 – MARCH 2019

1.0 INTRODUCTION

1.1 The period under review saw some interesting and unusual developments in the form of Civil Service Reforms and the OMRS in particular. The Union is still pursuing cases as the outcome of the Job Evaluation Exercise which was unilaterally carried out by the Ministry of Civil Service.

Heads of schools have been downgraded in their positions, relevant experience and proven leadership records have been pushed aside in favour of the Job Test.

1.2 Lest members have forgotten, Contracts were sent out in August 2017 and teachers had no choice but to sign the Contract if they wanted the salary adjustment as per the JEE.

1.3 Whilst, there was a pay increase for teachers, some 2000 post holders lost their substantive positions and were put on acting appointments. Subsequently, many Principals have been demoted to the positions of Vice Principals and Assistant Principals, Head Teachers of large schools have been demoted to HT small school and small school Heads to assist teachers.

1.4 The processing of posts has been put on hold until the Ministry rolls down Modules to up-skill teachers in applying for positions. The MQR is also to be reviewed / revised. This decision was reached after persistent submissions by the Union.

1.5 The Union has filed cases in the in the Arbitration court and in the Employment relations Court regarding collective as well as individual grievances.

1.6 The Report also highlights other pertinent industrial issues that affect our membership.

1.7 The Report is tabled for discussion and adoption.

2.0 ANNUAL GENERAL MEETING AND CONFERENCE 2018

2.1 The 88th Annual General Meeting and Conference was hosted by Nadi Branch from 14th – 17th August, 2019 at Swami Vivekananda College Auditorium, Nadi.

2.2 The Chief Guest for the Conference Opening was Bro. Grahame Mc Culloch, Secretary, National Tertiary Education Union [Australia]. Bro. Mc Culloch, while addressing the delegates and guests on the Conference theme “Rethinking and Revisiting Education for Sustainable Development,” commended FTU for representing the economic and professional interests of the teachers in Fiji.

He emphasized that education plays a key role in sustainable development and encouraged to be in the forefront when it came to environmental issues.

Bro. Munendra Mistry, the Chairman of Nadi Branch, his hard working executive members, members of the Nadi Women's Wing, Heads of Schools and all stakeholders are thanked for their contribution towards the successful hosting of the Conference.

3.0 INDUSTRIAL RELATIONS

3.1 OPEN MERIT BASED RECRUITMENT AND SELECTION [OMRS]

The Union has consistently been submitting to the Ministry to consider proven performance on the job with relevant experience and qualification when appointing officers to leadership positions. This has fallen on deaf ears.

We now sadly see some of the top performing school leaders missing out and faced with very humiliating and depressing predicaments.

3.2 The unsuccessful candidates [confirmed heads prior to JEE] have been posted as Vice Principals, Assistant Principals etc. Similarly, those who held primary school head positions have been demoted in grades.

3.2 SCHOOL HEADS DEMOTED

Teachers, who had climbed the rungs of the school head ladder, through the normal post processing under the same government, were given a very cruel blow when they were demoted in rank following the JEE.

Officers who were confirmed on their posts and who received more than 15% salary increase have been demoted in hierarchy/ rank [eg confirmed Ps being demoted to VPs] and have been put on acting in their current position.

Principals have been demoted to VP, AP whilst the Heads of Departments have been relegated to assistant teachers.

Head Teachers of Large Primary have been demoted to Head Teacher Medium etc. This move is most unprecedented.

The Union has been pursuing this matter with MEHA and CSRMU.

Finally, in the meeting of 4/2/19, chaired by the Honorable Minister, it was agreed that:

1. Relevant experience and performance be an integral component of the MQR.
2. The Unions be included to assist in the organizing in the training to prepare teachers for the next round of advertisements.
3. Posts of Heads of Schools to be advertised in Term 2 and processed in Term 3.

The Union had further submitted that the displaced school heads, who had been confirmed prior to JEE, be appointed to act on equivalent positions.

4.0 ENTRY POINT SALARIES

4.1 Entry point salary for Primary and Secondary Teachers

CSRMU had said that the minimum qualification for Primary school teaching was Diploma and thus the JEE was conducted based on that and therefore all new recruits' salary would be

based on diploma qualification.

For secondary teaching, there were two sets of qualifications - Diploma and a Degree. The starting salary of the new recruits would depend on how they performed during the Recruitment Process.

The Union has submitted that the Ministry correct the anomaly without delay.

4.2 Upgrading of Salary of Existing Teachers

The Ministry had stopped upgrading salaries of serving teachers upon completion of degree from the beginning of 2018. The Union persistently, pursued the case with the powers that be. The Minister has finally agreed that teachers do not have to wait for the APA results to determine the upgrading. It will be done upon submission of relevant documents.

5.0 MEHA DISCIPLINARY GUIDELINE / PUBLIC SERVICE DISCIPLINARY TRIBUNAL [PSDT]

The Union is concerned that the Guideline gives the Permanent Secretary unfettered powers to terminate an employee after considering the report of the three member investigating panel.

Members would note that the panel members are appointed by the PS – E.

The Union's position is that all cases must be referred to PSDT as the independent Tribunal o adjudicate. This is to ensure natural justice is accorded to the accused.

Meanwhile, the Union is pursuing several individual members' grievances through the ERT and the Employment Court.

6.0 CONTRACT FORCED

Civil Servants had to sign individual contracts to receive JEE salaries. Officers were informed that if they did not sign the contract

they would not receive the JEE salary.

The positions / roles that were adjusted 15 percent and more as a result of JEE, were declared vacant. A large number of confirmed post holders including Principals, Head Teachers, Vice Principals, Senior Education Officers, Heads of departments etc, who had been promoted by the same Ministry [MEHA] through the normal process and were performing extremely well, were effectively demoted and contracted at a lower substantive post than that they held.

The irony is that, they were then appointed to act on the previously confirmed positions to be advertised and processed via the imposed OMRS.

The Union is pursuing the demotion case in the Arbitration Court.

7.0 JEE ANOMALIES

The Union intervened and had the following salary grades corrected / upgraded:

ED6D, ED5C [HOD], ED5D AHT, ED4B [EO] and ED2A [SEO]

- ✓ Teachers with Certificate, Diploma, Degree were put on their correct salaries prior to JEE salary adjustment.
- ✓ All post holders, including School Heads, who received more than 15 percent salary adjustment, were demoted.

From January 2018, the entry point salary for new graduates has been reduced from \$23,411 [pre-JEE] to \$19,415.75 - \$22,215.38, depending on the scores in the Job Test.

The graduate salary as per JEE should be \$26,283.53.

The entry point salary for graduates without teacher training has been reduced from \$21,438 [pre-JEE] to \$14,438.13.

Service was not recognized. A 15th year teacher with a Diploma is on the same salary as a new recruit.

The Union is pursuing both cases with the Ministry.

8.0 Upgrading of Salary on Completion of Degree

The Ministry departed from the long standing practice of upgrading salaries after teachers complete their degree, and stated that the APA rating the following year would determine the adjustment. The Union has been making submissions that this is a disincentive, and a unilateral decision, void of all reasoning. The Minister has finally agreed to revert to the previous practice.

9.0 MQR

Union has always said relevant experience, relevant qualification and performance on the ground must be considered during the selection and promotion process.

Finally, the ministry has agreed that the above would be key components in the selection criteria.

10.0 POST PROCESSING

Finally, the Ministry has realized that the OMRS as implemented currently, is seriously flawed.

The Ministry has decided to put a hold on all post processing until all the officers are better prepared through the Modules prepared by the Ministry.

The Union was informed that the posts would only be advertised once the teachers were trained through the modules. This would be in Term 2, processed in Term 3 and appointments would be made in January 2019.

11.0 EXECUTIVE TEACHER POSITIONS

The ET positions were reduced in 2010 as a cost cutting measure. The Union was assured that the positions would be fully restored once funds were available. Subsequently, resolutions were submitted by the Union every year for the ET positions to be brought back.

In Term One 2018, the Director CSRMU advised the Union that “mentor teacher” positions would be established to replace the ET positions and this was being looked at by the World Bank Consultant.

However, the Circular dated 21/1/19 from the PS-E stated that all ET positions were now removed. This move by the PS will have a negative impact on teaching and learning.

The Union has pointed out that the ET positions were created after an exhaustive study and this must be restored. The Union has also provided copies of the Job Descriptions of ETs to the Minister, PS and Director CSRMU. Strange but true, they hadn't seen one before.

12.0 APA & INCREMENT

Members would recall that My APA was rushed by the Ministry and teachers had it completed and returned by 30th April, 2018.

The promise was that increments and bonuses would be paid with effect from 1/8/18.

When the Union queried on the delay, the Director CSRMU responded that the exercise was not completed and the increments would now be paid in December 2018. This did not eventuate.

The Union questioned the PS on the delay and was told that a large number of school heads had not returned the completed Forms.

The Union has learnt from the school heads that this was not the case. The Forms were filled and sent on time. No increment has been given to the teachers till date.

To add salt to the injury, the Education Ministry asked the heads of schools to have the 2018-19 My APA completed and returned to District offices by mid April.

The million dollar question asked by the teachers is why the need for My APA, when 2018 increment has not being paid!!!!

13.0 RE-GRADING OF SCHOOLS

It was brought to our attention that the Ministry had downgraded / upgraded schools at the beginning of the 2019 school year.

In our meeting with the Hon. Minister, PS-E and Director CSRMU in February this year, the Union emphatically stated that the status of the school must be as per the JEE classification – depending on the number of teachers.

The Union had asked the Ministry to ascertain the actual number of students in schools and see the need for teachers in the school, before down grading the schools.

The Ministry had assured us that the re-grading would be re-looked at and the anomaly corrected in retrospect.

School Heads need to make submissions to this effect and send a copy to the Union.

TRANSFERS

The Union has registered its concern regarding the Transfer Guideline implemented by the Ministry.

The Union has reiterated its earlier call that transfers on grounds of marriage, medical grounds and humanitarian grounds must be given priority.

In cases where there are teachers willing to make a “swap” to accommodate the above, MEHA is not willing to facilitate.

The current Guideline is not at all teacher friendly.

14.0 MEMBERS' GRIEVANCES

Members are once again advised to write to the Ministry or visit the District Education Office as the first step to seek redress to any grievance they have in regards to their transfer, acting appointments, nonpayment of allowances etc.

If the remedy sought is not forthcoming, then the members can forward the same to the Union to pursue. In cases of termination which require filing of individual grievance, the timeframe is 21 days.

15.0 COUNCIL OF PACIFIC EDUCATION [COPE]

COPE's Network Capacity Building Programme was held in Nadi from 8th – 10th August, 2018. Sis. Ajeshni Lal was the FTU nominee.

A two day [6th – 7th August, 2018] workshop was organized on the Privatization and Commercialization in Education in the Pacific. National President, Bro. Muniappa Goundar, was the FTU nominee.

15.1 LGBTI Rights

EI had been continuously advocating for LGBTI Rights. The 8th EIAP Regional Conference adopted a resolution mandating EIAP for advancement of the LGBTI rights in Asia Pacific.

The EIAP regional office took up a project with the title: " Teacher Unions for Inclusion: Embracing diversity and promoting safe schools."

COPE office facilitated a two day workshop [3-4/12/18] at the Sothern Cross Hotel, Suva. NE members and Women's Wing Executives attended.

16.0 COPE TRIENNIAL CONFERENCE

The Conference will be held from 18th -19th October, 2019 in Nadi. This will include training of youth and women.

16.1 ALISI FUSI SCHOLARSHIP

Sis. Sima Devika Kumar, Secretary FTU Women's Wing was one of the recipients of the Award [2017]. The Award is given to the most active woman unionist. The nominations are endorsed by the respective unions and the selection is done by the COPE Women's Executive in the triennial meetings. In March 2019, Seema was in Melbourne attached to the AEU AND IEU from 4 -8, 11-16 in Wellington with NZEI and PPTA and 18-22 with FTU and FTA.

17.0 EDUCATION INTERNATIONAL

The 8th World Congress is set to take place in Bangkok, Thailand from 21st to 26th July, 2019.

The General Secretary and the National President will attend the Congress.

GS is also a member of the EI Asia Pacific Regional Committee.

18.0 FIJI TRADES UNION CONGRESS

18.1 Merger of FTUC and FICTU

18.2 After months of meeting and negotiations, FICTU affiliates finally decided to come under the umbrella of FTUC. Subsequently, FTUC called a special Council Meeting on 17th January, 2019 to have the constitutional amendments endorsed to accommodate an additional VP and ANS.

Bro. Attar Singh is the additional ANS and Bro Druavesi of FTA is the third VP.

18.3 DAY OF PROTEST

FTUC is organizing a day of protest on Saturday 3/5/19.

The campaign for the Congress are based on the following concerns:

- National Minimum Wage
Current Minimum wage stands at \$2.68. FTUC proposal is \$4.00
- Right to strike – Labour Ministry must give permission for the Unions to conduct secret ballot and their officers must supervise the same.
- Labour Law Reforms – Government has failed to fulfill its obligations to amend clauses as agreed by ERAB

- Imposition of Individual Contracts – This is a violation of ILO Convention 87 and 98.
- FASA Issues – ATS has not addressed the issues of of corn of the members of FASA.
- Vatukoula Strike – The strike is in its 28th year. The miners' issues are yet to be addressed.

19.0 PUBLICITY MATTERS

2019 Year Planner was sent to all the Branches in January to all the Branches to be distributed to the members.

Post Conference Newsletter, which captured the Chief Guest's and National President's speeches, was sent to all schools in September 2018.

The February 2019 issue contained the conference programme, information on Branch and FTU National Elections and IR Issues.

The pre-conference issue was sent in April, captured the CV of the Chief Guest and Conference opening programme.

20.0 FTU WOMEN'S WING

Details of the activities carried out by FTU Women's Wing during the period under review can be found in their Report.

Membership Report

Members by source of Pay	Membership Total
Treasury (Through Ministry)	4720
FNU Membership	126
Cash Membership	5
List submitted to MOE Pending Deduction	59
Total	4910
Withdrawals	58

New membership from December 2018 to March 2019 is 94.

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.

58 members withdraw mostly due to financial constraints.

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 2018 to 31st December 2018.

Private Practice	Specialist	Retirement	Death Benefit	Total
\$60,472.05	\$147,546.56	\$15,550.00	\$15,800.00	\$239,368.61

FTU SELF FUNDING INHOUSE MEDICAL INSURANCE SCHEME

The table given below represents members of the above scheme.

FAMILY MEDICAL COVER	MEMBERSHIP
	2260
SINGLE MEDICAL COVER	MEMBERSHIP
	1306

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	5
\$75,000	1
\$100,000	1

Members benefited under the Self Funding Scheme

Year	Local	Overseas	Total
2011 - 2012 JULY	20	9	29
2012 - 2013 JULY	32	12	44
2013 - 2014 JULY	33	14	47
2014 - 2015 JULY	42	10	52
2015 - 2016 JULY	43	16	59
2016 – 2017 July	41	22	63
2017 – 2018 JULY	37	30	67
2018 -2019 FEBRUARY	56	16	72
TOTAL	304	129	433

Cases in Process

Local –1

Overseas – 1

RETIREMENT

- | | | | |
|-----|-------|------------------------|--------------------------------|
| 1. | 43376 | Mahendra Pratap Kewal | Qawa Primary |
| 2. | 43652 | Salome Ratukalou | Ralete Primary School |
| 3. | 43653 | Suruji Swamy | Lautoka Muslim Primary |
| 4. | 43659 | Surendra Kumar | Rishikul Primary |
| 5. | 43661 | Chandra Surendra Kumar | MGM Primary |
| 6. | 44144 | Satish Chand | Koronubu Sanatan Primary |
| 7. | 44184 | Inise Roko | Jasper Williams Primary |
| 8. | 44256 | Sashi Bhupendra Singh | Tilak High School |
| 9. | 44790 | Dhirendra Kumar | DAV College Suva |
| 10. | 44801 | Urmila Wati Verma | Tilak High |
| 11. | 44875 | Mohini Lal | Namaka Public School |
| 12. | 44925 | Anil Kumar | Rama Krishna Saraswati Primary |
| 13. | 44957 | Laleen Sharma | Saint Agnes Primary |
| 14. | 54463 | Akeneta Niubalavu | Votua Catholic School |
| 15. | 54875 | Abdul Saheed | Talaiya Muslim Primary |
| 16. | 67997 | Wahid Hussein | Nasinu Muslim College |
| 17. | 43916 | Rukshana Ali | Nadi Primary School |

RESIGNATION

Nil

DECEASED

- | | | | |
|----|-------|--------------------|--------------------------|
| 1. | 43787 | Silipa Ledua | Education Officer Ra |
| 2. | 56354 | Rafaela Baleitavea | Nasinu Sangam |
| 3. | 65516 | Nilesh Chand | Nakavika District School |
| 4. | 80977 | Margaret Sami | SVC Nadi |
| 5. | 82630 | Rajeshwar Prasad | Rampur Primary School |
| 6. | PO173 | Aminiasi Salatovou | FNU Samabula |

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 afterhour's fee above the normal rate charged by the doctor will have to be met by the member. For emergency cases, please seek medical service from your nearest Government Hospital.

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 Alicia L Buenafe Smart Care Medical Ba 9990102	Dr Sanjesh Singh Varoka Ba Ph: 6670462	Dr.Sarika Chandra Bayly House Suva 3315888	Dr Dhirendra 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 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 Votualevu Medical Clinic Shop 2 Megastore Building Votualevu Nadi	Dr Chun Pin Ma 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

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 MOE 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.

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.
- 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.
- V. Children under the age of 16 can be accompanied by 1Adult.

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.
- 6. Spouses have to provide a consent letter with TPF number to allocate any payments from their MABS entitlement to one another.

GENERAL INFORMATION

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

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. Appointments with specialists can be facilitated by the secretariat.

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.

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

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. Oro dental 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 \$25,000.

(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 \$8,500 and 50% of the balance of the actual incurred cost.

(c) This plan 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 \$25,000;

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.
10. Local repatriation to be fully covered.
11. Accommodation allowance of \$100 to be paid in cases where the covered members treatment is approved, and they prefer to be accommodated with their family in the locality of the health facility (inclusive of meal and transport allowance)
12. Dependent child's age limit more than 25 years to be included – provided he/she is fully dependent on his/her parents (insured member) due to a covered medical condition

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 70 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.

2.1 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.

2.2 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.

2.3 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.

2.4 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

1-3 Berry Road, Suva

Phone: 331 4099

Mobile: 992 8096

Website: www.ftu.com.fj

Email: ftu@connect.com.fj

Insurance Holdings (Fiji) Limited

Level 8, BSP Life Centre, Suva

Phone: 310 0257

Mobile: 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

Namrata Chandra Mobile 7009006

Jason Nili Mobile 7058540

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

PH: 3314099/3314668/9928096

CONCLUSION

The year 2018-2019 has been a challenging one for the Fiji Teachers' Union and the Union movement at large in the country.

The continuous, blatant disregard of the fundamental principles, the breaches of the core ILO Conventions, denial of Collective Bargaining, imposition of individual contracts and the like has seen teacher morale sinking to the lowest in history.

There is a general sense of insecurity and fear instilled by the forced individual contracts, the key objective being union bashing.

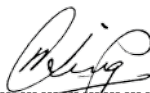
Brothers and sisters in Unionism, despite the persistent assaults, we as a Union have stood tall. We have had our share of achievements and continue to pursue all grievances through the best possible means.

The confidence of the rank and file has been demonstrated by the steady growth in membership over the years.

Finally, on behalf of the President and the National Executive, I wish to accord our heartfelt appreciation to the Branch leaders and the members for the support, advice and encouragement all along.

“No one saves us but ourselves. No one can and no one may. We ourselves must walk the path.” Buddha.

SOLIDARITY!



.....
AGNI DEO SINGH
GENERAL SECRETARY
24th April, 2019

GENERAL TREASURER'S REPORT

FINANCIAL REPORT FOR THE YEAR ENDED 31ST DECEMBER 2018.

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

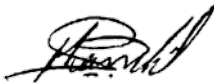
I take this opportunity to present to you the Audited Financial report of Fiji Teachers Union for the Financial Year ended 31 December 2018.

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 2018

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**FINANCIAL STATEMENTS
31 DECEMBER 2018**

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 2018, 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	Rajnesh 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 \$773,115 (2017 - \$809,599).

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.

**FINANCIAL STATEMENTS
31 DECEMBER 2018**

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 2018

Page 4


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

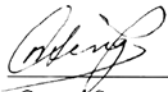
Signed at Suva this 8th day of APRIL 2019



President



General Treasurer



General Secretary

FIJI TEACHERS UNION

**FINANCIAL STATEMENTS
31 DECEMBER 2018**

Page 5


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 2018;
- (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 2018; 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 8th day of APRIL 2019



President



General Treasurer



General Secretary



3rd Floor, 63 Marks Street
P.O. Box 476,
Suva, Fiji.

Ph: (679) 331 2695 (Bus)
330 1002
Fax: (679) 331 2501

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 2018, 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.



3rd Floor, 63 Marks Street
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Fax: (679) 331 2501

INDEPENDENT AUDIT REPORT (Continued)

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 2018 and of the results of its activities for the year then ended.

8 April 2019
SUVA, FIJI

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

FIJI TEACHERS UNION

**COMBINED STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2018**

	2018	2017
	\$	\$
ACCUMULATED FUNDS	7,237,334	6,427,305
Add: Net Surplus for the year (Page 9)	780,254	810,029
	<hr/>	<hr/>
TOTAL ACCUMULATED FUNDS	8,017,588	7,237,334
	<hr/> <hr/>	<hr/> <hr/>
Represented by:		
CURRENT ASSETS		
Cash at Bank and on Hand	2,759,973	2,272,454
Fixed Deposits	1,554,444	1,188,297
Rent Receivable	22,991	11,855
Interest and Other Receivables	86,748	123,485
Prepayments	756	716
	<hr/>	<hr/>
TOTAL CURRENT ASSETS	4,424,912	3,596,807
	<hr/>	<hr/>
DEDUCT: CURRENT LIABILITIES		
Creditors and Accruals	83,467	90,476
Rent Received in Advance	1,592	1,896
Provision for Employee Entitlements	48,364	53,117
Rent Deposits	22,600	34,400
	<hr/>	<hr/>
TOTAL CURRENT LIABILITIES	156,023	179,889
	<hr/>	<hr/>
WORKING CAPITAL	4,268,889	3,416,918
	<hr/>	<hr/>
NON CURRENT ASSETS		
Fixed Assets	3,748,699	3,820,416
	<hr/>	<hr/>
NET ASSETS	8,017,588	7,237,334
	<hr/> <hr/>	<hr/> <hr/>



PRESIDENT



GENERAL TREASURER



GENERAL SECRETARY

FIJI TEACHERS UNION

COMBINED STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2018

Page 9

INCOME	2018 \$	2017 \$
Donation	8,697	8,851
Hall Hire	19,727	16,738
Interest	47,863	59,613
Inhouse Insurance Surplus	485,039	423,282
Inhouse Insurance - FTU Administration Cost	42,000	42,000
Marketing Subsidy - Insurance Holdings Ltd	4,600	5,300
Sports, Fundraising/Lottery Income	245	1,608
Rent - Office Complex	114,898	123,413
Rent - Apartments	293,890	318,256
Subscriptions	876,954	876,194
Sundries	814	25
TOTAL INCOME	1,894,727	1,875,280
DEDUCT EXPENSE		
Advertising	6,043	3,345
Advocacy Cost	33,740	16,981
Annual Leave	(4753)	(5323)
Audit Fees / Annual Audit	3,000	3,000
Bank Charges and Interest	2,720	62,733
Benefit-Medical, Retirement and Death	246,118	195,069
Capitation and Affiliation Fees	20,166	17,444
Depreciation	81,642	88,226
Donation	10,100	200
Rally/Strike Ballot	5,570	7,112
Honorarium	3,600	3,600
Insurance	20,809	20,809
Legal Fees	6,623	1,225
Ministry Of Education 2.5% Levy	11,831	11,499
Motor Vehicle Expenses (Includes Fuel, Repairs & Maintenance etc)	12,507	9,184
Periodicals and Newspapers	1,026	1,096
Printing and Publication	16,230	28,822
Rent and Rates	11,468	11,270
Repairs and Maintenance	88,659	43,262
Seminar, Conference, AGM and Travelling	118,136	133,640
Sports, Oratory and Fundraising	9,143	2,028
Stationary, Postage and Freight	8,280	7,931
Subsistence & Entertainment	46,817	42,543
Sundries/ General Expense	634	1,398
Telephone	20,002	18,272
Wages, Salaries & Associated Costs	287,310	286,344
Water and Light	19,173	15,161
World Teachers Day Celebration	1,045	3,525
Womens Wing	7,038	4,445
Writing History [Krishna Datt]	19,796	30,410
TOTAL EXPENSE	1,114,473	1,065,251
NET SURPLUS FOR THE YEAR	780,254	810,029

**FIJI TEACHERS' UNION [HEADOFFICE]
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2018**

	Note	2018 \$	2017 \$
ACCUMULATED FUNDS	(2)	<u>7,910,493</u>	<u>7,137,378</u>
Represented by :			
CURRENT ASSETS			
Cash at Bank and on Hand	(3)	2,715,006	2,232,163
Term Deposit	(17)	1,546,167	1,180,113
Rent Receivable		22,991	11,855
Other Receivables	(4)	96,811	134,808
Prepayments	(5)	756	716
TOTAL CURRENT ASSETS		<u>4,381,731</u>	<u>3,559,655</u>
DEDUCT : CURRENT LIABILITIES			
Rent Received in Advance		1,592	1,896
Creditors and Accruals	(6)	82,997	89,647
Provision for Employee Entitlements	(1.6)	48,364	53,117
Rebate Payable to Branches	(1.2)	64,272	63,508
Rent Deposits		22,600	34,400
TOTAL CURRENT LIABILITIES		<u>219,825</u>	<u>242,568</u>
WORKING CAPITAL		4,161,906	3,317,087
NON CURRENT ASSETS			
Fixed Assets	(1.3, 7)	3,748,587	3,820,291
NET ASSETS		<u>7,910,493</u>	<u>7,137,378</u>
CAPITAL COMMITMENTS & CONTINGENT LIABILITIES	(15)		



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 2018**

Page 11

INCOME	<u>Note</u>	2018	2017
		\$	\$
Donation		7,297	7,500
Hall Hire		19,727	16,738
Inhouse Insurance Surplus	(12)	485,039	423,282
Inhouse Insurance - FTU Administration Cost		42,000	42,000
Interest		47,552	59,395
Marketing Subsidy - Insurance Holdings Ltd		4,600	5,300
Rent - Office Complex		114,898	123,413
Rent - Apartments		293,890	318,256
Subscriptions	(1.4)	876,954	876,194
Sundries		75	25
TOTAL INCOME		1,892,032	1,872,103
DEDUCT EXPENSES			
Advertising		6,043	3,345
Advocacy Cost		33,740	16,981
Annual Leave		(4,753)	(5,323)
Annual Audit Fees		1,760	1,760
AGM Seminar, Conference & Travel		80,317	77,037
Bank Charges & Interest		1,841	61,726
Benefit- Medical, Retirement and Death	(8,14)	245,618	195,069
Capitation/ Affiliation Fees		20,166	17,444
Depreciation	(7)	81,629	88,211
Donation		10,000	-
Honorarium	(9)	3,600	3,600
Insurance		20,809	20,809
Rent and Rates		11,468	11,270
Legal Fees		6,623	1,225
Light & Water		19,173	15,161
Ministry of Education 2.5% Levy		11,831	11,499
Motor Vehicle Expenses (Includes Fuel, Repairs & Maintenance etc)		12,507	9,184
Periodicals & Newspaper		1,026	1,096
Printing & Publication		16,230	28,122
Rally/Strike Ballot		5,570	7,295
Rebate to Branches		64,288	65,100
Repairs and Maintenance	(10)	88,659	43,262
Stationery, Postage & Freight	(11)	6,699	7,744
Subsistence and Entertainment		40,356	37,086
Sundries/ General Expense		329	1,172
Telephone and Fax		19,282	17,974
Wages, Salaries & Associated Costs		287,310	286,344
World Teachers Day		-	3,901
Womens Wing		7,000	4,000
Writing History [Krishna Datt]	(15)	19,796	30,410
TOTAL EXPENSE		1,118,917	1,062,504
NET SURPLUS FOR THE YEAR		773,115	809,599

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

FIJI TEACHERS UNION

**NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

Page 12

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 MEHA 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	2018	2017
	\$	\$
Balance at 1 January	7,137,378	6,327,779
Add: Net Surplus for the year	773,115	809,599
Balance at 31 December	7,910,493	7,137,378

3. CASH AT BANK AND ON HAND

FTU Berry Apartment Account - ANZ	350,121	336,980
FTU Mutual Benefit Scheme Account - ANZ	5,433	51,703
FTU General Account - ANZ	932,375	847,369
FTU Kanhai Memorial Fund Account - ANZ	-	130
FTU School Rehabilitation Fund	38,396	46,160
FTU Inhouse Insurance Scheme Account - Bred	1,440,880	1,004,121
Cash on Hand/ Petty Cash	2,801	700
Provision for Potential Loss Arising from Unbanked Receipts (Note 17)	(55,000)	(55,000)
Total Cash at Bank and on Hand	2,715,006	2,232,163

4. OTHER RECEIVABLES

FEA Refundable Deposit	9,968	9,968
Subscription	28,798	57,602
Sundries	33,948	34,052
Interest Income Receivable - Term Deposit	12,182	20,986
Inhouse Insurance Fund - Branches	11,915	12,200
Total Other Receivables	96,811	134,808

5. PREPAYMENTS

Prepayments-Insurance	25	25
NHK Subscription	634	628
Periodicals	97	63
Total Prepayments	756	716

6. CREDITORS & ACCRUALS

Annual Audit Fees	3,000	3,000
Salaries, Wages & Associated Costs	10,600	9,305
Inhouse Insurance Medical Cost/ IHL Admin Fee	18,181	20,874
Medical Benefits	14,407	14,679
Electricity and Water	2,829	1,811
Telephone and Fax	1,582	1,541
Vat Payable	4,906	3,607
Sundry Creditors	27,492	34,830
Total Creditors & Accruals	82,997	89,647

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

7. FIXED ASSETS

	WDV	ADDITIONS	RETIRE	DEPRECIATION	WDV
Land	110,588				110,588
Building	954,915			11,936	942,979
Apartment Complex	2,424,954			30,312	2,394,642
Labasa Property	120,366			1,505	118,861
Furniture & Fittings	21,918	605		3,254	19,269
Motor Vehicle	60,263			14,463	45,800
Plant & Equipment	98,359	4,305		15,362	87,302
Office Equipment	28,928	5,015		4,797	29,146
Total Fixed Assets	3,820,291	9,925	-	81,629	3,748,587

8. BENEFITS-MEDICAL, RETIREMENT AND HEALTH

	2018 \$	2017 \$
Medical - Local	151,623	93,561
Retirement	16,450	15,300
Death	14,800	22,300
Private Practitioner Claims	62,745	63,908
Total Benefits	245,618	195,069

9. 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

10. REPAIRS & MAINTENANCE

Repairs and Maintenance - Building	75,490	31,413
Repairs and Maintenance - Equipment	13,169	11,849
Total Repairs & Maintenance	88,659	43,262

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

Page 15

11. STATIONERY , POSTAGE AND FREIGHT	2018	2017
	\$	\$
Postage and Freight	2,273	3,624
Stationery	4,426	4,120
Total Stationery, Postage and Freight	6,699	7,744

12. INHOUSE INSURANCE

Premium Received	1,634,534	1,677,190
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Inhouse Payments

Fiji Care Ltd - Stop Loss Premium	115,000	115,000
Insurance Holdings Ltd - Premium (Term Life/Executive)	35,853	33,214
Insurance Holdings (Fiji) Ltd - Administration Cost	82,008	82,008
Insurance Holdings (Fiji) Ltd - Claims Processing Fee	15,000	15,000
Ministry Of Education 2.5% Levy	39,075	39,779
Fiji Teachers Union - Administration Cost	42,000	42,000
Medical Claims Through Fiji Care Ltd	800,000	900,000
Medical Claims Paid Directly - FTU Headquarters	1,438	9,643
Premium Refund to Members	19,121	17,264

Total Inhouse Payments	1,149,495	1,253,908
------------------------	------------------	------------------

Inhouse Insurance Surplus	485,039	423,282
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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.

13. 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.

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

14. RETIREMENT BENEFITS

As at 31 December 2018, the Union has not performed an actuarial valuation to determine the liability of the Union relating to retirement benefit

15. CAPITAL COMMITMENTS AND CONTINGENT LIABILITIES

There were no significant capital expenditure commitment at balance date except that the Union contracted Mr. Krishna Datt on 6th December 2016 to write the History of Fiji Teachers Union. The contracted sum is \$75000. The project is expected to be completed in January 2020. The amounts are expensed in the period payments are being made.
There were no significant contingent liabilities at balance date (2017-NIL)

16. 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 proceeded to trial on 05/03/18. The state called four witnesses and now council for defence to proceed to trial on 19th & 20th August 2019 after it was adjourned on 05/11/18.

17. TERM DEPOSITS				2018	2017
	Interest rate	Term Started	Term Expiry	\$	\$
Bank of South Pacific	4.00%	18/05/17	18/05/18	-	324,986
Bank of South Pacific	4.00%	18/05/17	18/05/18	-	324,987
Bank of South Pacific	4.25%	31/10/18	31/10/19	1,000,000	-
Bred Bank	3.35%	24/09/18	25/09/19	546,167	530,140
				1,546,167	1,180,113

18. 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.

19. 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 28th 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 carried in the Fiji Times 2nd April, 2019 .

3.0 Communication from the Chair

4.0 Confirmation of the minutes

The National Secretary to move:

"That the minutes of the 27th AGM of FTU-Women's Wing held on 16th August, 2018 at Shree Vivekananda College, Nadi as previously circulated be taken as read and be confirmed."

4.01 Matters Arising

4.02 Adoption of Minutes

The National Secretary to move:

"That the 2018 27th AGM minutes reflect 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 2018-till April, 2019 as previously circulated be received for discussion and be adopted."

6.0 Financial Report

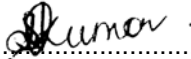
The National Treasurer to move:

“That the Financial Report for the year ending 31st December, 2018 be received for Discussion and be adopted.”

7.0 Recommendations

8.0 General

Sima Kumar



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

**MINUTES OF THE 27TH ANNUAL GENERAL MEETING OF THE FIJI
TEACHERS UNION – WOMEN'S WING HELD AT SWAMI VIVEKANANDA
AUDITORIUM ON 16TH AUGUST, 2018.**

1.0 Call to Order

The Nadi Branch Women's Wing Executive called the house to order. The programme was blessed with the presence of Sister Gyan Prasad as the guest of honour.

2.0 Communication from the Chairperson

The FTU Women's Wing National President Sis. Vidya Singh was very pleased with the warm welcome from jet set town. She was delighted to see that women were

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 Subashni Prakash of Lautoka branch

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 21st July, 2018.

Seconded by Sis Nandita Chand (Nasinu) .

5.0 Confirmation of the Minutes.

5.1 The National Secretary moved that the minutes of 26th AGM of FTU Women's Wing held on 26th of April, 2018 at Xavier College Auditorium, Ba as previously circulated be taken as read and be confirmed.

Seconded by Sis. Shaleshni Devi (Ba)

5.2 The Secretary took the house through the 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 26th AGM minutes reflects true and accurate recording of the proceedings of the meeting.

Seconded by Sis Vinita Satya (Lautoka).

8.0 Annual Report

The National Secretary moved 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.

Seconded by Sis Sokoveti Rabaiwalu (Nasinu).

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, 2017 be received for discussion and be adopted.

Seconded by Sis Peniana Draunibaka (Levuka).

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

The Chairlady thanked the members for their support, dedication and hard work. She requested branch's to be active and send proposals for workshop.

14.0 Dissolution of the Committee

14.1 The was dissolved by the chairperson.

14.2 Sister Peniana Draunibaka (Levuka) moved the name of Sis

Gyan Prasad as the interim chairperson.

Seconded by Sis Sokoveti Rabaiwalu (Nasinu).

15.0 Election of the FTU Women's Wing Committee [2018 – 2020]

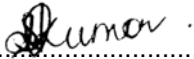
NO.	POSITION	NAME	MOVER	SECONDER
1	Chairperson	Sis. Vidya Singh Lautoka	Sis. Peniana Draunibaka (Levuka)	Sis. Sheemal Prasad (Levuka)
2	Vice Chairperson	Sis. Ajeshni Lal Suva	Sis. Sima Kuamr (Lautoka)	Sis. Peniana . D (Levuka.)
3	Vice Chairperson	Sis. Niazul Naushad Ba	Sis. Sashi Dutt (Ba)	Sis. Sima Kumar (Lautoka)
4	Secretary	Sis. Seema Kumar Lautoka	Sis. Sheemal Prasad (Levuka.)	Sis. Unaisi Turaga (Tailevu.)
5	Assistant Secretary	Sis. Latchmi Devi Nasinu	Sis. Peniana . D (Levuka.)	Sis. Sheemal Prasad (Levuka.)
6	Treasurer	Sis. Urmila Singh Rewa	Sis. Sima Kuamr (Lautoka)	Sis. Vidya Singh (Lautoka)
7	Exe. Com. Member	Sis Keshni Prasad (Navua)	Sis Ajeshni Lal (Suva)	Sis. Senimili (Suva)
8	Exe. Com. Member	Sis. Rohini Singh (Labasa)	Sis. Sheemal Prasad (Levuka.)	Sis Keshni Prasad (Navua)
9	Exe. Com. Member	Sis. Sushni Kumar (Tavua)	Sis. Seema Kumar (Lautoka)	Sis. Urmila Singh Rewa
10	Exe. Com. Member	Sis. Sonam Kumar (Nadi)	Sis. Vidya Singh (Lautoka)	Sis. Niazul Naushad Ba

16.0 CONCLUSION

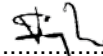
The chairperson once again thanked all for their continuous support, dedication and hard work. She urged teachers to be with us to work together to revisit, rethink for sustainable development. She asked the branches to organise branch workshops and national executive members would be available to assist as resource personnels. The house was notified about the FTU Women's Wing page on Facebook. Events and activities will be posted on it – do respond and like the page. The chairperson concluded on the need for "women to empower women".

17.0 ADJOURNMENT

The meeting adjourned at 2.10pm.



.....
Sis. Sima Kumar
Secretary



.....
Sis. Vidya Singh
Chairperson

Fiji Teachers Union Women's Wing Activities Report: 2018 – 2019

I have much pleasure in presenting the year's Activities Report for Fiji Teachers Union Women's Wing. The support from the women members was commendable during the 2018 Annual Conference at Shree Vivekananda College. The office bearers for 2018 – 2020 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 Keshni Lata (Navua)
8	Exe. Com. Member	Sis. Roshni Singh (Labasa)
9	Exe. Com. Member	Sis. Sushni Lata (Tavua)
10	Exe. Com. Member	Sis. Sonam Achari (Nadui)

1.0 FTU WOMEN'S WING NATIONAL EXECUTIVE MEETING

After the 2018 FTU conference the executives had 2 meetings.

2.0 INTERNATIONAL WOMEN'S DAY

International Women's Day is observed on 8th of March each year. This special day was celebrated by the Women's Wing at branch levels through the month of March to commemorate the hard work of ladies in the past and encourage our new generation to take up leadership roles. The women members participated in the programs at branch levels. This year's International Women's Day Theme was "Balance for Better".

3.0 DIVISIONAL WORKSHOPS

The Divisional Workshops were conducted in 2 Centers – Western Division (02/03/19) at Lautoka Special Primary School and Central Division (23/02/19) at Fiji Teachers Union Headquarters. The Women's Wing branch Executives of those divisions went under

professional development to start up the year and to serve the members back at their branches. The Resource personals were from the Fiji Teachers Union Headquarters and some invited guests to provide knowledge and information to the members.

4.0 BRANCH AGMS

All the Women's wing had their branch AGMs during the month of March. The new executives had their meetings in branches to plan for the year.

5.0 BRANCH REPORTS

5.1 Suva Branch

- 5.1.1 The FTU Suva took part in the Southern Sports organised by the Navua Branch on 22nd of September, 2018. Suva Women's wing came up as winners in both netball and women's volleyball.
- 5.1.2 International Women's Day was celebrated at the branch level on the 14th of March 2019 at the FTU hall during the AGM. Sisters from Nasinu and Rewa also were part of the celebration.
- 5.1.3 The FTU Suva Branch this year hosted the International Women's day Celebrations on the 8th of March funded by Council of Pacific Education at the FTU HQ. It was organized for the entire Southern division.

5.2 Rewa Branch

- 5.2.1 International Women's Day at Vunimono Sanatan Primary School on 7/3/19 from 4 to 6pm.
- 5.2.2 Two Rewa members Sis Anjalin and Sis Urmila have been nominated to represent FTU in Fiji Trade Union Congress Central Branch Working Sub –committee for Women.

5.3 Nasinu Branch

- 5.3.1 Participated in the Southern Zone was held on Saturday 22nd September, 2018 at the Vashist Muni College grounds hosted by the FTU Navua branch.
- 5.3.2 The Chairlady, Sis Latchmi Devi attended a workshop on LGBTI in December organised by the FTUC Women's Committee. It was a training ground to reinforce teacher's

skills and enhance capacity building.

5.4 Lautoka Branch

- 5.4.1 International Women's Day was celebrated at Lautoka Special School on 02/04/19 from 4 to 6pm.
- 5.4.2 Two members from Lautoka Women's Wing, Sis Subashni and Sis Keshni have been nominated to represent FTU in Fiji Trade Union Congress Western Branch Working Sub – committee for Women.

5.5 Labasa Branch

- 5.5.1 International Women's Day was celebrated at All Saints College on 07/03/19 organized by the Labasa Branch Executives.
- 5.5.2 Sis Rohini Singh attended a workshop on LGBTI in December organised by the FTUC Women's Committee. It was a training ground to reinforce teacher's skills and enhance capacity building.

5.6 Navua Branch

- 5.6.1 Members helped in the organization of Southern Zone tournament at VMMP grounds and also took part in the netball competition.
- 5.6.2 Members attended the branch workshop on 20th February, 2019 at 4:30 pm.

5.7 Nadi Branch

- 5.7.1 Assisted the branch to organize the International Women's day and workshop for the members.
- 5.7.2 Assisted the branch to organize branch events.

5.8 Ba Branch

- 5.8.1 Women's Wing Ba branch organized women's day celebration and branch workshop on 9th March 2019.
- 5.8.2 Attended Branch Rep's Professional Development on Union Issues.

5.9 Rakiraki Branch

- 5.9.1 The FTU Women's Wing actively helped the branch to host the Teachers Day Celebrations at Naria Primary School on

24th October, 2018.

5.9.2 Participated in the Divisional Workshop.

5.0 FIJI TRADE UNION CONGRESS (FTUC)

FTUC Women's Committee organized a workshop on "Women's Capacity Development on Leadership and Rights for Women" to mark the International Women's Day at the FTUC Headquarters. The Sisters from the Central Branches were invited to attend. Sis Urmila, Sis Anjalin, Sis Latchmi and Sis Sawastika represented Fiji Teachers Union at the workshop on 9th of March 2019.

6.0 REGIONAL WORKSHOP ON SUPPORTING THE PACIFIC WOMEN NETWORK

Sister Ajeshni participated in the Regional Workshop on supporting the Pacific Women Network In Leading and Taking Action for Education 2030 Agenda and Planet 50-50 by 2030 – from the 8th -11th August 2018, in Nadi, Fiji Islands.

7.0 COUNCIL OF PACIFIC EDUCATION – "ALISI FUSI WIGHTMAN SCHOLARSHIP"

The Council of Pacific Education awarded Sis Sima Kumar of Lautoka branch with Alisi Fusi Wightman Scholarship which was endorsed by Fiji Teachers Union in March, 2019. The scholarship provided an educational tour of schools and different teacher Unions in Australia, New Zealand and Fiji.

8.0 LGBTI AND MINISTRY OF EDUCATION WORKSHOP

8.1 Sis Vidya Singh attended a workshop on LGBTI in December organised by the FTUC Women's Committee. It was a training ground to reinforce teacher's skills and enhance capacity building and leadership qualities.

8.2 Sis Vidya attended a Ministry of Education on the 27th and 28th March.

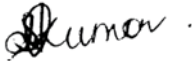
9.0 THANKS AND APPRECIATION

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, 2019.



.....
Sima Kumar
Secretary



.....
Vidya Singh
Chairlady

"In life there is no real safety except for self-belief." – Madonna

FTU Women's Wing
Financial Report 2018 (31/12/2018)

Total Funds Available

Balance as at 1 January 2018	-\$ 188.88
Grant from FTU	\$ 7,000.00
Stale Cheque Written Back	\$ 238.12
 Total	\$ 7,049.24

Expenses

Executive Meetings 2018 (FTU - Headquarters) **\$ 1,951.60**

AGM 2018 in Nadi

FTU Annual Conference **\$ 1,645.00**

Lautoka Branch Workshop **\$ 200.00**

Labasa Branch Workshop **\$ 138.12**

2018 International Womens Day Celebration

International Womens Day (Nasinu) \$ 85.00

International Womens Day (Labasa) \$ 100.00

International Womens Day (Rewa) \$ 100.00

International Womens Day (Lautoka) \$ 100.00

International Womens Day (National Executive) \$ 80.00

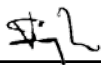
\$ 465.00

Total **\$ 4,399.72**

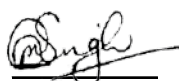
Bank Charges \$ 77.20

Total Expenses **\$ 4,476.92**

Balance as at 31 December 2018 **\$ 2,572.32**



Vidya Singh
Chairperson
Womens Wing



Urmilla Singh
Treasurer
Womens Wing

Secretariat Staff 2018/2019



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

