



FIJI TEACHERS UNION

Activities Report 2021 / 2022

92nd ANNUAL CONFERENCE AND AGM 3rd - 6th April 2022

Venue: Rishikul College Hall, Nasinu

THEME:

"COVID 19: A CHALLENGE TO EDUCATION RESILIENCE"

FIJI TEACHERS UNION
(The Child Our Hope)

92nd ANNUAL CONFERENCE 2022

THEME: COVID 19: A CHALLENGE TO EDUCATION RESILIENCE
VENUE: RISHIKUL SANATAN COLLEGE
CHIEF GUEST: BRO. GOVIND SINGH – SECRETARY GENERAL
- COUNCIL OF PACIFIC EDUCATION

Sunday 3rd April 2022

10.00am : Pre-Conference National Executive Meeting
2.00pm : Sports Meeting

Monday 4th April 2022

8.00am- 9.00am : Registration of Delegates
9.15am : Guests get seated
9.30 am : Official opening of 92nd AGM and Annual Conference
: Welcome address by Chairperson Nasinu Branch
: Presidential Address
: Keynote Address & Official Opening
: Vote of thanks
10.30am : Morning Tea
11.00 am : Annual General Meeting.: Minutes of the 2020 AGM.
2021/2022 Activities Report including
Audited Financial Report
: Resolutions
2.00pm : Lunch
3.30pm : Sports Parade/Opening games
7.00pm : FTU History Book Launching

Tuesday 5th April 2022

9.00am : FTU Co-operative Thrift & Credit Society AGM
10.30am : Morning Tea
11.00am : Womens Wing Meeting
1.00pm : Lunch
2.00pm : Sports
7.00pm : Social

Wednesday 6th April 2022

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 Monday 4th April, 2022 commencing at 9.30 am.

AGENDA

1. Opening of the 92nd Annual Conference and AGM.
2. **Theme: "COVID – 19: A Challenge to Education Resilience."**
3. Keynote Speaker – Mr. Govind Singh – Secretary General Council of Pacific Education (COPE).
4. Confirmation of the Minutes of the 2019 Annual General Meeting.
5. Adoption of the Unions 2021/2022 Activities Report including Audited Statement of Accounts for the year ended 31st December, 2021.
6. Amendment to Part II Clause 9. Eligibility common cadre/support staff in MEHA as well as in educational institutions.
7. Motions, if any, due notice of which have been received by the General Secretary by 21st March 2022.



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AGNI DEO SINGH
GENERAL SECRETARY

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

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

Rishikul Sanatan College

Monday 4th April 2022

2022 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 Wednesday 16th March 2022.

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 Saturday 17th October 2020 at Rishikul Sanatan College as previously circulated, be taken as read and be confirmed”.

4.1 MATTERS ARISING FROM THE MINUTES

5.0 ACTIVITIES REPORT 2021 -2022

5.1 ANNUAL REPORT

The General Secretary to move:

“That the Activities Report of the Union for the year 2021-2022 including the Financial Report for the year ending 31st December, 2021 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)

**ANNUAL GENERAL MEETING MINUTES HELD AT RISHIKUL SANATAN
COLLEGE ON SATURDAY 17th OCTOBER 2020 AT 9.00AM**

1.0 CALL TO ORDER

The General Secretary called the house to order.

2.0 WELCOME

The General Secretary welcomed all the delegates, observers and retirees to the 90th FTU AGM at Rishikul Sanatan College.

3.0 QUORUM

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

Moved: General Secretary

Seconded: Bro. Praveen Chand (Rewa)

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 Saturday 26th September 2020.

Moved: General Secretary

Seconded: Bro. Shareen Chand (Rewa)

5.0 COMMUNICATON FROM THE CHAIR

5.1 The National President Bro Muniappa Goundar welcomed everyone to Rishikul Sanatan College for the 90th FTU AGM at Rishikul Hall for the second consecutive year.

5.2 He said that he was pleased to see delegates and well-wishers congregating in large numbers despite the wet weather conditions experienced throughout the country and other challenges that the country was facing currently.

5.3 He alluded to 2020 being extra- ordinary because of the Corona Virus which had shaken the whole world.

5.4 He assured the house that FTU was ready for a change and was ready to move on. He reminded the house that FTU was their mouthpiece in the media drawing the public's attention to the challenges faced by teachers in achieving quality education and that he was proud of the

fact that he was the President of an organization that had not deviated from its course but had always been the voice of its members.

- 5.5 He said that the union had seen both good and bad days and that he stood as a proud President saying that FTU had not compromised its position as a trade union and adjusted its sails to make the fight a real success.
- 5.6 He alluded to the common goal of FTU, which was the protection of its members in general and defenseless teachers in particular.
- 5.7 He reminded the house that Unions were built on values, ideals, and a vision of society in which workers' rights were recognized, and maintained stability equilibrium and justice for everyone.
- 5.8 He alluded to the World Teachers Day which provided the perfect opportunity to celebrate the teaching profession and the fact that Fiji had turned 50 years old as an independent nation. At this juncture, NP paid tribute to the "Girmitiyas".
- 5.9 NP said that the COVID-19 pandemic also highlighted the importance of managerial support and teacher leadership during the crisis.
- 5.10 NP spoke at length on OMRS, entry point salary, corporal punishment, MyAPA successor, ET positions, congestion of urban schools, sporting leave, collective agreement and collective bargaining, ILO Convention 98, Self-funding Inhouse Medical Scheme, workshops conducted by the parent body, and FTU's history book which was being compiled by Mr. Krishna Datt.
- 5.11 In his concluding remarks, NP thanked everyone for their timely presence and unwavering support.
- 5.12 He wished everyone a meaningful and enriching 90th Annual General Meeting.

6.0 CONFIRMATION OF MINUTES OF 2019 AGM / MATTERS ARISING

The General Secretary moved that the Minutes of the Annual General Meeting held on Wednesday 24th April 2019 at Rishikul Sanatan College, Nasinu as previously circulated, be taken as read and be confirmed.

Moved: General Secretary Seconded: Bro. Naseem Ali (Lautoka)

- 6.1 GS alluded to the previous year's Annual Conference and AGM that was held at Rishikul College.
- 6.2 He informed the house that the FTU Journal was not printed due to the COVID-19 pandemic.
- 6.3 GS informed the house that issues which were highlighted in the previous year's Activities Report were recurring and captured in the 2019-20 Activities Report as FTU did not abandon issues but kept on

pursuing them until a solution was found. He said that most of the issues covered in the 2019-20 Activities Report were current issues and challenges.

- 6.4 GS informed the house that the Resolutions adopted by the house the previous year were sent to MEHA, some were covered in the Activities Report.

7.0 ACTIVITIES REPORT 2019-2020

The General Secretary moved that the Activities Report for the Union for the year 2019-2020 including the Financial Report for the year ending 31st December, 2019, as previously circulated, be taken as read and be adopted.

Seconded: Bro Munendra Mistry (Nadi)

7.1 GS took the house through the Activities Report.

7.2 He spoke how employees had suffered due to contracts that were enforced on them and that it was a breach of fundamental Human Rights.

7.3 He alluded to the impact of COVID 19 on Fiji's economy and how workers were asked to withdraw from their savings (FNPF).

7.4 He addressed the house on the education budget and mentioned that bulk of the teachers were not paid MyAPA increment.

7.5 He concluded his introductory remarks by saying that that despite the backdrop of such extreme circumstances, FTU had stood firm and continued to fight for the rights and welfare of members and workers at large.

7.6 He alluded to the School's Rehabilitation Fund and how FTU and the 16 branches contributed towards SRF. He said that schools along the Coral Coast were assisted and schools in Nadi and Lautoka would also receive assistance.

7.7 AGM Meeting /Conference 2019 GS reported on the discussions that took place the previous year. He alluded to the NP's address and the keynote address delivered by the Chief Guest Dr Neelesh Goundar. He acknowledged Suva branch for hosting the 2019 Annual Conference and AGM.

8.0 MATTERS IN THE ACTIVITIES REPORT

8.1 OMRS / Acting Policy

- 8.1.1 GS reported that the recruitment /promotion created havoc in the entire school system. He said that FTU had strongly objected to OMRS as it was not suitable to MEHA.

- 8.1.2 He shared the untold pain and the embarrassment that some performing Heads of Schools went through after being demoted.
- 8.1.3 He shed light on the new Matrix that the Unions (FTU/ FTA) had prepared and submitted to MEHA.
- 8.1.4 GS stressed on KESA/ Job Test and said that with the improved criteria, FTU expected the desired result-the most meritorious candidate to be awarded the post.

8.2 Acting Policy

- 8.2.1 GS stressed that the Union had emphasized that all acting appointments must consider experience in leadership. He emphasized about the dispute resolution method where the PS became the judge, jury and executioner.
- 8.2.1 Disciplinary Guideline
GS advised that the Disciplinary Guideline did not accord natural justice as it denied the right to a fair hearing. The competency of the Panel members is also questionable. The Union continues to pursue the matter with the Ministry of Civil Service.

8.3 Entry Point scale

- 8.2.1 GS elaborated on the salary scale for pre- JEE and adjustment post JEE (for teachers – in service then). He alluded to the revised Remuneration Guideline of 12th February 2018.

8.4 Downgrading of schools

- 8.4.1 GS reported that MEHA changed the rule to student-teacher ratio and on the "QUIET" schools were downgraded.

8.5 DTT Qualification

- 8.5.1 GS reported that MEHA had sent notifications to teachers that the Diploma in Tertiary Teaching that was offered by the then Fiji Institute of Technology was not suitable and these teachers were given two years to complete their contract. He informed the house that FTU successfully argued and convinced MEHA to recognize the qualification and offer a full five-year contract which brought relief and joy to the teachers concerned.

8.6 Transfer

- 8.6.1 GS reported that numerous transfer cases had been denied. He said there was a change as MEHA was now considering swap /triangular movement.

8.7 Late Renewal of Contracts

- 8.7.1 GS reported that FTU was disappointed that teachers were blamed by MEHA for not uploading their contracts when the delay was actually on the part of MEHA.

8.8 Self- Funding

- 8.8.1 GS explained to the house how the FTU Self-funding In-house Medical Insurance Scheme was inceptioned and how benefits were added as years went by.
- 8.8.2 He explained how cost had risen and that the premium had not been increased since the inception of the Medical Scheme.
- 8.8.3 He said FTU covered dialysis / kidney transplant. FTU also covered cancer which other schemes did not cover.
- 8.8.4 He reported on the added benefits since 2011.
- 8.8.5 He explained how medical expenses had increased from \$400,000.00 in 2011 to \$1.7m in 2019. He said this was the reason for the proposed increase in subs.
- 8.8.6 He elaborated on the proposed change:
- (i) Family increase from \$17.31 to \$23.00 per fortnight
 - (ii) Single increase from \$13.46 to \$17.00 per fortnight.

Motion from the National Executive

“That the fortnightly payment (premium) to the Fiji Teachers Union selffunding medical scheme be changed from \$13.46 to \$ 17.00 for Single Cover and \$17.31 to \$23.00 for Family cover.”

Seconded: Bro. Ashwin Raj Chairperson Nasinu Branch

Members went to vote/ Tea break.

8.9 Corporal Punishment

- 8.9.1 GS informed the house that the Union had been reminding its members via newsletters, branch and other cluster meetings, and FTU organized workshops and gatherings to refrain from inflicting corporal punishment.
- 8.9.2 GS said that while the Union had no quarrel with the zero tolerance policy of MEHA on corporal punishment, the

investigation process and the determination of such allegations must ensure that natural justice was accorded to the teacher concerned.

- 8.9.3 He said that where members had denied committing the offence, the Union had provided full representation challenging terminations.
- 8.9.4 He said that the process and competency of the investigation panels was also being questioned. In cases of corporal punishment members were requested to take note of the following:
- (i) Where a member had confessed in a written or verbal statement that he/she had inflicted corporal punishment, the Union would not represent.
 - (ii) Where police had charged a member and the member successfully defended and got acquitted and re-instated, the Union would reimburse the legal cost up to \$4000.00.
 - (iii) Where a member completely denied the allegation and the Ministry appointed panel investigated and declared him/her guilty resulting in termination, the Union would represent the aggrieved member.
- 8.9.5 GS informed the house that FTU had submitted to the Acting Permanent Secretary and the Head of HR that teachers who had been terminated for minor offences be given a second chance.

8.10 Teachers Duty Hours

- 8.10.1 GS said that it was rather unfortunate that despite reminders, some Heads of Schools compelled teachers to work beyond the stipulated 8.00am to 3.30pm Monday to Friday duty hours. He urged the membership to refer to Circular 95/2017.

8.11 Unprofessional Conduct of School Heads

- 8.11.1 GS reported that it had been brought to his attention that some Heads of Schools scolded /told off /criticized teachers in the presence of students and other teachers. He said they also threatened to write negative reports about teachers. He said that it must stop.

8.12 Members Grievances

- 8.12.1 GS reported that individual members' grievances included unfair dismissal, non-renewal of contracts, application

for transfers, incorrect salaries, delays in response to communication with HR Section and the like and that the Union attempted to dialogue with the Ministry to resolve all grievances. The Dispute Resolution mechanism as per the ERA was activated where necessary. He said that some members had been reinstated and paid full salary for the period of unemployment.

- 8.12.2 The Union also requested MEHA to consider assisting those who had been terminated for minor offences in the past to go through counseling and be re-employed.

8.13 Recent Cases Won by the Union

- 8.13.1 Former Divisional Eastern Bro. Vili Draunivesi was terminated in 2016. After a number of court appearances, the Attorney General's office sought out court settlement. Bro. Vili was paid \$30,000.00 and the Union was awarded \$2000.00 in legal cost.
- 8.13.2 Sis. Gayleshni had won her case (corporal punishment) and she was reinstated with full benefits. The AG's office appealed and refused to pay her for the period that she was unemployed. The Union had to file a case for compliance. She was paid \$31,000.00 in salary arrears and the Union was awarded \$1000.00 in legal cost.
- 8.13.3 Sis. Sheenal from Rakiraki had been reinstated as per advice from the HR section on 9th July.
- 8.13.4 The AG's office had appealed against Judge Anjala Wati's ruling that the Employment Court had the jurisdiction to hear cases referred to it directly by the Union. The Court of Appeal had ruled in our favour with \$1000.00 in legal cost.

8.14 Reporting to School in the Holidays

- 8.14.1 GS said that members would recall that a statement was issued in the press by the former PS directing all School Heads to report to their schools during the December school holidays or face acting allowance cut. Heads who were overseas panicked and sought assistance from the Union. The Union immediately met with the PS and Head and resolved the matter.

8.15 MyAPA Successor

- 8.15.1 GS said that the Minister for Economy in the 2019-2020

Budget had announced that MyAPA was being put on hold to be amended to make it more outcome-based.

- 8.15.2 He said that the Acting PS had sent FTU a draft of Interim Assessment in April 2020. FTU stated that there was an urgent need to change the format to suit the education sector.
- 8.15.3 He said that in response to our response, the Acting PS stated that it had been referred to the Ministry for Civil Service. He said that FTU was informed that the HR section was working on the draft successor assessment system to the MyAPA to be implemented w.e.f. 2021.
- 8.15.4 He further stated that MEHA would be meeting with the Unions to discuss the draft.

8.16 Branch AGMS

- 8.16.1 GS informed the house that all branches, except three successfully, concluded their Branch AGMs. Suva and Nadroga were affected by COVID-19 while Tailevu Branch could neither submit nominations for elections nor convene their Branch AGM.
- 8.16.2 He said that the National Executive endorsed the recommendation that Suva and Nadroga Branch Executives, who were duly elected as per the FTU Constitution, be approved to continue with the Branch operations. Tailevu Branch would continue to be served by the Secretariat.

8.17 Divisional Workshops

- 8.17.1 GS reported that the Central Division Workshop was conducted successfully at HQ on 29th February 2020 and was attended by Executives from Navua, Suva, Rewa and Nasinu.
- 8.17.2 He reported that the Northern Workshop was held on 5th September 2020 at the Friendly North Inn in Labasa. The workshop was attended by Branch Executives of Labasa, Savusavu, Taveuni and Bua.
- 8.17.3 He also reported that the Western Divisional Workshop was conducted on 3rd October 2020 at the Fiji Hideaway Resort and Spa and was attended by the Executives of Nadroga, Nadi, Lautoka, Ba, Tavua and Rakiraki Branches.
- 8.17.4 GS informed the house that the core components of the Divisional Workshops included the following: Trade Union Rights, Roles and Responsibilities of Branch Leaders, Union Services, CTCL and Industrial Relations.

8.18 World Teachers Day

- 8.18.1 GS informed the house that World Teachers Day was celebrated on 5th October 2020 with an apt and thought-provoking theme, "Teachers: Leading in crisis, reimagining the future". He thanked the Publicity Committee, for working on the five-minute video presentation on the work carried out by teachers during the COVID-19 pandemic. He said that the video was streamed live by Education International on World Teachers Day.

8.19 Branch Visits and Cluster / School Meetings

- 8.19.1 GS said that he would continue to visit schools and address cluster meetings in term three to enlighten members on current issues, as well as maintain connectivity.
- 8.19.2 He said that membership drive was equally important.
- 8.19.3 He requested the Branch Executives to assist in organizing cluster meetings. 8.20 MABS

8.20 MABS

- 8.20.1 GS informed the house that the National Executive had agreed to increase death benefit for non-member spouse and child from \$500.00 to \$1000.00. However, still born child or death at birth would remain \$300.00.

8.21 Assistance to Children from COVID-19 Affected Families

- 8.21.1 GS reported that the latest survey revealed that some 115,000 workers had lost their jobs in the aftermath of the COVID-19 pandemic. He said that the number was expected to increase.
- 8.21.2 He said that Government was not providing any additional assistance to schools/children as stated by the Minister recently but some managing authorities and NGO's were providing lunch to children.
- 8.21.3 He reported that \$35,000.00 was set aside from the FTU School Rehabilitation Fund (SRF) to assist the affected schools along the Coral Coast and in Nadi and Lautoka.
- 8.21.4 He added that all the 16 Branches had contributed 20% of their Branch rebate for 2020 towards this worthy cause.

8.22 Property Matters

- 8.22.1 GS reported that the occupancy at FTU Berry Apartments had been affected by COVID -19 and that FTU had lost 40% of its

tenants.

8.23 Publicity Officer

- 8.23.1 GS informed the house that the Publicity Officer Bro Manhar Kumar had resigned as he had moved to NZ for greener pastures. He congratulated Bro Manhar Kumar and thanked him for his dedication and commitment in serving FTU at both Branch and National level.
- 8.23.2 He said that the last NE meeting held on July 18 2020 endorsed Bro. Brij Singh, who was an Executive Committee Member, to act in that position until the next election and that Bro. Pranesh Kumar, who was the Branch Rep for Nasinu Branch, replaced Bro. Brij Singh as the Executive Committee Member.
- 8.23.3 He said that Bros. Brij Singh and Pranesh Kumar had made enormous contribution to FTU through their Branches.
- 8.23.4 Bro. Vishnu Sharma (Rewa) thanked FTU but he said that he had an issue with the appointment of the Publicity Officer by the NE. He talked about the procedure that was implemented in appointing the acting Publicity Officer and the appointment of Bro Pranesh Kumar as NE Committee Member and if NE had the power to make such an appointment.
- 8.23.5 He also enquired if FTU had policies that governed its operations just as MEHA had.
- 8.23.6 GS answered on the appointment of the Publicity Officer. He quoted from the Union Constitution. He said that NE had the power to fill a vacancy and that the expression of interest was taken in the NE. He said that the entire NE had decided to appoint Bro. Brij Singh as Publicity Officer and Bro. Pranesh Kumar as the Committee Member.
- 8.23.7 GS explained about the policies. He said that the FTU Constitution governed its entire operation. He talked about Working Committee and the National Executive. He said that WC has its own sub-committees namely the Finance Committee and Publicity Committee.
- 8.23.8 Bro Vishnu thanked GS and said if it was possible for NE to look into policies.

8.24 Union History Book

- 8.24.1 GS reported that the former FTU President Mr. Krishna Datt was given the task of compiling the Union history book and that Mr. Datt had done extensive research and had compiled a piece

which would be worth reading.

- 8.24.2 He informed the house that Mr. Datt was working on nine chapters averaging approximately 45 pages per chapter and that he had given his assurance that the history book would be ready by the 2021 AGM.

8.25 FTUC Matters

- 8.25.1 GS commended the Fiji Trades Union Congress for raising issues faced by Trade Unions in Fiji at every International Labour Organization meeting which is attended to by the National Secretary Bro. Felix Anthony.
- 8.25.2 He reported that the Fiji Trades Union Congress Biennial Congress took place on Saturday 29th August 2020 in Suva. The FTUC Youth Wing met on Saturday 15 August 2020 while the Women's Wing met on Saturday 22nd August 2020.
- 8.25.3 He said that Bro Roy Chand (Tavua) was the Treasurer of the FTUC Youth Wing while Sis Sima Kumar was the Secretary of the FTUC W/W.

8.26 Union Literature

- 8.26.1 GS reported that HQ disseminated two FTU newsletters to individual schools.
- 8.26.2 He urged members to read the Union Literature to be abreast with recent developments taking place.
- 8.26.3 He said that the Year Planners were sent to the Branches for dissemination to individual schools in February.

8.27 National Executive Meetings

- 8.27.1 GS reported that two National Executive Meetings were organized and attended to by all Branch Reps after the 'New Normal'. The National Executive Meetings took place on 18th July and 23rd September 2020.

8.28 MABS / Self - Funding

- 8.28.1 GS went over MABS/ self-funding rules. He acknowledged the assistance provided by Sis. Vidya Singh during the FNU membership drive in October where 107 new forms were collected from FNU.
- 8.28.2 He said that the rules governing MABS and the Self-funding Medical Scheme were published in the Activities Report every year.

- 8.28.3 Bro. Rohitesh Chand (Rewa) made reference to page 32 of the Activities Report which stated that, "Deferment of appointments could be prolonged due to the unavailability of specialist and the cost difference would be borne by the member." GS replied that members deferred their treatment choosing a time that was suitable to them, for instance, during the school holidays. GS said that when FTU made an appointment and members deferred then the added cost would be borne by that member.

9.0 FINANCIAL REPORT

- 9.1 GT took the house through the Financial Report.
- 9.2 GT said that the cost of medical had gone up and this was why the proposal was made to increase subscription for the Medical Scheme.
- 9.3 He explained the increase in interest which was a result of the surplus from the Medical Scheme.
- 9.4 Bro. Vishnu thanked the hard-working GT. He enquired about accompanying notes for motor vehicle expenses.
- 9.5 Bro Vishnu also enquired about process involved in writing the history of FTU. He enquired if the process was followed.
- 9.6 GT explained motor vehicle expenses. He said that FTU was regarded as the biggest Trade Union in the South Pacific and to meet needs FTU had one vehicle. GT explained the cost service, fees charge and fuel charges.
- 9.7 As far as history writing was concerned, GT said that FTU had a rich history. He said FTU had grown in social benefits and was taking legal costs. He said FTU spent thousands of dollars on advocacy. He said an expression of interest was called for the history writing and Mr Krishna Datt had expressed his interest and the panel saw him as the most competent person to write FTU's history. He said apart from Mr Datt, there were three others who were interested people. The sub-committee scrutinized and Mr Datt was identified as the best person to write the history book, which would be ready by the 2021 Annual Conference and AGM.
- 9.8 Bro. Rohitesh Chand (Rewa) enquired about wages/ salaries. He commended the team for putting surplus from Medical Scheme into the fixed term deposit. He enquired if the term deposit had expired.
- 9.9 GT said that there was a new rate as the market rate prior to the pandemic was 6% but post-COVID it was 3.25%.
- 9.10 As far as wages/ salaries were concerned, he explained that NE discovered that our officers (GS/IRO) salary was incorrectly stated.

NE decided to give a subsequent salary rise. NE also agreed to pay increment to our staff to honour the Collective Agreement that was signed with the staff. Hence, the salary increment of IRO and GS was paid.

10.0 ELECTION RESULTS

10.1 The National President announced the results:

Total number of votes cast- 369

In favour of increase- 285

Not in favour of increase- 81

Invalid votes- 3

77% of delegates agreed to vote for an increase to the subs

11.0 RESOLUTIONS 2020

11.1 The National President took the house through the Resolutions.

1. COLLECTIVE BARGAINING

Noting that the Government has ratified ILO Conventions 87 and 98, Further Noting that the above ratification morally demands the Government to engage the Unions in Collective Bargaining, Recognizing that ERP [Amendment] Act of 2016 stipulates that there should be Collecting Bargaining in essential services, The Fiji Teachers' Union 90th Annual General Meeting calls upon the Ministry of Civil Service to fully engage with the teacher Unions to address the terms and conditions of work of the teachers.

2. ANNUAL MERIT INCREMENT PAYMENT 2017-2018

Noting that the Ministry of Civil Service and the Ministry of Education had directed teachers/Heads of Schools to complete and submit the MyAPA by 30th April 2018 so that the 2018 Budget would include the provision for payment of the same from 01/08/2018. Further noting with deep concern, the promises/assurances made by the top leaders on numerous occasions that the "moderation process" was on the verge of completion to finalize the payment; expressing profound sadness as the final outcome after a record two and half years whereby a mere 1% of the 13,000 plus teachers were paid; Teaching the deep pain/hurt at being cheated of the hard-earned increments;

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

3. OPEN MERIT AND RECRUITMENT SYSTEM [OMRS]

Noting that the 2018-2019 as well as 2019-2020 increments as per the salary steps in the respective bands have not been paid to the teachers; Further noting that MyAPA was declared unsuitable by the Minister for the Economy during his 2019 Budget address, acknowledging that the successor to MyAPA is yet to be finalized.

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

4. JOB EVALUATION EXERCISE 2017

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

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

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

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

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

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

5. CLASS SIZE

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

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

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

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

6. EXECUTIVE TEACHER POSITIONS

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

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

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

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

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

7. EARLY CHILDHOOD EDUCATION

Noting that many primary schools have Kindergarten/Early Childhood Education attached to their schools,

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

Further recognising that Early Childhood Education is the foundation of learning and that it needs everyone's attention,

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

8. IN-SERVICE TRAINING

Noting that teaching methods and teaching materials are ever changing, Acknowledging that new standards require that teachers have deep and flexible knowledge of their subject matter and wide repertoire of teaching skills,

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

9. FTU ON THE CURRICULUM ADVISORY BOARD

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

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

10. TRAINING FOR TEACHERS- SPECIAL EDUCATION

- Recognizing that quality education is a human right,
- Accepting that education must be provided by the state,
- Noting that education must be available freely to all,
- Further noting that education should be all inclusive and people with special needs need assistance to achieve their maximum potential,

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

11. TEACHER TRAINING PROGRAMME

Considering that today's teachers encounter a range of classroom and social conditions;

multilingual classrooms, increase mainstreaming of special education students, growing number of students in poverty and students from single parents,

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

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

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

12. LOCATION ALLOWANCE

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

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

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

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

13. BOARDING ALLOWANCE

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

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

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

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

12.0 THANKS AND APPRECIATION

- 12.1 The National President thanked the Branch Reps for getting members.
- 12.2 He thanked the huge delegation and retirees who were present.
- 12.3 He requested those having old photos of FTU activities to be given to Bro. Krishna Datt.
- 12.4 He said that the CTCL Board was ready for the meeting and that Bro. Vishnu Sharma was in charge of the Social Committee.
- 12.5 He thanked Sis Urmila and her team for the decoration.
- 12.6 NP accorded thanks and appreciation to The Fiji Times and Fiji Sun.
- 12.7 NP concluded by wishing the Western Branches the very best for the Western zone sports in Rakiraki.

13.0 ADJOURNMENT

The meeting was adjourned at 12.30pm.

Confirmed this.....day of.....202.....

.....
CHAIRMAN

ACTIVITIES REPORT- JANUARY 2021 TO MARCH 2022

1.0 INTRODUCTION

"The essence of trade unionism is social uplift. The labour movement has been the haven for the dispossessed, the despised, the neglected, the downtrodden, the poor." (A. Philip Randolph).

2021 started with high hopes and optimism, but the COVID-19 pandemic disrupted union activities, and the much-awaited Annual Conference and AGM in Rakiraki. Union work had been affected in 2020 because schools were closed for up to three months, but last year schools were closed for about six months, and much could not be achieved.

We had just concluded with the national elections, and HQ was working hand in hand with Rakiraki Branch to organize the 91st Annual Conference and AGM. The support that members showed during the National Elections was tremendous.

The second wave of the COVID-19 pandemic made members realize the importance of good habits, and maintaining social distancing rules. The pandemic derailed the entire globe, and Fiji was no exception, as thousands of ordinary Fijians lost their jobs, and many were put on reduced hours, thus resulting in loss of income, and increase in the unemployment and poverty rate. Members will recall the reduction in their FNPF contribution.

FTU appreciates the work of our teachers who prepared worksheets, conducted online classes and then prepared schools to welcome students. FTU is grateful that our members made extraordinary contribution at the height of the COVID-19 pandemic in terms of verifying documents and assessing government assistance forms. Many teachers worked beyond their job description when schools re-opened. They went the extra mile to prepare schools for re-opening as per standard operating procedures. FTU salutes you teachers for your dedication and commitment!

Once schools opened in November last year, the teaching syllabi was re-aligned, and teachers prepared the year 12 and 13 students to sit for their external examinations. FTU was also able to continue with union activities and meetings. There was no looking back since then, and a lot has been achieved in terms of industrial relations, medical services and members welfare.

The Northern Divisional Workshop was conducted, and it is pleasing to

report that the attendance was excellent as members made the most of the informative sessions.

In addition, the Southern Zonal play-offs were completed with full participation from the Branches. Times have been challenging, but as a union we remained steadfast and achieved the core functions of any Trade Union organization. FTU initiated dialogue with MEHA to address industrial relations issues, and we met once in December, but this was discontinued by the Ministry.

At this juncture, members are assured that the National Executive will keep the union flag flying high. FTU will, therefore, need the unwavering support from its members as it determines the success of Union activities.

Like last year, 2022 also did not have the perfect start as Fijians in the Western and Northern division felt the brunt of TC Cody which brought with it heavy rainfall, resulting in flooding of low-lying areas. Schools were closed for two weeks, and this affected quality time that teachers had with their students- especially Year 12 and 13 students who sat for their external examinations. External examinations were also postponed by one week.

This Activities Report sheds light on the success of FTU in terms of industrial relations and other union activities that were carried out for the period under review. Henceforth, we anticipate the active participation of all Branch Executives and membership at grass root level in all Union and Branch activities in 2022.

2.0 91st ANNUAL CONFERENCE

- 2.1 Rakiraki branch had bid to host the 2021 Annual Conference and AGM. They received enormous support to host the Annual Conference.
- 2.2 The Annual Conference was to take place at Penang Sangam College from 27th April to 30th April 2021. The Rakiraki Branch Executives were well-prepared to host the Annual Conference and AGM. However, the social gathering restrictions prompted FTU to shift the Annual Conference and AGM.
- 2.3 Nasinu Branch was then requested to host the three-day Annual Conference and AGM at Rishikul Sanatan College. HQ has been assured by the host branch that no stone was left unturned to make the Annual Conference a success.
- 2.4 HQ acknowledges the efforts of the dynamic team heading Nasinu

branch, and commends the leadership for the efforts put into hosting the Annual Conference and AGM.

- 2.5 The much-awaited FTU history book will also be launched at the 2022 Annual Conference and AGM. FTU is indebted to Mr. Krishna Datt for writing the history book.

3.0 INDUSTRIAL RELATIONS

3.1 MEETING WITH HONOURABLE EDUCATION MINISTER

3.1.1 The Fiji Teachers Confederation (FTU and FTA) met with the Minister for Education, Heritage and Arts, Honourable Premila Kumar, and the PS Anjeela Jokhan. As usual, we congratulated the new Minister on her appointment. National President and General Secretary- Fiji Teachers Union and General Secretary and Industrial Relations Officer – Fijian Teachers Association attended the full meeting.

3.1.1 The Fiji Teachers Confederation (FTU and FTA) met with the Minister for Education, Heritage and Arts, Honourable Premila Kumar, and the PS Anjeela Jokhan. As usual, we congratulated the new Minister on her appointment. National President and General Secretary- Fiji Teachers Union and General Secretary and Industrial Relations Officer – Fijian Teachers Association attended the full meeting.

3.1.2 A lengthy deliberation and discussion took place. The matters for discussion included structures of consultations, disciplinary guideline, anomalies in the JEE, MyAPA Assessment, annual increments allowances paid to teachers and the disciplinary guideline. The Minister agreed that the members of the panel must be non-teachers. She also agreed that:

- (a) Whistleblowers must provide their full identification and be subjected to appropriate action if allegations proven false; and
- (b) Unsigned letters and third-party complaints are not to be entertained.

3.1.3 However, since the unions strong response to the derogatory remarks about teacher's qualifications etc., MEHA has not responded to our requests for meetings.

3.2 GRADUATE SALARY

3.2.1 The 2017 Job Evaluation Exercise put graduate salary at \$26,283.00. MEHA and the Ministry for Civil Service endorsed the 2018 Remuneration Guideline, which was in breach of the 2017 JEE agreement.

3.2.2 Three different salary scales are used: \$26283, \$24000 and

\$22500. This is cheating! The Union will pursue relentlessly until a positive outcome is achieved.

- 3.2.3 The salary of graduates without teachers training was \$23411 prior to the JEE. The graduates without teachers training were paid \$21000. Both have been reduced to \$22500.00 and \$14000 respectively. This type of reduction in salary after a JEE is unprecedented.
- 3.2.4 Hon. Rosy Akbar is on record for assuring teachers that serving teachers would have their salaries upgraded to the correct Salary Band \$26,283.00. It was not revealed by the Ministry that the remuneration policy had been revised on the quiet on 12th February 2018 to state that graduate salary for all teachers would remain \$22,500.00.
- 3.2.5 The Union continues to pursue this matter.

3.3 LEGAL ACTION- POST PROCESSING

- 3.3.1 It was indeed very sad that MEHA subsequently changed the MQR on the quiet to eliminate senior leaders including principals, VPs, APs and HODs who have a degree plus STTC and degree plus DTT. Primary teachers according to MEHA, only those who have postgraduate qualifications would be promoted as school heads.
- 3.3.2 The union filed proceedings in the Employment Court to stop MEHA from implementing. The new system in promoting heads of secondary schools. The union believes this decision is unfair, discriminatory and unjustified and shows total disregard of their own policies.
- 3.3.3 The Union's argument was that those who possess equivalent qualifications, that is, degree in the relevant subject plus teacher training component (STTC and DTT included and Bachelor of Education) must not be eliminated. Also included are primary trained teachers who were upgraded to secondary. The court has granted the Union an interim stay on the processing of the posts. The parties will appear again on 22nd June to fix the hearing date.

3.4 CONTRACTURAL APPOINTMENTS

- 3.4.1 As expected, the Union has experienced MEHA instilling fear in the teachers due to the one-sided draconian contracts of employment. We have also noted lately that teachers have been issued contracts with a short duration.
- 3.4.2 Some have been given four month's contract and advised they will not be renewed. Secondary trained teachers, who had taught

in primary schools for several years, were laid off at the beginning of 2021.

- 3.4.3 Those, who are still employed, has been given 12 months contracts. With the possibility of non-renewal on expiry.
- 3.4.4 The one-month notice of termination of contract actually is like a sword hanging above the head considering the current attitude of the top people in MEHA. Purchases on credit terms, bank loans, etc. are also affected. Two cases filed by the Union on non-renewal of contracts have been concluded and the rulings are awaited. A member from Fiji National University was awarded payment of 2 years salary for unfair dismissal. The employer has appealed against the ruling. Other cases are in progress.

3.5 MYAPA PAYMENT

- 3.5.1 Less than 2% (137) of the 13,500 teachers qualified for the 2017-18 MyAPA increment. The Fiji Teachers Confederation issued a press statement on a paid advertisement. The Unions submitted to MEHA that the vast majority of high performing teachers were cheated of their merit increment.
- 3.5.2 FTU has further submitted that an across the board payment be made for 2018-2019, 2019-2020 and 2020-2021 period. As per JEE, all teachers should have been on step 4 + paid a bonus as promised by the then Education Minister Honourable Aiyaz-Sayed Khaiyum during the road shows that he conducted nationwide.

3.6 ACTING ALLOWANCE

- 3.6.1 Numerous complaints regarding non-payment of acting allowances were received. Acting allowance has been paid for primary schools in December 2021, but several secondary schools acting allowances are yet to be paid.
- 3.6.2 In numerous cases acting appointment letters were not issued by the HR section and denial of payments was based on "No appointment done." The Union demanded that all those who acted on substantively vacant posts be paid the acting allowance as per policy. One officer was given responsibility to execute "higher duties" to dodge the payment of allowance.

3.7 DIS-ESTABLISHMENT OF POSTS

- 3.7.1 The re-classification of schools has seen a large number of schools downgraded, resulting in loss of substantive posts. These include: primary school Head Teacher and Assistant Head Teacher

positions, HoD positions as well as HoS Positions in secondary schools.

- 3.7.2 The union had been reliably informed that all HoD positions with less than three teachers are being abolished. The criteria should be 50 by 40-minute periods.

4.0 FALSE ALLEGATIONS BY THE MINISTER FOR EDUCATION

Hon. Kumar out of the blue, decided to celebrate International Women's Day in Suva and then later in Labasa. Addressing the women teachers, the Minister alluded to the low number of women teachers in leadership positions. She further stated that in the past MEHA and the Unions promoted teachers. She also said that those who had connections and socialized got promoted. She said more males were promoted because of the connections, that is why OMRS gave equal opportunity to women. We wish to set the record right and once for all.

Post processing procedure prior to 2007 was as follows.

- 1) Vacant posts were advertised by MEHA.
- 2) Post processing unit in MEHA listed applicants in order of merit according to qualification, service in relevant grade, leadership experience and performance record for past 3years.
- 3) Central Staff Board (CSB) meeting chaired by the Deputy Secretary was convened. Attendees included all the Directors (Primary, Secondary, Technical, Curriculum Advisory Services) and the Teacher Unions.
- 4) The CSB deliberated thoroughly and based on the criteria, selected the most meritorious candidate for promotion and recommended to the Ministry Staff Board (MSB).
- 5) The Ministry Staff Board chaired by the permanent Secretary re- examined the recommendation of the CSB and then the Permanent Secretary had the final authority to confirm the promotion.
- 6) All applicants were advised of the outcome and given 21 days to appeal if not satisfied with the decision.
- 7) The Public Service Appeals Board was convened to hear the appeal and give a ruling. Pending the decision of the PSAB, status quo remained. This was an open and transparent process.

In 2008 the then Interim Regime decided to keep the Unions out of all structures of consultation including post processing. Therefore for 14 years now, the Ministry has been processing promotions without any consultations. We have no inkling whatsoever who does it and how it is done. If there was any malpractice, it was clearly in the **MINISTRY**.

The PSAB was abolished in 2013, disallowing aggrieved applicants from seeking further redress by an independent body. We believe there is no transparency in this system.

The 2013 constitution section 127(8) also states that the permanent secretary with the agreement of Minister determines all employment matters including promotions. The Unions are NOT the authority to determine any employment matters. Hon. Kumar is once again being mischievous here.

The allegation made by Hon. Kumar is unfounded and incorrect. I believe it is a deliberate attempt to plant discord between the leadership of the unions and the women members.

5.0 SOUTHERN ZONAL SPORTS MEET

- 5.1 FTU Rewa branch hosted the southern zone sports meet on Saturday 27th November at Saraswati Manoca Primary School.
- 5.2 Despite the rain, a good crowd turned up, and the four southern branches- Rewa, Suva, Nasinu and Navua were represented. NP was the Chief Guest.
- 5.3 GS addressed the gathering during tea break. The sports atmosphere added glamour to the one-day event.
- 5.4 The results are as follows:

Sport	Winner	Runner
Football	Rewa	Nasinu
Netball	Nasinu	Suva
Men's Volleyball	Suva	Navua
Women's Volleyball	Navua	Suva

6.0 BRANCH VISITS/CLUSTER MEETINGS

- 6.1 The General Secretary continued to visit schools and districts, and he addressed cluster meetings to enlighten members on current issues, as well as, maintain connectivity.
- 6.2 New membership forms were filled as well.
- 6.3 School Reps and Branch Executives need to work hand-in-hand to ensure that future cluster meetings are a success in terms of attendance of members.

7.0 YEAR PLANNER

- 7.1 The FTU year planner was sent to the branches to be distributed to all the FTU members.

7.2 We hope that all schools have received the year planners.

8.0 BRANCH AGMS

8.1 All branches conducted their Branch AGMs as per the union's Constitution in the month of March.

8.2 The Secretariat sent all the relevant information to the respective Branches.

8.3 Members of the elected National Executive and members of the National Women's Wing also visited the branches to empower the members.

9.0 SCHOOL LIST OF FTU MEMBERSHIP

9.1 The union administration system has been upgraded and members have been urged to update their personal information, email address, telephone number, marital status (including dependents) and school address at their earliest.

10.0 AGE BAR- SELF-FUNDING MEDICAL INSURANCE SCHEME

10.1 In the last NE meeting, the house unanimously agreed that the age bar for the FTU Self-funding Medical Insurance Scheme would be 72. The local treatment ceiling has been increased from 25000 to 50000 due to the increase in hospital charges.

11.0 INCREASE IN INSURANCE PREMIUM

11.1 Members must note that the premium for the FTU Self-Funding In-house Medical Insurance Scheme was increased effective from 1st January 2021 as per the decision of the Rishikul AGM in October 2020.

11.2 The reason for the increase in the FTU Self-Funding In-house Medical Insurance Scheme is that the medical cost has risen worldwide and that the premium had not been increased since the inception of the Medical Insurance Scheme at the Rewa AGM in 2011. Medical expenses have increased from \$400,000.00 in 2011 to \$1700 000 in 2019.

11.3 **Hence, the change in premium is as follows:**

(i) Family cover increased from \$17.31 to \$23.00 per fortnight.

(ii) Single cover increased from \$13.46 to \$17.00 per fortnight.

11.4 Members are requested to pay their arrears from pay one 2020.

11.5 The union thanks those members who have already done so.

12.0 FTU WEBSITE AND FACE BOOK PAGE

- 12.1 Members are urged to read through the union literature which is posted up on the union's website and face book page and send the links to membership at grass root level.
- 12.2 Our members need to be abreast with union information and developments.
- 12.3 Copies of our press releases and union activities are also updated regularly on the union's website page.

13.0 MEMBERSHIP- ECE TEACHERS

- 13.1 ECE teachers joined FTU, as per the rules and Constitution of FTU.
- 13.2 NE approved membership of officers in the Ministry of Education, Heritage and Arts who are involved in providing services to teachers. Endorsement of the inclusion of the clause in the Constitution is sought.

14.0 FTU NATIONAL ELECTIONS

- 14.1 The National Elections for FTU took place on Friday and Saturday 16th and 17th April 2021.
- 14.2 A legal case has been filed against the Supervisor of Elections for the breach of FTU Constitution, for instance, the General Secretary was asked to vacate office and hand over the key of the union vehicle as well as mobile phone.

Position	Contestants	Winners	Results
National President	Contestants	Muniappa Goundar	Duly Elected
	Muniappa Goundar		
	Newal Umarao		
	Sunil Kumar		
Vice Presidents	Nakul Deo Barman	Nakul Deo Barman, Ajeshni Nand Pranesh Praveen Sharma	Duly Elected
	Ajeshni Nand		Duly Elected
	Pranesh Praveen Sharma		Duly Elected
	Arvind Kumar		
	Shareen Chand		
	Sanjay Raman		
General Secretary	Agni Deo Singh	Agni Deo Singh	Duly Elected
	Arun Prasad		

Assistant General Secreary	Rajnesh Ishwar Lingam	Rajnesh Ishwar Lingam	Duly Elected
	Mohammed Sheikh Masud		
Publicity Officer	Brij Singh	Brij Singh	Duly Elected
	Govind Sami Padayachi		
National Executive Committee Members	Pranesh Kumar	Pranesh Kumar, Madhur Prakash Pratosh Kumar	Duly Elected
	Madhur Prakash		Duly Elected
	Pratosh Kumar		Duly Elected
	Ravinesh Prasad		
General Treasurer	Sashi Mahendra Shandil	Sashi Mahendra Shandil	Unopposed
Personnel Officer	Rameshwar Lal	Rameshwar Lal	Unopposed

15.0 INTERNATIONAL WOMEN'S DAY

- 15.1 International Women's Day was celebrated on 8th March to appreciate the contributions of women to the economy and society in general. The chief guest for the celebration at FTU last year was Shamima Ali, while this year Elizabeth Fong, who is the President of USP Staff Association, was the chief guest.
- 15.2 The turnout was pleasing.
- 15.3 This occasion was also celebrated by the Branches

16.0 FIJI TRADES UNION CONGRESS

- 16.1 The Fiji Trades Union Congress is the mouth-piece of Trade Unions and workers in Fiji. The National Secretary Bro. Felix Anthony continues to raise issues locally and internationally on the challenges faced by Fijian workers. The Government has put in place law/policies that are in direct breach of the international instruments Fiji is signatory to. A contact mission from ILO is expected to visit Fiji soon.
- 16.2 FTU has applied for permit to march and organize public gatherings on 8 occasions but has been denied. This is also in breach of fundamental rights.

17.0 PINKTOBER CELEBRATION

- 17.1 FTU Nasinu branch hosted the Pinktober celebration at Nasinu Sangam on 28th October 2021.
- 17.2 This was the first gathering of any kind organized by a branch after the COVID-19 pandemic break, and we commend Nasinu for the wonderful get together.
- 17.3 Members were enlightened with the presentation by the Fiji Cancer Society. NP and GS also addressed the gathering.

18.0 CLIMATE CHANGE WORKSHOP

- 18.1 GS presented a report on 'Fostering Stronger and Meaningful cross-regional efforts in Mobilizing for Climate Change Education'.
- 18.2 He stated that climate crisis was nothing new to us as our small Pacific islands/region are extremely vulnerable to climate change, natural disasters and external economic shocks, and that climate change would continue to affect our Pacific way of life and the sustainable development of our islands in profound ways.
- 18.3 GS also highlighted that the Pacific Islands ecosystem was facing devastating impacts of climate change including increasing droughts and water scarcity, coastal flooding and erosion, changes in rainfall that affected ecosystems and food production, loss of identity, climate-induced migration and threats to sovereignty and adverse impacts to human health.
- 18.4 He alluded to the fact that the Small Pacific Island States were not the causes, but victims of climate change, and there was a need for strong regional solidarity and a meaningful assistance from the senior leaders of larger unions in the region to seek climate justice.

19.0 WORLD TEACHERS DAY CELEBRATION

- 19.1 Members attended the World Teachers Day celebration which was organized by COPE at Tanoa International Plaza. Members were enlightened by the chief guest's address.
- 19.2 Professor Unaisi Nabobo Baba spoke at length on the roles of teachers, the obstacles they faced and how they were belittled by remarks made by those who were in authority.
- 19.3 She encouraged the unions to continue to be the voice for their members and to continue to fight for justice and dignity. Members also took time to reflect on their roles during the pandemic.

20.0 PRESS RELEASES

- 20.1 The union continued to be the voice for its members' pre- COVID-19, during the pandemic and post- COVID-19. Issues regarding the distribution and collection of worksheets during the pandemic were highlighted.
- 20.2 A press release was also issued to appreciate the work that teachers were doing. FTU sent a press release on World Teachers Day as well.
- 20.3 The Education Minister, via her press releases, undermined the work done by the teachers and she is on record for belittling teachers with negative remarks.
- 20.4 FTU is on record for standing up for the members on every occasion.

21.0 PLANNING - FTU ELECTED MEMBERS

- 20.3 A planning exercise was held at FTU HQ on Friday 26th November at FTU HQ. The elected NE members met to discuss the way forward.

22.0 MEMBERSHIP

Members by Source of Pay	Membership Total
Treasury (Through Ministry)	4842
Cash Paying	98
FNU Membership	19
List Submitted to MOE Pending Deduction (31+29 In process)	60
Total	5019
Withdrawals	7
Total	5012

MUTUAL AID BENEFIT SCHEME

Payment of respective benefits paid under MABS effective from 1st January 2021 to 31st December 2021

Private Practice	Specialist	Retirement	Death Benefit	Total
\$44,607.85	\$1,82,372.38	\$18,398.38	\$17,500.00	\$2,62,878.61

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 **\$7.00** and the member is to pay **\$3.00** upfront surcharge per consultancy. Any after hours 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

Premium Care Medical Centre Monday to Friday -123 Amy Street: - 3313355 – 8am to 2pm - closed Saturday / Sunday. -Garden City – 8924230 – 8am to 4pm - open Saturday / Sunday 8am to 1pm (both days). -Nausori - 3477002 9am to 2pm (Dr Reddy Medical)-open Saturday 9am to 2pm only.	GoodLife Medical Centre 3 Kings Building Main St Nausori Ph: 9300999/7666690	Dr Monita Shop 1 Tebara Plaza Nakasi PH: 3413151 PH: 9246879	Dr. Toyin Olawale Jenyo Lot 3, corner of Adi Davila Ganilau Road and Kings Road, Nakasi. Ph:7223848/9484748	Dr. Yogendra Prasad 8 Miles makoi Ph: 3343157	Dr Lalita Devi Makoi Health Care Makoi 9208735	
Rubina Medical Clinic Nadera Ph: 9254186/3342832	Dr Gene Bogtini Valelevu Medical Ph: 3343700	Dr Ashika Sen President Plaza Nabua 3380195	Dr Ami Chandra Nabua Ph: 9380115	Dr Chun Pin Ma Nabua Digicel House 9077407	Pams Med Centre Samabula Ph: 3383880	
Samabula Medical Samabula Ph: 3370880	Dr.Sarika Chandra Bayly House Suva 3315888	Friendly Medical Centre 119 Amy Street, Toorak Suva Ph:9954613/ 7388588	Dr Mili Vadei P O Box 224 Pacific Harbour Navua PH: 99765	Dr Dhirendra Lal Sigatoka Ph: 6500242	Dr Saras Nandan Nadi Ph: 6702394	Medel Labuguen Labuguen Medical Clinic Votualevu Nadi Ph: 9311906
Dr Shaireen Prasad Guardian Medical Pte Ltd 1 Yawini Street Lautoka Ph: 6650258 Ph: 8654196	Ba Medical Centre Dr Dur Samy Namoli Avenue Lautoka Ph:6652792 9494595	Dr Ashana Rafiq Ba Ph:6675931	Prestige Medical Center Ba Dr Rodolfo Doton Ph:6671555 Ba9990102	Dr Diva Singh DSM Centre Ba 4 Bank St Ba Town Ph: 9064735	Dr M.S.R. Dean Ba Town Ph:667835 Mob:9968795	
Dr Atinesh Prakash Labasa 9217602	Dr Bharathe Balram Labasa Ph: 8818755	Dr Pradeep Singh Labasa Ph: 8813824	Dr Sundressan Pillay Family Care General Practitioners Ph:9418939	Dr Mohammed Ishaq Savusavu Medical Ph: 850721/9239043	Tailevu Family Medical Center Shop 8 Jawahir Lal Bldg Tailevu Ph: 2473919	

PAYMENTS

i. DIAGNOSTIC TEST

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

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

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

ii. SPECIALIST TREATMENT

Specialist consultation, treatment, surgery.

A maximum of \$1000.00 per member and family annually on the recommendation of the FTU doctor is permissible for standard specialist services outside the hospitals. Appointments with specialists can be facilitated by the secretariat. Specialist medication is covered

Special Tests – Treadmill, MRI, CT scan, Endoscopy and Echo will be paid in full and is not classified under basic diagnostic tests specified above

iii. DENTAL COVER

Dentist consultation fee, surgery of wisdom tooth only.

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

Referral Letters

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

iv. OPTICAL COVER

Eye specialist consultation fee, eye surgery or treatment, eye tests.

Note that we do not cover for eye glasses and lenses.

RETIREMENT BENEFITS

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

- I. To claim for retirement benefit, the appropriate form must be filled together with MABS ID Card and retirement letter from 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.

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 \$1000.00
- III. Child \$1000.00
- IV. Still born child or death at birth \$300.00

TRAVEL BENEFITS

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

- I. Ground travel within the two main Islands, member can claim travel cost equal to charges of a running cab.
- 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.
7. Accommodation is not covered by MABS
8. Routine tests for preventive care are not covered by MABS.

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

FTU SELF FUNDING INHOUSE MEDICAL INSURANCE SCHEME

The table given below represents members of the above scheme.

FAMILY MEDICAL COVER	MEMBERSHIP
	2467
SINGLE MEDICAL COVER	MEMBERSHIP
	1238

The table given below represents members with Term Life.

TERMLIFE INSURED THROUGH FIJI CARE	MEMBERSHIP
\$25,000	15
\$50,000	3
TOTAL	18

MEDICAL PLAN

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 Listing**.
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 anesthesia 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 organization 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 **Marsh Pte Limited**.
44. **Palliative"** means a medicine that gives temporary relief from the symptoms of a disease but does not actually cure the disease.

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. As a private patient, inclusion of all incurred related cost.
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 \$50,000.
(b) This plan will also pay for the cost where a member under Fiji Teachers Union Self-Funding Medical Plan and has been put on waiting list at the Public Hospital and as a result on approval is treated at a Private Clinic. The maximum payable will be \$10,000 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.
(d) This plan will also pay for post reviews after surgical procedures upto to three (3) reviews with prescribed medication.
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 3 hours or more.

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 hospitalization 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 utilized) 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 member's 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. Children with special conditions fully dependent on the parents are covered beyond the age of 25 years as per the terms and conditions of this plan.
13. In the event of the demise of the principal member paying the insurance premium, another family member insured may continue with the coverage and premium payment, as per terms and conditions of the plan. Time allowed for insurance premium payment is 3 months.
14. Qualifying criteria to continue with medical insurance after resignation from service: minimum of 8 years continued premiums paid towards the medical scheme whilst in FTU group plan.

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, 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 except kidney.
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. Conditions that are related to the above and are treatable will be covered.
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 72 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. 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;
35. The actions of the police, any armed forces or any lawfully constituted body where such actions are in connection with the above;
36. 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;

37. Nuclear weapons material or ionizing radiation or contamination by radioactivity from any nuclear waste or from the combustion of nuclear fuel, pollution or explosion.
38. Resulting directly or indirectly from earthquake, volcanic eruption, tsunami, tidal wave, 39. Losses directly or indirectly arising from any pandemic or epidemic outbreak of a contagious disease that spreads rapidly and widely.
40. Once a medical condition or terminal illness is confirmed by the treating Doctor to be Palliative, this will not be covered. In this case, treatment such as palliative pain management, palliative radiotherapy or palliative chemotherapy is not covered locally and overseas.
41. Business class airfares.
42. Air Ambulance service.

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

- 2.1 After the Plan Administrators receive notice of a claim, the Plan Administrators will request a medical report to assess the coverage of this plan in place and respond promptly to the claimant.
- 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 and required 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 hospitalized.
- 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, (e.g. 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 Administrator's 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 - \$442.00 per annum (\$17 per F/N)**
 Family - \$598.00 per annum (\$23 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 Dependent person on the date that person ceases to be a Dependent 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 defense 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.

15. Members teaching for more than 12 months must submit a medical report. For those members who are 30 years plus, a full medical report must be submitted. This includes full blood count with chest xray results. Those who are below 30 years, only need to submit the standard medical insurance form, which is available at the office and the FTU website. Members who are 40 years plus cannot join the Medical Insurance cover, however they can be a member of the Union by paying subscription only.

HOW TO MAKE A CLAIM

If you need to make a claim for Hospitalization 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 **Marsh Pte Limited, 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

Marsh Pte Limited

Level 9 BSP Suva Central Building

Renwick Road Suva

Phone: 3227300

4. In case of emergency the member shall visit the local public hospitals straight away where the attendants will liaise directly with Marsh Pte Ltd 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:

Marsh Pte Limited

Adi Filomena Falewai Mobile 9997061

Karuna Segran Mobile 9990934

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

PH: 3314099/3314668 or Mobile: 9928096

CONCLUSION

“You guide your team when they lose the path, you pick them up when they fall, and you give them motivation when they have none.” (Pooja Agnihotri)

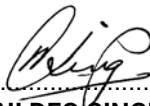
On behalf of the Secretariat staff and members of the National Executive, we thank you for your support and commitment to FTU, and for taking part in Union activities.

The commitment of FTU leadership to stand up and defend the collective and individual rights of the membership remains steadfast, and has been praised by many. FTU has stood firm to defend its members when dirt was thrown at them. The various press releases and media statements are indicating that FTU is very much alive, well and truly dedicated to serving its members.

Members will note that in the last few years, MEHA has taken numerous cost cutting measures at the expense of the teachers. This includes long-service leave allowance, drastic reduction in post of responsibility positions, executive teacher positions, counselor positions, graduate salary, location allowance, non-payment of increments, acting allowances, boarding allowance and the like.

While the Ministry has saved millions, teachers have lost out substantially. The Union will continue to pursue persistently for the restoration of these losses. MEHA has endured five ministers and four permanent secretaries in the last few years. Each one has changed policies at whim, escalating the level on uncertainty and inconsistency, leaving all stakeholders in dilemma.

We are nowhere near the targets we set for ourselves in 2015 to progress towards achieving Sustainable Development Goal (SDG) 4. Our repeated calls for an Education Commission have been ignored for over a decade now. However, FTU will continue to fight persistently to ensure that members' rights and dignity are re-stored.



AGNI DEO SINGH
GENERAL SECRETARY
4th April 2022

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

GENERAL TREASURER'S REPORT

**FINANCIAL REPORT FOR THE YEAR ENDED
31 ST DECEMBER 2021.**



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 2021.

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.

A handwritten signature in black ink, appearing to read 'Sashi Mahendra Shandil', written over a dotted line.

**SASHI MAHENDRA SHANDIL
GENERAL TREASURER**

FIJI TEACHERS UNION

**FINANCIAL STATEMENTS
31 DECEMBER 2021**

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FIJI TEACHERS UNION

FINANCIAL STATEMENTS

31 DECEMBER 2021

Page 2

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 2021, 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
Ajeshni Nand – Vice President	Brij Bhan Singh – Publicity Officer
Pranesh Sharma – Vice President	Rameshwar Lal – Personnel Officer
Nakul Deo Barman – Vice President	Pranesh Kumar – 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 \$540,605 (2020 - \$274,540)

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.

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 2021**

EXECUTIVE COMMITTEE'S REPORT (Continued)

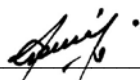
- (iii). No contingent liabilities or other liabilities of the Union has become or is likely to become enforceable within the period of twelve months after the end of the financial year which, in the opinion of the executive committee, will or may substantially affect the ability of the Union to meet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

- (iv). World Health Organisation announced the spread of COVID -19 virus to be a pandemic on 11 March 2020. The impact of the spread of this virus is disrupting travel and business in Fiji and throughout the world. It is not clear at the time of finalising these financial statements, the impact this will have on Union's activities during 2020 and beyond. Union National Executives are monitoring developments on an ongoing basis. Other than this there has not arisen in the interval 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 to affect significantly the activities of the Union, the results of those activities, or the state of the affairs of the Union, in subsequent financial years.


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 15th day of March 2022



President



General Treasurer



General Secretary

FIJI TEACHERS UNION

**FINANCIAL STATEMENTS
31 DECEMBER 2021**

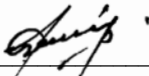
STATEMENT BY EXECUTIVE COMMITTEE

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 2021;
- (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 2021; 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 15th day of March 2022



President



General Treasurer



General Secretary

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF FIJI TEACHERS UNION

We have audited the accompanying financial statements of Fiji Teachers Union, which comprise the balance sheets as at 31 December 2021, the statements of income & expenditures for the year ended and other explanatory notes as set out on pages 12 – 16.

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

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

Auditor’s Responsibility

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

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

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

INDEPENDENT AUDIT REPORT (Continued)

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 2021 and of the results of its activities for the year then ended.

15 March 2022
SUVA, FIJI

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

FIJI TEACHERS UNION

**COMBINED STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2021**

Page 8

	2021	2020
	\$	\$
ACCUMULATED FUNDS	8,413,937	8,143,695
Add: Net Surplus for the year (Page 9)	579,798	270,242
	<hr/>	<hr/>
TOTAL ACCUMULATED FUNDS	8,993,735	8,413,937
	<hr/> <hr/>	<hr/> <hr/>
Represented by:		
CURRENT ASSETS		
Cash at Bank and on Hand	2,593,563	1,833,644
Fixed Deposits	3,008,572	3,008,489
Rent Receivable	29,154	17,881
Interest and Other Receivables	108,443	134,155
Prepayments	4,510	126
	<hr/>	<hr/>
TOTAL CURRENT ASSETS	5,744,242	4,994,295
	<hr/>	<hr/>
DEDUCT: CURRENT LIABILITIES		
Creditors and Accruals	302,889	180,354
Rent Received in Advance	1,943	1,943
Provision for Employee Entitlements	8,172	8,650
Rent Deposits	17,500	20,600
	<hr/>	<hr/>
TOTAL CURRENT LIABILITIES	330,504	211,547
	<hr/>	<hr/>
WORKING CAPITAL	5,413,738	4,782,748
	<hr/>	<hr/>
NON CURRENT ASSETS		
Fixed Assets	3,579,997	3,631,189
	<hr/>	<hr/>
NET ASSETS	8,993,735	8,413,937
	<hr/> <hr/>	<hr/> <hr/>



PRESIDENT



GENERAL TREASURER



GENERAL SECRETARY

FIJI TEACHERS UNION

**COMBINED STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2021**

Page 9

INCOME	2021	2020
	\$	\$
Donation	39,661	600
Hall Hire	1,264	7,490
Interest	80,894	119,933
Inhouse Insurance Surplus/(Deficit)	239048	3504
Inhouse Insurance - FTU Administration Cost	42,000	42,000
Grant from COPE	-	11,296
Sports, Fundraising/Lottery Income	-	2,900
Rent - Office Complex	105,432	92,990
Rent - Apartments	158,050	211,240
Subscriptions	892,741	864,097
Sundries	944	231
	<hr/>	<hr/>
TOTAL INCOME	1,560,034	1,356,281
	<hr/>	<hr/>
DEDUCT EXPENSE		
Advertising	3,235	6,000
Advocacy Cost	13,950	42,418
Annual Leave	(478)	(22209)
Audit Fees / Annual Audit	3,000	3,000
Bank Charges and Interest	2,686	2,834
Benefit-Medical, Retirement and Death	269,793	266,489
Capitation and Affiliation Fees	22,197	22,337
Depreciation	68,426	72,276
Divisional Workshops	-	29,925
Donation	42,202	30,635
Honorarium	3,360	3,600
Insurance	28,010	32,270
Legal Fees	1,000	8,830
Ministry Of Education 2.5% Levy	14,035	12,215
Motor Vehicle Expenses (Includes Fuel, Repairs & Maintenance etc)	13,916	14,891
National Elections	2,967	-
Periodicals and Newspapers	1,382	1,380
Printing and Publication	4,253	9,385
Provision for Unbanked Receipts Reversed	(16)	-
Rent and Rates	11,407	11,592
Repairs and Maintenance	51,923	65,974
Seminar, Conference, AGM and Travelling	54,170	101,203
Sports, Oratory and Fundraising	4,842	9,580
Stationary, Postage and Freight	9,314	6,054
Subsistence & Entertainment	35,051	43,447
Sundries/ General Expense	1,865	1,970
Telephone	19,257	21,858
Vaccination Drive	1,545	-
Wages, Salaries & Associated Costs	278,479	265,967
Water and Light	12,393	15,765
World Teachers Day/Pinktober/Movember	-	2,563
Womens Wing	3,824	3,100
Writing History [Krishna Datt]	4,776	690
	<hr/>	<hr/>
TOTAL EXPENSE	980,236	1,086,039
	<hr/>	<hr/>
NET SURPLUS FOR THE YEAR	579,798	270,242
	<hr/>	<hr/>

**FIJI TEACHERS' UNION [HEADOFFICE]
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2021**

Page 10

	Note	2021 \$	2020 \$
ACCUMULATED FUNDS	(2)	8,841,220	8,300,615
Represented by :			
CURRENT ASSETS			
Cash at Bank and on Hand	(3)	2,517,722	1,778,741
Term Deposit	(17)	3,000,000	3,000,000
Rent Receivable		29,154	17,881
Other Receivables	(4)	107,353	147,035
Prepayments	(5)	4,510	126
TOTAL CURRENT ASSETS		5,658,739	4,943,783
DEDUCT : CURRENT LIABILITIES			
Rent Received in Advance		1,943	1,943
Creditors and Accruals	(6)	302,889	179,354
Provision for Employee Entitlements	(1.6)	8,172	8,650
Rebate Payable to Branches	(1.2)	66,928	63,718
Rent Deposits		17,500	20,600
TOTAL CURRENT LIABILITIES		397,432	274,265
WORKING CAPITAL		5,261,307	4,669,518
NON CURRENT ASSETS			
Fixed Assets	(1.3, 7)	3,579,913	3,631,097
NET ASSETS		8,841,220	8,300,615
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 2021**

Page 11

INCOME	Note	2021 \$	2020 \$
Donation		39,161	12,488
Hall Hire		1,264	7,490
Grant from COPE		-	11,296
Inhouse Insurance Surplus/(Deficit)	(12)	239,048	3,504
Inhouse Insurance - FTU Administration Cost		42,000	42,000
Interest		80,504	119,605
Rent - Office Complex		105,432	92,990
Rent - Apartments		158,050	211,240
Subscriptions	(1.4)	892,741	864,097
Sundries		15	70
TOTAL INCOME		1,558,215	1,364,780
DEDUCT EXPENSES			
Advertising		3,235	6,000
Advocacy Cost		13,950	42,418
Annual Leave		(478)	(22,209)
Annual Audit Fees		1,760	1,760
AGM Seminar, Conference & Travel		47,221	68,142
Bank Charges & Interest		1,705	1,813
Benefit- Medical, Retirement and Death	(8,14)	268,743	266,489
Capitation/ Affiliation Fees		22,197	22,337
Depreciation	(7)	68,418	72,267
Divisional Workshops		-	30,389
Donation		42,102	30,635
Honorarium	(9)	3,360	3,600
Insurance		28,010	32,270
Rent and Rates		11,407	11,592
Legal Fees		1,000	8,830
Light & Water		12,393	15,765
Ministry of Education 2.5% Levy		14,035	12,215
Motor Vehicle Expenses (Includes Fuel, Repairs & Maintenance etc)		13,916	14,891
National Elections		3,000	-
Periodicals & Newspaper		1,382	1,380
Printing & Publication		4,195	8,827
Provision for Unbanked Receipts Reversed	(16)	(2,544)	-
Rebate to Branches		66,038	66,640
Repairs and Maintenance	(10)	51,923	65,974
Stationery, Postage & Freight	(11)	8,856	5,996
Subsistence and Entertainment		26,588	31,944
Sundries/ General Expense		298	880
Telephone and Fax		19,145	19,738
Wages, Salaries & Associated Costs		278,479	265,967
Womens Wing		2,500	3,000
Writing History [Krishna Datt]	(15)	4,776	690
TOTAL EXPENSE		1,017,610	1,090,240
NET SURPLUS FOR THE YEAR		540,605	274,540

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 2021

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 on the basis of maximum allowable carry forward days. The compensation for accrued annual leave is at the discretion of the Executive Committee. Long service leave is accounted for on payment basis. The cost of sick leave is met as it emerges and unused yearly entitlement lapses.

2. ACCUMULATED FUNDS	2021	2020
	\$	\$
Balance at 1 January	8,300,615	8,026,075
Add: Net Surplus for the year	540,605	274,540
Balance at 31 December	<u>8,841,220</u>	<u>8,300,615</u>

3. CASH AT BANK AND ON HAND

FTU Berry Apartment Account - ANZ	167,579	245,654
FTU Mutual Benefit Scheme Account - ANZ	(182)	20,059
FTU General Account - ANZ	688,410	504,823
FTU School Rehabilitation Fund	35,814	38,291
FTU Inhouse Insurance Scheme Account - HFC	1,625,401	1,023,564
Cash on Hand/ Petty Cash	700	1,350
Provision for Potential Loss Arising from Unbanked Receipts (Note 16)	-	(55,000)
Total Cash at Bank and on Hand	<u>2,517,722</u>	<u>1,778,741</u>

4. OTHER RECEIVABLES

FEA Refundable Deposit	9,968	9,968
Subscription	12,759	26,160
Sundries	35,294	34,897
Interest Income Receivable - Term Deposit	34,438	61,993
Inhouse Insurance Fund - Branches	14,894	14,017
Total Other Receivables	<u>107,353</u>	<u>147,035</u>

5. PREPAYMENTS

Insurance Premium	23	26
Postage	42	-
Rates	4,344	-
Periodicals	101	100
Total Prepayments	<u>4,510</u>	<u>126</u>

6. CREDITORS & ACCRUALS

Annual Audit Fees	6,000	3,000
Salaries, Wages & Associated Costs	7,320	6,890
Inhouse Insurance Medical Cost	230,661	110,787
Medical Benefits	27,024	21,278
Electricity and Water	1,238	1,613
Telephone and Fax	1,314	1,490
Vat Payable	408	728
Sundry Creditors	28,924	33,568
Total Creditors & Accruals	<u>302,889</u>	<u>179,354</u>

7. FIXED ASSETS

	WDV	ADDITIONS	RETIRE	DEPRECIATION	WDV
Land	110,588				110,588
Building	919,552			11,494	908,058
Apartment Complex	2,335,150			29,189	2,305,961
Labasa Property	115,908			1,449	114,459
Furniture & Fittings	15,203			2,280	12,923
Motor Vehicle	26,454			6,349	20,105
Plant & Equipment	84,156	6,464		13,109	77,511
Office Equipment	24,086	10,770		4,548	30,308
Total Fixed Assets	3,631,097	17,234	-	68,418	3,579,913

8. BENEFITS-MEDICAL, RETIREMENT AND HEALTH

	2021	2020
	\$	\$
Medical - Local	189,817	175,148
Retirement	17,908	15,798
Death	17,500	22,500
Private Practitioner Claims	43,518	53,043
Total Benefits	268,743	266,489

9. HONORARIUM

Manhar Kumar	-	240
Muniappa Goundar	600	600
Nakul Deo Barman	240	240
Brij Bhan Singh	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	3,360	3,600

10. REPAIRS & MAINTENANCE

Repairs and Maintenance - Building	35,584	46,052
Repairs and Maintenance - Equipment	16,339	19,922
Total Repairs & Maintenance	51,923	65,974

11. STATIONERY , POSTAGE AND FREIGHT	2021	2020
	\$	\$
Postage and Freight	3,027	2,351
Stationery	5,829	3,645
Total Stationery, Postage and Freight	8,856	5,996
12. INHOUSE INSURANCE		
Premium Received	1,854,685	1,585,827
Term Life Claim Received - Late Satish Singh	25,000	-
	1,879,685	1,585,827
<u>Inhouse Payments</u>		
Fiji Care Ltd - Stop Loss Premium	-	182,500
Capital Insurance - Premium (Term Life)	27,300	39,693
Marsh Pte Ltd - Administration Cost	82,008	82,008
Ministry Of Education 2.5% Levy	43,338	37,461
Fiji Teachers Union - Administration Cost	42,000	42,000
Medical Claims Through Fiji Care Ltd	-	850,000
Medical Claims Paid Directly - FTU Headquarters	1,419,206	330,801
Premium Refund to Members	1,785	17,860
Term Life Claim Paid - Late Satish Singh	25,000	-
Total Inhouse Payments	1,640,637	1,582,323
Inhouse Insurance Surplus	239,048	3,504

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. In July 2019 the limit for local hospitalisation was further increased to \$25,000 from \$15,000. The cost of treatment overseas remained same at \$250,000. In October 2020 AGM approved increase in single premium to \$442 from \$350 and family cover premium to \$598 from \$450 effective January 2021.

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 Mortgage 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 Mortgage Sale. However, a provision for impairment has been made fully.

14. RETIREMENT BENEFITS

As at 31 December 2021, 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 was expected to be completed in April 2021. The amounts are expensed in the period payments are being made.

There were no significant contingent liabilities at balance date (2020-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 two 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 numerous dates and adjourned. The matter was finally heard from 8th - 10th of July 2020.

We now await judgement to be delivered by Magistrate.

The executives believe that no amount will be recovered hence appropriate adjustments have been made in respect of the bank balances.

17. TERM DEPOSITS

				2021	2020
	Interest rate	Term Started	Term Expiry	\$	\$
HFC Bank	2.50%	25/03/21	25/03/22	1,500,000	1,500,000
Bred Bank	2.00%	28/10/21	28/10/22	1,500,000	1,500,000
				3,000,000	3,000,000

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.

World Health Organisation announced the spread of COVID -19 virus to be a pandemic on 11 March 2020. The impact of the spread of this virus is disrupting travel and business in Fiji and throughout the world. It is not clear at the time of finalising these financial statements, the impact this will have on Union's activities during 2020 and beyond.

Union National Executives are monitoring developments on an ongoing basis. Other than this there has not arisen in the interval 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 to affect significantly the activities of the Union, the results of those activities, or the state of the affairs of the Union, in subsequent financial years.

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 30th 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 on Wednesday 16th March 2022.

3.0 Communication from the Chair

4.0 Confirmation of the minutes

The National Secretary to move:

"That the minutes of the 29th AGM of FTU-Women's Wing held on 17th OCTOBER, 2020 at RISHIKUL SANATAN COLLEGE, Nasinu 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 2020, 29th AGM minutes of FTU Women's Wing 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 2020- till April, 2022 as previously circulated be received for discussion and be adopted."

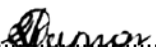
6.0 Financial Report

The National Treasurer to move:

"That the Financial Report for the year ending 31st December, 2021 be received for discussion and be adopted."

7.0 Recommendations

8.0 General

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Sima Kumar

Secretary FTU W/Wing

**MINUTES OF THE 29TH ANNUAL GENERAL MEETING OF THE FIJI
TEACHERS UNION – WOMEN'S WING HELD AT RISHIKUL SANATAN
COLLEGE ON 17TH OCTOBER, 2020.
(HOST : HQ)**

1.0 Call to Order (Time – 2.15pm)

The National Women's Wing Secretary called the meeting/programme to order. The presence of stalwart sisters/ retirees Mrs. Gyan Prasad, Mrs. Sadhna Singh, Mrs. Hanif was acknowledged.

2.0 Communication from the Chairperson

The FTU Women's Wing National President Sis. Vidya Singh welcomed the teachers and thanked them for displaying solidarity in women's wing. She highlighted that 2020 has been a year of challenge and a period to think and tackle for living. The theme: "Women Teachers: Leading in Crisis, Reigning the Future" resonated on how women leaders struggled positively to accept the challenges of living a life during the COVID -19 pandemic. This pandemic has brought about new ideas and concepts about how we can lead and make others move forward during difficult times. This was only made possible through support, unity and solidarity. She exclaimed that these virtues need to be maintained. She encouraged women leaders that 'when they educate a woman, they are educating a family.' Madam Chair also requested branches to continue organizing workshops to educate women.

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 Mohan of Labasa Branch.

Quorum- 101

W.W Executive – 10

Apologies from the Executives: Sis. Arti Karan, Sis. Niazul Naushad, Sis Rohini Singh, Sis. Keshni Lata.

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 26th September, 2020. Seconded by Sis Shareen of Rewa Branch.

5.0 Confirmation of the Minutes.

5.1 The National Secretary moved that the minutes of 28th AGM of FTU Women's Wing held on 25th April, 2019 at Rishikul Sanatan College , Nasinu as previously circulated be taken as read and be confirmed. Seconded by Sis. Sunita of Labasa Branch.

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 2019 28th AGM minutes reflects true and accurate recording of the proceedings of the meeting. Seconded by Sis. Rainima of Rewa Branch.

8.0 Annual Report

The National Secretary moved that the Annual Report of FTU – Women's Wing for the Year 2019 till April , 2020 as previously circulated be received for discussion and be adopted. Seconded by Sis. Anjalín Dass of Rewa Branch.

9.0 Matters Arising from the Annual Report

9.1 Sis. Shareen of Rewa Branch raised a concern to have Divisional Workshops. National Executives who have attended regional workshops can empower and do capacity build of other women. Madam Chair highlighted that due to Covid 19 restrictions gatherings were not possible. However, assurance was given that when pandemic situation normalizes, seminars and workshops will eventuate.

- 9.2 Sis. Shareen of Rewa Branch also raised a concern that many women's wing is inactive since it is not reflected in the annual report. Most of the women's wing have not even celebrated International Women's Day.
- 9.3 Madam Treasurer highlighted that only Suva , Rewa and Labasa celebrated IWD and other branches had celebrations organized by the branches which will be reflected in their branch report.
- 9.4 Madam Chair also pressed on the women's wing to organize activities and celebrations respectively and send report to the secretary.

10.0 Financial Report

The National Treasurer moved that the financial report for the year ending 31st December, 2019 be received for discussion and be adopted. Seconded by Sis. Nandita Kumar of Nasinu Branch.

11.0 Matters Arising from the Financial Report

There were no matters arising from the Financial Report.

12.0 Recommendations

Sis. Shareen of Rewa Branch recommended that Womens wing at branch levels needs to be reactivated with activities. The Chairlady also supported and recommended that women's wing must reactivate and reenergize to empower and boost women leaders. The Chairperson emphasized that the branch recommendations / resolutions must be passed in branch AGM and forwarded to the National Secretary.

13.0 General

- 10.1 Sis Sandhya Goundar of Rakiraki Branch was co-opted as the Executive Committee Members for the National Women's Wing for the period from 2020 to 2021 since Sister Suzie of Tavua Branch migrated.
- 10.2 The Chairlady thanked the members for their support, dedication and hard work. She requested branch's to be active and send proposals for workshop.

16.0 CONCLUSION


The chairperson once again thanked all for their continuous support, dedication and hard work. She encouraged ladies to take part in union activities. Women leaders to become self-sufficient to combat difficult situations like COVID – 19.

15.0 ADJOURNMENT

The meeting adjourned at 3.00pm.

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Sis. Sima Kumar
Secretary

..........

Sis. Vidya Singh
Chairperson

FIJI TEACHERS UNION
(The Child Our Hope)

WOMEN'S WING ACTIVITIES REPORT

I have much pleasure in presenting Fiji Teachers Union Women's Wing Report. The office bearers for are as follows:

No.	Position	Name
1	Chairperson	Sis Vidya Singh - Suva
2	Vice Chairperson	Sis. Ajeshni Nand - 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 Sandhya Goundar - Levuka
8	Exe. Com. Member	Sis. Arti Karan - Navua
9	Exe. Com. Member	Sis. Rohini Singh - Labasa
10	Exe. Com. Member	Sis. Keshni Chand- Lautoka

The Women's Wing at branch levels has worked in solidarity and has supported the Fiji Teachers Union at large.

1.0. ACTIVITIES

1.1. Lautoka Branch

- 1.1.1 The Lautoka Women's Wing organized a branch workshop in 28th October, 2020 at Lautoka School for Special Education to mark Pinktober and World Day for Decent Work. The sisters were also informed of our MABS scheme and the in-house Insurance scheme. A healthy discussion took place and sisters asked questions to clarify doubts.
- 1.1.2 The executives worked as a team and organized a Women's netball and Volley Ball team for the Northwest tournament in Wairuku, Rakiraki on 31st October, 2020.
- 1.1.3 Sis Sima managed to engage a sponsor for the new Netball Uniforms for the Lautoka Branch which was inaugurated in the Northwest Tournament.

- 1.1.4 On behalf of the Lautoka Executives Sis Sima joined a food drive during the month of November, 2020 together with the FTUC Women's Committee to provide grocery packs to the members who lost their jobs during this Pandemic. They were mostly hotel workers and ATS workers. A fundraiser was organized during the FTUC National Council to raise more funds to provide more to the affected members.
- 1.1.5 The International Women's Day was celebrated on 16TH March, 2022 at Lautoka School for Special Education together with the Branch AGM. The guest of honor for the event was Dr Sophia Ali, Fiji National University Assistant Professor in Education and also Head of Department Primary and ECE, FNU- School of Humanities and Education. The guest of honour was welcomed with a bouquet. We were also blessed with the presence of Mrs Sadhna Singh who has always supported and guided the Lautoka Women's Wing. After the inspiring speech of Dr Ali, all the ladies joined in cutting the cake, to show our appreciation for her presence for the event.

1.2 Rewa Branch

- 1.2.1 Branch workshop was organized on Thursday 29th October, 2020 at Vunimono Primary School. The guest speaker was Sis Sadhna Singh – veteran and founder of FTU WW. She spoke at length on how we sisters need to empower women members around us. She encouraged all the women to take up the challenges faced currently due to COVID-19. Women need to rise up and handle situations in a joyful manner.
- 1.2.2 PINKTOBER: was observed on 29th October, 2020 at Vunimono Primary School. The guest speaker was Doctor Grace from Fiji Cancer Society. She also spoke at length on how women need to take care of themselves.
- 1.2.3 Sis Urmila had been engaged with Nausori Head Teachers Association and represented FTU in series of meetings and presentations. Associated with Fiji/ Pacific Educators – recognize and appreciate Health Care workers and frontliners. Token of Appreciation were being presented to the frontline professionals at different locations.
- 1.2.4 The Rewa Branch Women's Wing had their AGM on 9th March, 2022 at Vunimono High School. The International Women's Day was also celebrated on 9th March at Vunimono High School. A total of 35 women were part of the celebration. A very empowering message was given by the Guest Speaker Mr Anil Prasad, Principal of Vunimono High School.

Sis Ajeshni, the Vice-President of FTU National Executive and the Vice President of FTU National Executive Women's Wing also presented an inspiring message to all the members. She added that without the support of branch, women will find it difficult to sail through and vice versa.

1.2.5 A Workshop was organized on 22/3/22 on the Theme: women in Leadership- an inspiration to the Society and attended by 35 members. Key note speakers: Nandita Kumar- a young and vibrant leader, National President- Mr Goundar, General Secretary- Mr Singh and Sis Latchmi represented National Women's Wing.

1.3 Nasinu Branch

1.3.1 The Chairlady Mrs. Latchmi Prasad and the Secretary Mrs. Nandita Kumar participated in the 18th FTUC Women's Conference on 14/3/20 for the capacity development workshop on building women worker rights through organizing.

1.3.2 The FTU Nasinu Women's Wing had taken an initiative of doing a generous collection and contributing to the Fiji Cancer Society. This initiative had been led by our Chairlady, Mrs. Latchmi Prasad in which the ladies contributed generously to this noble cause. A total contribution of \$110 was presented to the Fiji Cancer society by Mrs. Swastika Kumar on 4th December, 2020.

1.3.3 International Women's Day Celebration was organised by the FTU HQ on 8th March, 2021 at the HQ Hall. Nasinu Women members participated in the event. Madam Shamima Ali was the guest speaker and gave a powerful speech on women's role as educators.

1.3.4 The branch celebrated the International Men's Day on the 24th November, 2020 at Dr. Ram Lakhan Primary School. This initiative was taken by the Women's Wing to appreciate the hard work that is done by our male executives and show our gratitude towards them.

1.3.5 The executives have worked closely with retired ladies around the community to get them vaccinated and provide essential services from the month of June – September, 2021.

1.3.6 a) The FTU Nasinu branch organized a Pinktober and November awareness programme on the 28th of October, 2021 at Nasinu Sangam Primary School. The programme was entirely coordinated by Women's Wing under the leadership of the chair – Sis Latchmi Devi. The FTU

national Executives and the FTU Women's Wing Executive were present at the awareness program. FTU Headquarters donated a sum of \$500 towards this noble course.

b) The FTU Nasinu Women's Wing had taken an initiative of doing an on the spot collection and a contribution of \$150 was handed to the Fiji Cancer Society on 28th October, 2021.

- 1.3.7 The Branch AGM was held on Wednesday 9th March 2022 at 4.30 pm at Rishikul Sanatan College. The Women's wing also celebrated International Women's Day. Mrs. Vidya Singh the Chairlady of the FTU National Women's Wing blessed the occasion with her presence. She deliberated a message on the theme and the campaign theme promoting women to come forward and lead. A former stalwart Sister Gyan Prasad was also present and she related her success journey. Sister Ajeshni Nand FTU National Vice Chairperson also elaborated and encouraged women to step up and have courage to take leading roles.

1.4 Rakiraki Branch

- 1.4.1 The Pinktober awareness programme was held in a grand way at Wairuku grounds organized by FTU Women's Wing Ra Branch coinciding with FTU Northwest sports tournament on Saturday 31st October, 2020. The guest of honor for the programme was Sister Sainiana Vulowai – Ra Sub Divisional Hospital Manager. Sister Sainana focused on some of the sensitive issues related to breast cancer. She highlighted that cancer is a condition that can be prevented through educating the public and getting the right information across as we all need to fight breast cancer.
- 1.4.2 The November awareness programme was held at Naria Primary School organized by FTU Women's Wing Ra Branch on 26th November, 2020. The guest of honor for the programme was Mr. Muniappa Goundar – FTU President.
- 1.4.3 The Executives of Rakiraki Women's Wing participated and contributed well for the 2021 FTU Conference.
- 1.4.4 The executives have worked together with MOH towards the vaccination drive to get the community vaccinated.
- 1.4.5 The International Women's Day was celebrated on 3rd March, 2022 at Penang Sangam High School hall. It was organised by FTU Ra Branch Women's Wing. The guest of honour for the event was Mrs Veena Segran,

former Vice- President of National Mathar Sangam Body, and currently managing her family business. The other guest speaker was Mr Ravi Chand, the Principal of Rakiraki High School. The AGM was held on Thursday, 3rd March, 2022, at Penang Sangam High School hall, after the International Women's Day celebration.

1.4.6 Sis Urmilla Singh Treasurer of National Women's Wing and Sis Latchmi Devi Assistant Secretary of National Women's Wing from the head office held a Talonoa sessions with the Ra Branch Women's Wing members. Their purpose was to reach out to all the women members and have them actively participate in order to have better communication between members. They also emphasized upon holding small activities to empower our ladies.

1.5 Suva Branch

1.5.1 Suva Branch Women's Committee during the 2020 Pandemic met for discussion on 10th October 2020 to plan on reaching women members and discussed on the effects of Covid 19 on their teaching and daily life as well as the life's of the students. 10th October 2020.

- Some female teachers have been supporting their extended family members.
- Indiscipline in children is a major factor that teachers are facing. The behaviour of children has changed. The respect is not there.
- Teachers also face violence at home especially those whose family members has been laid off or their hours are reduced. There is more pressure with women teachers to contribute additionally towards the family as well as carry out all the responsibilities. For some they shared that the members of the family are moody and would contribute occasionally towards house chores as well.
- We also had a session with few housewives who shared their experience and they had more to say. Lifestyle at home was not the same as it used to. They have to plan well on how and what they are spending on. They usually wait for goods to arrive from the village such as root crops.

1.5.2 Suva Women also participated in the players do and social organized for members by FTU Suva branch on 10th December, 2020 to ensure teachers to socialize in order to de-stress from the Covid saga.

- 1.5.3 Suva women's AGM 2021 took place after the main Branch AGM. The turnout had been commendable. Sister Vidya Singh was the Chief Guest. She talked on empowering teachers in their participation, commitment and dedication towards the union.
- 1.5.4 International Women's Day was marked on the 8th of March, 2022. A total of 73 women from the central division [Suva, Nasinu, Navua and Rewa] attended the function and they were all presented with a women's day badge. We were also privileged to have the support of our FTU brothers for this event. The chief guest for this occasion was Ms Elizabeth Fong, who is the President of the Staff Association of the University of the South Pacific. She spoke to the ladies on this year's theme and highlighted a few issues faced by females in the work force.

1.6 Labasa Branch

- 1.6.1 The Labasa Branch executives of Fiji Teachers Union with other 136 members celebrated the International Women's day at Kshatriya Hall, Labasa on the 7th March 2020 from 10 a.m. to 12 noon. The Labasa Women's Wing members were invited to be the guest during the Celebration. The Males of Labasa Branch hosted the programme and the key note speaker was Mrs Illiseva Volai- Acting Divisional Education Officer Northern. Mrs Volai spoke on the theme "I am Generation Equality: Realizing Women's Rights."
- 1.6.2 The Women's wing Labasa Branch organized the Pinktober celebration at Labasa College on the 29th day of October, 2020. Dr Shinal Reddy was the Chief Guest of the day and very beautifully she highlighted on the key points of Pinktober.
- 1.6.3 Fiji Teachers Union- Labasa Branch Executives with Women's Wing conducted their Annual General Meeting 26th March 2021 at Khartiya Hall, Labasa from 11.00 am to 1.00 p.m. Whereby 163 teachers were present.
- 1.6.4 The Labasa Branch executives of Fiji Teachers Union with other 33 members celebrated the International Women's day at FTU office, Labasa on the 13th March 2021 from 10 a.m. to 12. Noon. The Males of Labasa Branch hosted the programme and the key note speaker was Mrs Gulshan Bi (Senior Education Officer Primary - Suva)
- 1.6.5 The Women's wing presented the Sanitary Packs to respective teachers of Nadogo College and Duavata College 13th March 2021 for the hostel

girls on the day of International Women's day Celebration at FTU office, Labasa. The teachers appreciated the token and were very happy. The women's wing promised to visit them more often in future.

- 1.6.6 Fiji Teachers Union- Labasa Branch Executives with Womens Wing Conducted their Annual General meeting at Kshatriya Hall, Labasa on 12/03/22 from 1.00 p.m noon to 2.00 p.m. whereby 112 teachers were present.
- 1.6.7 The Labasa Branch executives of Fiji Teachers Union with other 112 members celebrated the International Womens day at Kshatriya Hall, Labasa on the 12/03/2022 from 1.00 2.00 p.m. The males of Labasa Branch hosted the program and the key note speaker was Mrs Siteri- Owner of New Era Café, Labasa. Mrs Siteri spoke on the theme "Break the Bias" giving her motivational speech. Mrs Siteri also said that women are very strong and they can take up any challenge.
- 1.6.8 The Labasa Branch Women's Wing walked an extra mile by having cluster meetings with the members. One at Navualevu on 3rd March, 2022 and the other at Seaqaqa and Dreketi on 9th March, 2022.

1.7 Navua

Navua branch Women's wing actively participated in the one day AGM at Rishikul in 2021 and the Southern Sports.

- 1.7.1 The Chairperson of FTU National Women's Wing, Sister Vidhya Singh represented the FTU on the Fiji/Pacific Educators baskets for recognizing and appreciating the Health Care workers and the frontline workers and actively participated in distribution of assistance and support to the frontline workers from Wainadoi to Nausori corridor. She was elected as the treasurer for the Central Division. Sis. Ajeshni and Sis. Urmila also joined her in this great gesture.
- 1.7.2 FTU National Elections: The National Women's Wing and Women's Wing at Navua branch participated actively during the 2021 National Elections.
- 1.7.3 The Navua branch and Women's Wing AGM was held in March at Vashist Muni Memorial Primary School on 3rd March, 2022. We also celebrated International Women's Day on the same day.

1.8 Ba

- 1.8.1 The FTU Ba Branch conducted a meeting on Thursday 3rd March 2022 at 7pm at Awez Restaurant. It was discussed that Women's Day celebration will be done at the same venue on 8th March, 2022. Since we didn't have

an active full member Women's Wing therefore the branch decided to help the Women's wing as much as possible.

- 1.8.2 Approximately, thirty ladies and three male executives participated in the Ba Branch IWD celebration on Tuesday 8th March 2022 at Awez Restaurant. Some male teachers also joined us for the celebration. The guest speaker was Sister Sima Kumar, Secretary of National Women's Wing and National Secretary for FTUC Women's Committee. She highlighted on how to empower our women members. She also highlighted that it is important for the members to work in solidarity. We elected our new Ba Women's Wing for year 2022 - 2023.

1.9 Nadi

- 1.9.1 Nadi Branch AGM was held on 3rd March, 2022 where our Women members participated in numbers. Sis Sima, the National Secretary for FTU Women's Wing also had a discussion with the members.

- 1.9.2 The Women's Wing meeting took place at Nadi Sangam Primary premises on 17th of March, 2022 at 4.15pm. The sisters were welcomed by the FTU Nadi Branch Executives, Brother Fahim, Brother Raj, Brother Keshow and Sister Kritika. Sisters were also thanked for the effort and initiative for reviving Nadi Women's Wing. Sister Sima, National Secretary of FTU Women's Wing also joined the meeting. House-keeping matters were discussed. She took us through the FTU conference 2022 programme and brother Fahim enlightened on the up-coming activities of the branch. Refreshments were also organised by the FTU Nadi branch.

- 1.9.3 Sister Sima welcomed and thanked the newly elected members and talked more on the FTU conference and the activities that the branch would be taking part. Sisters also talked about the netball teams and other up-coming activities that they will be coordinating. It was emphasized that team work is greatly needed in order to run this branch and sis Sima was already looking forward to this. She assured that she will always provide guidance and assistance whenever needed. The Executives viber group was also created to make the communication easier.

1.10 Tavua

- 1.10.1 Tavua Branch AGM was held on 9th of March, 2022. The Incoming executives for Tavua Branch Women's Wing were welcomed by the Branch Chair and Chairlady of Women's Wing Sis Vineeta. We were blessed to

have Sis Sima, National Secretary of FTU National Women's Wing, Sis Niazul, Vice President of FTU National Women's Wing and Sis Sadhna for addressing and having Talanoa sessions with the members. Sis Sima highlighted the importance of solidarity within the women membership.

1.10.2 International Women's Day was celebrated at Toko Sanatan Primary School on the 16th of March, 2022 from 3.45 p.m. The room was decorated with purple balloons and materials and every women was welcomed with a purple bubble gum bracelet with shiny ribbon and were pinned with a broche .Altogether, 22 FTU women members participated in the celebration. A very senior FTU member Sister Sudha Kanta, was invited as the chief guest, who had delivered a very motivating message on Gender Equality and Women Empowerment to all ladies through her speech. Sister Sudha will be retiring in April.

1.11 Levuka

1.11.1 The International Women's Day programme was held in a grand way at Levuka Public Primary School organized by FTU Levuka Branch Branch on Saturday, 5th March, 2022. The guest of honour for the programme was Sr Filorina Verebula from Levuka Hospital and her colleague Ana Rasue. Sister Filorina highlighted on the significance of observing this International Women's day. She added that women's health is ignored by most of the people and the women themselves and that is an issue of concern in today's society.

1.11.2 The treasurer of the National Branch – Women's Wing, Mrs. Urmila Singh, was also present at the AGM and gave deliverance on this year's International Women's Day awareness. At the same time, she mentioned that women and girls are effective and powerful leaders and change-makers. Mrs. Singh encouraged all the females that whether deliberate or unconscious, bias makes it difficult for women to move ahead, knowing that bias exists isn't enough, and action is needed to level the playing field. Mrs. Singh, also revived the Women's Wing for Levuka Branch to empower to women to carry programmes on their own.

1.12 Savusavu/ Bua

1.12.1 The women members present at Savusavu Secondary School were glad to have Sister Rohini Singh to initiate the formation of Women's

Wing and mark International Women's Day. Savusavu Women's Wing which was active when Sister Singh was at Savusavu branch from 2002 till 2013. The Women's Wing continued effectively in 2014 after which it became dysfunctional. Sister Singh was able to form the Women's Wing for the term 2022-2023.

- 1.12.2 Sister Singh explained on the different responsibilities undertaken by the executive members of FTU Women's Wing which included setting directions for greater participation for the women members and also liaising with the National Executives of the FTU on matters relating to the Wing. She also emphasized on the participation in workshops and Northern Sports organized by Labasa branch, executive meetings to develop skills needed by the women members and to disseminate information to the members as well.
- 1.12.3 Bua branch meeting with Women members and formation of Women's Wing was scheduled for 26th March, 2022.

1.13 Divisional Activities

- 1.13.1 The Executives of Rewa, Nasinu, Suva and Navua participated in Southern Division Leaders Forum Programme on Saturday 29th February, 2020 from 9 am to 1 pm. It was organized by the FTU National Body. The Guest Speaker was the Assistant National Secretary Bro. Attar Singh.
- 1.13.2 FTU Northwest sports tournament was organized on Saturday 31st October, 2020. The western branches participated. The women's team from Sigatoka, Lautoka, Ba, Tavua and Rakiraki participated.
- 1.13.3 The FTU Labasa Branch hosted the FTU northern sports meet at Labasa Sangam Primary School on 21st November, 2020. About 400 members participated in this tournament. Soccer, volleyball and netball were played. It was a fun day and everyone on the venue enjoyed their day. Lunch and refreshment was provided.
- 1.13.4 The FTU Nasinu branch was able to facilitate the Southern Zone on Saturday, 28th November, 2020 at the Rishikul College grounds. This was a good success and all the four branches came in numbers to take part in the tournament. The FTU National level executives are heartily thanked for their contributions and support.
- 1.13.5 International Women's Day Celebration was organized by the FTU HQ on 8th March, 2021 at the HQ Hall. Navua, Suva, Nasinu and Rewa Women

members participated in the event. Madam Shamima Ali was the guest speaker and gave a powerful speech on women's role as educators.

- 1.13.6 The FTU Rewa branch was able to facilitate the Southern Zone on Saturday, 27th November, 2021 at the Saraswati Primary School Manoca grounds. This was a good success and all the four branches came in numbers to take part in the tournament.

1.14 COPE

- 1.14.1 Sister Ajeshni attended the FTA/FTU/AUSPS/COPE meeting on the 22nd May 2020. Topics such as Impact from Covid 19, Unions Response, EI's response to funding etc. were all discussed. A video on sister Ajeshni's contribution was done and sent in COPE report to EI.
- 1.14.2 Sister Ajeshni attended a zoom meeting for COPE Women's Network Members on the 10th of June 2020.
- 1.14.3 Members from Navua, Suva, Nasinu and Rewa were part of the delegates to attend the World Teachers Day celebration on the 9th of October 2020 organized by COPE. A great deliberation by Professor Ahluwalia (USP).
- 1.14.4 FTU participated on COPE Women's Network Meeting on Saturday the 20th of November 2021. Sister Ajeshni presented a paper on the situation in the country, the impact of Covid 19 and the economic crisis on girls and women and the specific support needed.
- 1.14.5 Sister Ajeshni attended a Regional Webinar and Launch of EIAP – ILO Report on the impact of the Covid 19 Pandemic on Education and Teaching in Asia Pacific on the 1st of December 2021. Deliberations and sharing were done in the Webinar.
- 1.14.6 EIAP organized a conference for 2 days "Educators and their unions are mobilizing to demand # Climate Education for all and to bring it to the classroom". A very educational conference attended by sisters, Ajeshni, Urmila, Latchmi, Arti, Anjalin, Sandhya on the 11th and 12th of October 2021.

1.15 FTUC

- 1.15.1 Sister Latchmi Prasad and Sister Nandita Kumar participated in the 18th FTUC Women's Conference on the 14th of March 2020, for the capacity development workshop on building women worker rights through organizing.

- 1.15.2 Sis Sima was nominated in July 2020 by Fiji Teachers Union to participate in a 4 weeks Inter-Regional Online Academy on Eliminating Violence and Harassment in the World of Work organized by ILO/ACTRAV from 14th September to 16th October, 2020.
- 1.15.3 Sis Sima was nominated by Fiji Teachers Union and FTUC to participate in an online training by ITUC-AP on Regional Organizing Academy from 22nd June to 1st July, 2021.
- 1.15.4 Sis Anajalin, Sis Ajeshni and Sis Sima from Rewa Branch with other executives from various branches attended ILO/MEPIR Training for Teachers and Unions on Child Labour on 20th August, 2021.
- 1.15.5 Sis Sima participated in the ILO-SNTUC: "Global call to action for a human-centred recovery from the covid-19" from 26th to 28th October, 2021.
- 1.15.6 The ITUC-AP Women's Committee has formed the Introductory and Preparatory Planning Committee Meeting on the "Count Everybody In" Campaign. Sis Sima and Sis Jotika of FTUC represent FTU and FTUC in the Committee. They have attended 2 virtual meetings on 19th October and 25th November, 2021. This campaign creates awareness on equal opportunities in the World of Work.
- 1.15.7 The FTUC Women's Conference was held at the FTUC Headquarters on 19th of March, 2022. Sis Sima was re-elected as the National Secretary for FTUC Women's Committee. The members participated in the Conference. From Rewa Branch Sis Deveena, Sis Losana, Sis Anajalin, Sis Shareen, Sis Salome and from the Nasinu Branch Sis Sawastika, sis Nandita and Sis Paulini participated in the Conference. The FTUC Women's Committee thanked FTU for their continuous support.

2.0 Executive meeting

The Executives had continued with their virtual meetings to gather information on their executives and the members during the pandemic. They have been communicating and updating each other through our Viber group. At the beginning of 2022, the executives had a meeting on 19th of February at the FTU Headquarters, hall. During the meeting the executives were given the responsibility to organize the Women's Wing around the country. The Executives went to visit different branches during their International Women's

Day and their Branch AGMs. This made the executives meet the members and empower them. The branch visits were as follows:

Branch	National Executive Women's Wing
Levuka and Rewa	Sis Urmila
Rakiraki	Sis Latchmi and Sis Urmila
Nadi and Lautoka	Sis Sima
Tavua and Ba	Sis Sima and Sis Niazul
Navua	Sis Arti
Suva	Sis Ajeshni, Sis Latchmi and Sis Urmila
Nasinu	Sis Latchmi, Sis Ajeshni and Sis Vidhya
Rewa	Sis Urmila and Sis Ajeshni
Labasa, Savusavu and Bua	Sis Rohini
Nadroga	Sis Urmila and Sis Sima

3.0 THANKS AND APPRECIATION

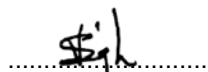
We wish to acknowledge the support of

- The Fiji Teachers Union (National)
- The Fiji Teachers Union (Branches)
- Fiji Teachers Union Women's Wing (branches)
- Council of Pacific Education (COPE)
- Fiji Trade Union Congress (FTUC)
- Fiji Trade Union Congress Women's Committee

To conclude, we wish everyone good health and safety during this difficult time. We also wish you fruitful deliberations.



Sima Kumar
Secretary



Vidya Singh
Chairlady

FTU Women's Wing
Financial Report 2020 - 2021

Total Funds Available

Balance as at 1 January 2020	\$ 35.34
Grant from Fiji Teachers Union	5,500.00
Unpresented Cheque Written Back	120.00
Total	<u><u>5,655.34</u></u>

Expenses

Executive Meetings (2020)	1,133.00
Executive Meetings (2021)	667.00
	<u>1,800.00</u>

International Womens Day Celebration

Rewa (2020)	370.65
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Pinktober Awareness

Rewa (2020)	205.00
Rewa (2021)	90.00
Nasinu (2021)	80.00
	<u>375.00</u>

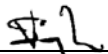
Conferene Expenses

FTU Annual Conference 2020	550.00
FTU Annual Conference 2021	215.00
	<u>765.00</u>

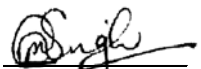
<u>FTUC Biennial -2020</u>	791.00
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Bank Charges	196.64
Total Expenses	<u>4,298.29</u>

Cash on Hand	<u>130.00</u>
Balance as at 31 December 2021	<u><u>\$ 1,357.05</u></u>



Vidya Singh
Chairperson
Womens Wing



Urmila Singh
Treasurer
Womens Wing

Secretariat Staff 2021/2022



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

