

# FIJI TEACHERS UNION

## Activities Report 2022 / 2023



## 93<sup>rd</sup> ANNUAL CONFERENCE AND AGM 15<sup>th</sup> - 18<sup>th</sup> May, 2023

Venue: LABASA SANGAM COLLEGE HALL

THEME:  
"THE POWER OF EDUCATIONAL PARTNERSHIP"

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

**93rd ANNUAL CONFERENCE 2023**

**THEME:** "THE POWER OF EDUCATIONAL PARTNERSHIP"  
**VENUE:** LABASA SANGAM COLLEGE HALL  
**CHIEF GUEST:** HONOURABLE AGNI DEO SINGH – MINISTER FOR EMPLOYMENT,  
PRODUCTIVITY & INDUSTRIAL RELATIONS  
**HOST:** LABASA BRANCH

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***Monday 15th May 2023***

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

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***Tuesday 16th May 2023***

8.00am - 9.00am : Registration of Delegates  
9.15am : Guests get seated  
9.30am : Official opening of 93rd AGM and Annual Conference  
: Welcome Address by Chairperson Labasa Branch  
: Presidential Address/ Introduction of Chief Guest  
: Keynote Address & Official Opening  
: Farewell - Former General Secretary  
: Vote of Thanks  
11.00am : Morning Tea  
11.30am : Annual General Meeting. Minutes of the 2022 AGM.  
: 2022/2023 Activities Report including Audited Financial Report  
: Resolutions  
2.00pm : Lunch  
3.30pm : Sports Parade / Opening games at Subrail Park

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***Wednesday 17th May 2023***

9.00 am : FTU Co-operative Thrift & Credit Limited AGM  
11.00am : Morning Tea  
11.30am : Women's Wing Meeting  
01.00pm : Lunch

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***Thursday 18th May 2023***

8.30am : FTU Sports  
10.00am : Post Conference National Executive Meeting  
5.00pm : Presentation of Trophies and Prizes  
7.00pm : FTU – CTCL Social

**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 Union's Constitution, the Annual General Meeting of the Fiji Teachers Union will be held at Labasa Sangam College, Labasa, on Tuesday 16th May, 2023 commencing at 9.30 am.

**AGENDA**

1. Opening of the 93rd Annual Conference and AGM
2. Theme: "The Power of Educational Partnership"
3. Keynote Speaker – Hon. Agni Deo Singh – The Minister for Employment, Productivity and Industrial Relations
4. Confirmation of the Minutes of the 2022 Annual General Meeting
5. Adoption of the Unions 2022/2023 Activities Report, including Audited Statement of Accounts for the year ended 31st December, 2022
6. Deliberation and decision on the proposed increase in the FTU member subscription
7. Motions, if any, due notice of which have been received by the Secretariat by 6th May, 2023.

  
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**RAJNESH ISHWAR LINGAM**  
Assistant General Secretary

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

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

**LABASA SANGAM COLLEGE HALL, TUESDAY 16TH MAY, 2023**

**2023 ANNUAL GENERAL MEETING ORDER PAPER**

**1.0 QUORUM FOR THE ANNUAL GENERAL MEETING**

The General Secretary to move:

"That the Fiji Teachers Union 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 Saturday 15th April, 2023.

**3.0 COMMUNICATION FROM THE CHAIR**

**4.0 CONFIRMATION OF THE MINUTES**

The General Secretary to move:

"That the Minutes of the Fiji Teachers Union Annual General Meeting held on Monday 4th April, 2022, at Rishikul Sanatan College, Nasinu, as previously circulated, be taken as read and be confirmed".

**4.1 MATTERS ARISING FROM THE MINUTES**

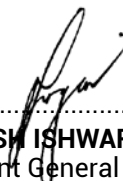
**5.0 ACTIVITIES REPORT 2022 - 2023**

**5.1 ANNUAL REPORT**

The General Secretary to move:

"That the Activities Report of the Fiji Teachers Union for the year 2022 - 2023 including the Financial Report for the year ending 31st December, 2022 as previously circulated, be taken as read and be adopted".

**6.0 RESOLUTIONS**

  
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**RAJNESH ISHWAR LINGAM**  
Assistant General Secretary

# FIJI TEACHERS UNION (The Child Our Hope)

## ANNUAL GENERAL MEETING HELD ON MONDAY 4TH APRIL, 2022, AT RISHIKUL SANATAN COLLEGE

### 1.0 CALL TO ORDER

The National President, Bro Muniappa Goundar, called the house to order.

### 2.0 WELCOME

At the outset, the National President, Bro Muniappa Goundar, welcomed the delegates and observers to the 92nd FTU AGM and Annual Conference! He alluded to the challenges that lay ahead and pleaded for everyone's support and solidarity.

### 3.0 QUORUM

The General Secretary, Bro Agni Deo Singh, moved that "The Annual General Meeting had the necessary quorum as required by the Fiji Teachers Union Constitution, Rule 29 (1).

Seconded by Bro Rajbindra Singh (Suva)

### 4.0 NOTICE COVENING THE AGM

The General Secretary, Bro Agni Deo Singh, moved that "The Annual General Meeting be convened in accordance with Rules 20, 21 (a) and (b) of the Fiji Teachers Union Constitution, due notice of which was published in *The Fiji Times* on Wednesday 16th March, 2022.

Seconded by Bro Vishal Raj Goundar (Rakiraki)

### 5.0 COMMUNICATION FROM THE CHAIR

5.1 The National President, Bro Muniappa Goundar, welcomed all the delegates and observers to Rishikul Sanatan College hall for the 92nd Fiji Teachers Union Annual General Meeting and Annual Conference.

5.2 He thanked Nasinu branch for taking the initiative to host the 92nd AGM and Annual Conference, and said that he was pleased to see members converge in numbers.

5.3 He alluded to the importance of collective bargain which had been denied to Trade Unions and pleaded for solidarity and unity during the rainy days.

5.4 He elaborated on the importance of solidarity and the 2022 General Election where members had the democratic right to vote and chose their Government. Bro Goundar urged members to vote and make the difference.

- 5.5 NP said that FTU would remain the custodian of the teachers and their working terms and conditions and would continue to raise its voice to protect the dignity and welfare of its members.
- 5.6 NP also shared that it was important to unionise the non-unionised who were not members of FTU. He said that out of some 13,800 teachers about 8000 were unionised, while some 5,800 remained non-union members. He challenged the leadership at branch level to get the non-union members into FTU as the strength of FTU lay in its membership.
- 5.7 He thanked the Chief Guest, Bro Govind Singh - the Secretary General for the Council of Pacific Education, for the robust, sterling and powerful address and alluded to the sentiments shared by Bro Singh that members must have the heart for Union and be ready for the call by the Union.
- 5.8 Bro Goundar shared the activities that had transpired during the union year, and he thanked the membership for the support. He reflected on the COVID-19 era and what the Union went through in 2020 and 2021. He also shared the achievements post-pandemic.
- 5.9 Bro Goundar wished the house happy and meaningful deliberations, and he requested delegates to follow the channel of communication.

## **6.0 CONFIRMATION OF 2020 AGM MINUTES/ MATTERS ARISING**

The General Secretary moved 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."

### **Seconded by Bro Davend Kumar (Taveuni)**

- 6.1 GS apologised to Sis Shareen Chand of Rewa branch. Instead of Sis Shareen Chand, item 4.0 in the minutes had Bro Shareen Chand (Rewa).
- 6.2 GS reminded the house that FTU never abandoned an issue despite the time frame. He said that the Union continued to pursue cases and issues that affected membership.
- 6.3 GS reflected on what members had lost during the COVID-19 period. He said that in Fiji, when there was a crisis (natural or man-made), workers were forced to withdraw their own money from FNPF. He said that approximately 70% of workers had money between \$10.00 to \$1000.00 in their savings because of partial withdrawals during natural disasters and the COVID-19 period.
- 6.4 GS took the house through the minutes.
- 6.5 GS explained Diploma in Tertiary Teaching qualification. He explained the legal cost associated with cases that were backloging in the Employment Court.

- 6.6 GS explained the increase in medical benefits. He shared that the self-funding medical insurance scheme booklet, which contained the amendments, would be distributed to membership.
- 6.7 GS said it was rather unfortunate that school heads continued to hold their teachers back in school after 3.30pm. He reiterated that as per MoE circular, the duty hours of teachers were from 8am-3.30pm, and any time after 3.30pm was forced labour for which permission must be taken from the teacher to stay back in school. He said that school heads were threatening teachers against their contracts.
- 6.8 GS paid tribute to the late Honorable Filipe Bole. He urged supervisors to be a leader and not a boss.
- 6.9 GS explained how family care leave had been taken away from teachers.
- 6.10 GS elaborated that branch visits would continue.
- 6.11 GS informed the house that \$35,000.00 was spent at the height of COVID-19 to assist children whose families were affected by the pandemic.
- 6.12 GS thanked the membership for the support rendered.

## **7.0 ACTIVITIES REPORT**

The General Secretary moved that "The Activities Report for the Fiji Teachers 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."

### **Seconded by Sis Urmila Singh (Rewa)**

- 7.1 GS took the house through the 2021-22 Activities Report. At length, he deliberated upon the introduction which set the platform for the Activities Report.
- 7.2 He informed the house about the impact of the COVID-19 pandemic and how teaching and learning was affected. He recalled how teachers went about distributing worksheets, collecting and then marking them. He shared the experiences the FTU staff went through as the office was closed. GS said that it was a pity Rakiraki branch could not host the 2021 FTU AGM and Annual Conference.

### **7.3 Meeting with Honorable Premila Kumar - the Education Minister**

- 7.3.1 GS updated the house about the meeting with the Minister Premila Kumar. GS shared that the meeting focused on the disciplinary guideline; unsigned letters that formed the base for disciplinary action against teachers and school heads; structures of consultation; anomalies in the Job Evaluation Exercise; MyAPA assessment; annual increments; and allowances paid to teachers.

7.3.2 GS said that unfortunately the Minister and her team refused to meet both Unions after the meeting.

#### **7.4 Graduate Salary**

7.4.1 GS alluded to the graduate salary. He discussed the salary steps. GS said that the 2017 JEE had put graduate salary at \$26,283.00, but then the Ministry used three different salary scales- \$26,283.00, \$24,000.00 and \$22,500.00 which was gross cheating. He said that FTU would pursue the matter further.

7.4.2 GS elaborated on the Ministry's remuneration policy which was implemented on the silent on 12th February, 2018, and which was in breach of the 2017 JEE.

7.4.3 GS added that any salary reduction after a JEE demoralized teachers and affected the delivery of quality education inside the four walls of the classroom.

#### **7.5 Legal Action - Post processing**

7.5.1 GS reported that the current Open Merit Recruitment System (OMRS) had no recognition of proven experience and leadership qualities. He said positions were decided and tested on paper.

7.5.2 He shared that under OMRS, some senior principals and heads of schools, who had a proven career and record, were demoted while classroom teachers, who had virtually no or limited leadership experience, were promoted.

7.5.3 He shared that in 2018, the then Minister for Education, Honourable Rosy Akbar, tried to correct anomalies in the JEE with the help of the Union, but it did not eventuate.

7.5.4 GS said that FTU's stand was that the most meritorious officer must be promoted.

7.5.5 He said that the Union's argument was that those who possessed equivalent qualification, that is, degree in the relevant subject plus teacher training component (STTC - Secondary Teacher Training Certificate and DTT - Diploma in Tertiary Teaching) must be included.

7.5.6 GS said that the Union would stand up for any member who was treated unfairly.

#### **7.6 Contractual Appointments**

7.6.1 GS reported that MEHA was instilling fear in teachers due to the one-sided draconian contract of employment.

7.6.2 He expressed grave concern that teachers had been issued contracts with a short duration.

7.6.3 He cited examples of secondary school trained teachers, who had taught in primary schools for several years, and had been laid



off. He shared that those who were employed had been given 12 months contract.

- 7.6.4 GS shared that teachers' ability to purchase things on credit terms and housing loan were affected.

### **7.7 My APA payment**

- 7.7.1 GS explained how teachers were denied My-APA payment. He said that less than 2% (137) of the 13,500 teachers qualified for the 2017-18 MyAPA increment.
- 7.7.2 He said that the Fiji Teachers Confederation issued a press statement and a paid advertisement. The Union submitted to MEHA that the vast majority of high performing teachers were cheated off their merit increment.
- 7.7.3 GS reported that FTU further submitted that an across the board payment be made for 2018-2019, 2019-2020 and 2020-2021 period.

### **7.8 Acting Allowance**

- 7.8.1 GS reported that numerous complaints regarding non-payment of acting allowances were received.
- 7.8.2 He said that acting allowance had been paid for primary schools, but several secondary schools acting allowances were yet to be paid.

### **7.9 Dis-establishment of Posts**

- 7.9.1 GS reported that the re-classification of schools saw a large number of schools downgraded, resulting in loss of substantive posts.
- 7.9.2 These included: primary school Head Teacher and Assistant Head Teacher positions, HoD positions as well as HoS positions in secondary schools.
- 7.9.3 The Union had been reliably informed that all HoD positions with less than three teachers were being abolished. The criteria should be 50 by 40-minute period.

### **7.10 False allegations by the Minister for Education**

- 7.10.1 GS informed the house that while addressing the women teachers in Labasa, the Minister alluded to the low number of women teachers in leadership positions. She stated that in the past MEHA and the Unions promoted teachers. She said that those who had connections and socialised got promoted. She said more males were promoted because of their connections. That is how, OMRS gave equal opportunity to women.
- 7.10.2 The house noted the post processing procedure prior to 2007 and

in 2008. He said that the then interim regime decided to keep the Unions out of all structures of consultation, including post processing.

### **7.11 Southern Zonal Sports Meet**

7.11.1 FTU Rewa branch hosted the Southern Zone Sports Meet on Saturday 27th November at Saraswati Manoca Primary School, and 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.

### **7.12 Branch visits/Cluster meetings**

7.12.1 GS said that he continued to visit schools and districts, and he addressed cluster meetings to enlighten members on current issues, as well as, maintain connectivity.

7.12.2 New membership forms were filled as well.

### **7.13 Branch AGMs**

7.13.1 GS reported that all branches conducted their branch AGMs as per the Union's Constitution in the month of March.

### **7.14 Age bar - Self-funding Medical Insurance Scheme**

7.14.1 GS informed the house that in the last NE meeting, the house unanimously agreed that the age bar for the FTU Self-funding Medical Insurance Scheme would be 72.

7.14.2 The local treatment ceiling had been increased from \$25,000.00 to \$50,000.00 due to the increase in hospital charges.

### **7.15 Increase in Insurance premium**

7.15.1 GS explained 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.

7.15.2 He said that the reason for the increase was that the medical cost had risen worldwide and that the premium had not been increased since inception at the Rewa AGM in 2011. Medical expenses had increased from \$400,000.00 in 2011 to \$1,700,000.00 in 2019.

7.15.3 The change in premium was 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.

7.15.4 Members were requested to pay their arrears from pay one, 2020.

## 7.16 Membership - ECE Teachers

7.16.1 GS said that ECE teachers joined FTU, as per the rules and the Union Constitution.

## 7.17 FTU National Elections

7.17.1 The National Elections for FTU took place on Friday and Saturday 16th and 17th April, 2021.

7.17.2 The result was as follows:

Position	Contestants	Winner (s)	Result
National President	Muniappa Goundar	<b>Muniappa Goundar</b>	<b>Duly Elected</b>
	Newal Umarao		
	Sunil Kumar		
Vice Presidents	Nakul Deo Barman	<b>Nakul Deo Barman, Ajeshni Nand and Pranesh Praveen Sharma</b>	<b>Duly Elected</b>
	Ajeshni Nand		
	Pranesh Praveen Sharma		
	Arvind Kumar		
	Shareen Chand		
	Sanjay Raman		
General Secretary	Agni Deo Singh	<b>Agni Deo Singh</b>	<b>Duly Elected</b>
	Arun Prasad		
Assistant General Secretary	Rajnesh Ishwar Lingam	<b>Rajnesh Ishwar Lingam</b>	<b>Duly Elected</b>
	Mohammed Sheikh Masud		
Publicity Officer	Brij Singh	<b>Brij Singh</b>	<b>Duly Elected</b>
	Govind Sami Padayachi		
National Executive Committee Members	Pranesh Kumar	<b>Pranesh Kumar, Madhur Prakash and Pratosh Kumar</b>	<b>Duly Elected</b>
	Madhur Prakash		
	Pratosh Kumar		
	Ravinesh Prasad		
General Treasurer	Sashi Mahendra Shandil	<b>Sashi Mahendra Shandil</b>	<b>Unopposed</b>
Personnel Officer	Rameshwar Lal	<b>Rameshwar Lal</b>	<b>Unopposed</b>

## **7.18 International Women's Day**

- 7.18.1 GS reported that International Women's Day was celebrated on 8th March to appreciate the contributions of women to the economy and society in general.
- 7.18.2 The Chief Guest for the celebration was Elizabeth Fong- President of USP Staff Association.

## **7.19 FTUC**

- 7.19.1 GS said that FTUC was the mouth-piece of Trade Unions and workers in Fiji. The National Secretary, Bro. Felix Anthony, continued to raise issues locally and internationally on the challenges faced by Fijian workers.

## **7.20 Climate Change Workshop**

- 7.20.1 GS stated that climate crisis was nothing new to us as our small Pacific islands/region were extremely vulnerable to climate change, natural disasters and external economic shocks, and that climate change would continue to affect the Pacific way of life and the sustainable development of our islands in profound ways.

## **7.21 World Teachers Day Celebration**

- 7.21.1 GS shared that members attended the World Teachers Day celebration which was organized by COPE at Tanoa International Plaza.
- 7.21.2 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. She encouraged the Unions to continue to be the voice for their members and to continue to fight for justice and dignity.

## **7.22 Press Releases**

- 7.22.1 GS reported that FTU 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. He said that a press release was also issued to appreciate the work that teachers were doing.

## **8.0 FINANCIAL REPORT**

- 8.1 GT took the house through the 2021 Financial Report.
- 8.2 He talked about the Finance Committee which met every Thursday. He thanked the Finance Officer, GS and entire Working Committee members for the support rendered.
- 8.3 GT reported that there was reduction in hall hire due to the lockdown because of COVID-19.

8.4 Bro. Vishnu Sharma (Rewa) thanked the NE and the powerful speaker. He said that the financial position of FTU looked good and he thanked GT and members of FC. He queried on the provision for unbanked receipts which were reversed. GT explained and read note 16 in the Activities Report (page 65).

## **9.0 EXTENSION OF MEMBERSHIP**

9.1 GS moved that FTU extended its membership to the support staff of MEHA and those who were working in the education sector. He said that the rules would be applied. He added that these members were not part of any Union.

**Seconded by Sis Urmila Singh (Rewa)**

## **10.0 RESOLUTIONS**

10.1 Bro. Nakul Deo Barman took the house through the resolutions.

**Moved: Bro Nigel Sukhu (Suva) Seconded by Sis Anjalin Ram Dass**

10.2 He thanked the Branch Reps for the support.

10.3 The NE elected members were introduced.

## **RESOLUTIONS 2022**

### **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 92nd 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**

Noting that the Ministry of Civil Service and the Ministry of Education had directed teachers/Heads of Schools to complete and submit the MyAPA exercise;

Noting that the 2018-2019, 2019-2020 as well as 2020-2021 increments, as per the salary steps in the respective bands, have not been paid to the teachers;

Taking into account the frustration created by not being paid the MyAPA increment;

**The Fiji Teachers Union 92nd Annual General Meeting calls upon the Ministry for Civil Service to make a commitment to pay the MyAPA increments.**

### 3. 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 and further recognising that there are anomalies in the entry point salary of graduate teachers after the JEE;

**The Fiji Teachers Union 92nd 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.**

### 4. 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 rural urban drift;

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 92nd 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.**

### 5. EXECUTIVE TEACHER POSITIONS

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

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;

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

**The Fiji Teachers Union 92nd Annual General Meeting calls upon the Ministry of Education to restore the Executive Teacher positions to its full complement.**

### 6. EARLY CHILHOOD 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 92nd 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.**

## **7. 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 92nd 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.**

## **8. 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 92nd 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.**

## **9. 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 92nd 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.**

## **10. 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 vary greatly;

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

**The Fiji Teachers Union 92nd 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.**

## **11. LOCATION ALLOWANCE**

Noting with grave concern that the location allowance has been ceased;

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 92nd Annual General Meeting calls upon MEHA and the Ministry of Civil Service to restore the location allowances forthwith.**

## **12. BOARDING ALLOWANCE**

Noting that the boarding allowance for teachers has not been paid since 2021;

Acknowledging the significant sacrifices made by the teachers executing this responsibility despite the challenges faced;

Further acknowledging that the cost of living has escalated enormously;

**The Fiji Teachers Union 92nd Annual General Meeting calls upon MEHA and the Ministry of Civil service to immediately pay the boarding allowance.**

## **13. CONTRACTUAL APPOINTMENT**

Noting that contractual appointments replaced permanent tenure in 2017;

And that contractual appointments create fear of sudden loss of job amongst teachers;

Further noting that contractual appointments result in teachers finding it difficult to obtain loans;

**The Fiji Teachers Union 92nd Annual General Meeting calls upon MEHA to abolish contractual appointments and appoint teachers on permanent tenure.**

## **14. FAMILY CARE LEAVE**

Noting that three days of compassionate leave was replaced by five days of family care leave in 2020;



Further noting that the five days of family care leave was reduced to three days and then two days and subsequently one day;

Noting with grave concern that teachers two days of leave have been taken away;

**The Fiji Teachers Union 92nd Annual General Meeting calls upon MEHA and the Ministry of Civil Service to restore the three days of compassionate leave for teachers.**

## **15. TRANSFER ALLOWANCE**

Transfer allowance was paid to an officer who was transferred from one district to another district;

Noting that transfer allowance has since then been ceased by MEHA;

**The Fiji Teachers Union 92nd Annual General Meeting calls upon MEHA and the Ministry of Civil Service to immediately pay transfer allowance to teachers who have to change residence upon transfer. The same must apply to transfer on promotion.**

## **16. DISCIPLINARY MECHANISM- PSDT**

The Union has submitted that all cases must be referred to the Public Service Disciplinary Tribunal (PSDT) for a fair hearing;

Noting that the Union is concerned that the Guideline gives the Permanent Secretary unfettered powers to be part of the disciplinary panel when she should be appointing an independent panel;

**The Fiji Teachers Union 92nd Annual General Meeting calls upon MEHA and the Ministry of Civil Service to referral cases to the PSDT as the independent Tribunal to adjudicate cases to ensure that natural justice is accorded to the accused.**

## **17. OPEN MERIT RECRUITMENT SYSTEM**

The Union has consistently been submitting to MEHA to consider proven performance on the job with relevant experience and qualification, but it had fallen on deaf ears;

Noting that under the matrix the MQR was a relevant bachelor's degree;

The Union is disappointed to note that experience in leadership position and proven performance have not been included in the promotional matrix despite the consultation with MEHA and agreement that the matrix be used for promotion purpose;

**The Fiji Teachers Union 92nd Annual General Meeting calls upon MEHA and the Ministry of Civil Service to ensure that experience in leadership and proven performance should be given priority in order to maintain quality education.**

## **18. INTERNAL RESOLUTION**

Noting that MEHA in the last 15 years has deliberately removed the structures of the consultation with the Unions and systematical eroded the terms and conditions that had been negotiated over decades;

**The 92nd AGM calls upon the NE to exhaust all available queries to restore the benefits, rights and dignity of the promotion.**

## **11.0 ADJOURNMENT**

11.1 The meeting was adjourned at 3.00pm.

Confirmed this .....day of..... 2022

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**CHAIRMAN**

# ACTIVITIES REPORT- JANUARY 2022 TO APRIL 2023

## 1.0 INTRODUCTION

"Challenges are gifts that force us to search for a new center of gravity. Don't fight them. Just find a new way to stand. Our greatest glory is not in ever falling, but in rising every time we fall." (Confucius)

Warm greetings to the delegates at the 93rd Fiji Teachers Union Annual General Meeting at Labasa Sangam College hall in the Friendly North!

After the much-awaited 92nd AGM at Rishikul College Hall from 3rd to 6th April concluded on a high note as members gathered in large numbers, the focus shifted to membership drive, capacity building and strengthening network within FTU and with sister Unions.

On the other hand, the year started with external examinations for our Year 12 and 13 students whose academic coverage was tremendously affected by the COVID-19 pandemic. FTU activities had to be planned in accordance with the change in term dates.

Branches conducted workshops, which aimed at building literature within the membership, and then members took part in the zonal sports. There was a hive of Union activity which concluded with the COPE Triennial, branch socials, the 16-day activism campaign, which was organised by the National Women's Wing, and then the 2022 General Election, results of which set the platform and benchmark for 2023 and the years to come.

The period under review was one full of uncertainties, finger pointing at Trade Unions, and poor judgment by the Education Ministry until the new Education Minister was appointed. The implementation of initiatives and policies without proper consultation and consideration of the short- and long-term implications, and the ad hoc decisions made left the teaching fraternity confused.

The cloud of fear continued to demoralise teachers and our members. However, the fight to bring back dignity to the profession continued and the mission was achieved days before Christmas as the coalition Government reined much to the delight and joy of many.

Prior to the appointment of the coalition Government, the challenges were tremendous as the Ministry continued to pull the plug as far as dialogue and consultation was concerned as went ahead with implementation of certain policies and post processing.

Thus, FTU relied on industrial mechanism to pursue matters before the Employment Court. However, the 'dark' and 'soggy' days have disappeared as the new Education Minister and his team brought a new hope and rays of 'sunshine' as FTU and FTA were invited to some healthy discussions and deliberations in order to pave the way forward.

As we conclude the much-anticipated Activities Report, which covers the period from January 2022 to April 2023, FTU is alarmed at the rate at which teachers are resigning in numbers and migrating to our neighboring countries. The erosion in terms and conditions of work over the past decade, the sense of insecurity, the unfair treatment, and imposition of ill-conceived policies are some key reasons cited by those leaving.

Thus, this Activities Report discusses the activities carried out in terms of capacity building, communication, celebrations, zonal meets and National Women's Wing activities pre-General and post-General Elections.

## **2.0 92nd ANNUAL CONFERENCE**

### **2.1 Attendance**

2.1.1 Members of FTU gathered in numbers for the 92nd AGM and Annual Conference at Rishikul Sanatan College. The turnout was pleasing, and so were the powerful and vibrant addresses by the FTU National President Bro Muniappa Goundar, General Secretary Bro Agni Deo Singh and the Chief Guest Bro Govind Singh.

### **2.2 Launching of the FTU History Book**

2.2.1 On Monday 4th April, the FTU History Book, which was written by Bro Krishna Datt, was launched much to the delight of the members. The then leader of the National Federation Party and current Minister for Finance and Deputy Prime Minister-Honourable Professor Biman Prasad was the chief guest. He deliberated at length on the book and its content. The writer, Bro Krishna Datt, then addressed the delegation present and he alluded to the various chapters and FTU's significance in the Trade Union movement.

### **2.3 Presidential Address- Bro Muniappa Goundar**

2.3.1 While addressing the membership at the AGM, NP Bro Muniappa Goundar shared that FTU had been members mouthpiece in the media drawing the public's attention to the challenges faced by teachers in achieving quality education.

2.3.2 He alluded to the press statements released by the Union during the year on all issues affecting teachers and the education system in the country. He shed light on the COVID-19 pandemic which was much more than a health crisis, as it was also an unprecedented socio-economic crisis.

2.3.3 NP stated that the COVID-19 crisis had not caused cracks, but had revealed them. He gave credit to the teachers, who individually and collectively, demonstrated leadership, innovation and creativity in the classroom, school and community levels.

2.3.4 NP then addressed the house on industrial relations issues.

## 2.4 Address by the Chief Guest- Bro Govind Singh

- 2.4.1 Bro. Govind Singh thanked the President for his dynamic Presidential address and for already raising some prominent issues. He paid tribute to Bro Agni Deo Singh for his indefatigable defense of Human and Trade Union rights and status of teachers and a champion of resilience in education for the last 22 years since 1999 as GS and since 1989 when he entered Union as Secretary of Rewa Branch.
- 2.4.2 He highlighted the fact that the pandemic forced changes to the mindset from face-to-face class to distant, ad hoc and emergency remote teaching in a very unpredictable manner. He stressed that teachers under the new norm talked about trauma, stress, fear, anxiety and mental health issues of students and of themselves as well.

## 2.5 Sports Meet

Sports competition is an important feature of any FTU Annual Conference. Hence, when the dust settled and teams were declared winners and runner-ups, the best players for the various sports included: soccer- Rajneel Prasad (Rewa); netball- Josifini Talei (Nasinu); women's volleyball- Sainiana Vukicibua (Levuka); and men's volleyball- Alipate Tui (Nasinu).

Sport	Winner	Runner-up
Soccer	Rewa	Lautoka
Netball	Nasinu	Suva
Men's Volleyball	Nasinu	Taveuni
Women's Volleyball	Levuka	Nasinu

## 2.6 FTU National Women's Wing

The National Women's Wing worked hard to ensure that all branches had a fully functional Women's Wing. The Executives of the National Women's Wing also attended branch AGMs. They successfully conducted their AGM on Tuesday 5th April at Rishikul Sanatan College. The list for the Executives is as follows:

Position	Name	Branch
Chairlady	Urmila Singh	Rewa
Vice Chairlady	Ajeshni Nand (Resigned)	Suva
Vice Chairlady	Niazul Naushad	Ba
Secretary	Sima Kumar	Lautoka

Assistant Secretary	Arti Karan	Navua
Treasurer	Latchmi Devi	Nasinu
Executive Committee Members (4)	1. Nandita Kumar 2. Salome Vakabuto 3. Sandhya Goundar 4. Sunita Lal	Nasinu Rewa Levuka Labasa

### 3.0 INDUSTRIAL RELATIONS

As usual, an important component of any Trade Union is to address industrial relations issues faced by the membership. The following industrial relations issues were at the forefront of FTU discussions:

#### 3.1 Teacher Qualification

The case of teacher qualification for post processing is before the Employment Court. FTU is of the firm belief that STTC/ DDT very well covers all requirements of teacher training. It was approved and fully recognized by MEHA until the unjustified decision by those in charge.

#### 3.2 Log of Claims- MEHA

A Log of Claims was submitted to pay acting allowances, payment of correct graduate salary of \$26,283.00, as per the 2017 JEE, review of employment contracts, payment of pending annual merit increase from 2019 to 2021, and a 10% across the board adjustment to address the CPI, plus other remuneration related matters. The case is before the Arbitration Court.

#### 3.3 Log of Claims- FNU

A Log of Claims was submitted to FNU on the following:

- (i) A 10% across the board increase based on the current CPI;
- (ii) Review of the employment contracts to read, 'renewal/non-renewal by mutual agreement';
- (iii) Renewal subject to performance based on open, objective and transparent assessment process at least six months prior to expire; and
- (iv) The Union to be engaged in negotiations at least one month before any redundancy is contemplated. The matter was referred to the Arbitration Court to seek redress.

#### 3.4 Compassionate Leave

Union intervention resulted in three days of personal leave for teachers. The Union had filed a dispute on the withdrawal of this provision. The simple reason for allocation of these three days for teachers only was to enable them

to utilise it for urgent personal matters including attending to seek family members.

### **3.5 Disciplinary Process**

FTU noted with disappointment that the HR section of the Ministry continued to harass teachers on trivial complaints. FTU received numerous complaints regarding the incompetence and subjective approach of the investigating officers. Teachers worked under constant threats and stress, knowing that the unexpected could eventuate anytime. The Union expressed concern, on the 'judge, jury and executioner' mode. We maintained that all allegations reported must be investigated objectively by an independent and competent panel and then referred to the Public Service Disciplinary Tribunal for fair hearing. Sadly, unsigned letters were entertained.

### **3.6 STTC and DTT**

The case is being pursued through the industrial mechanism.

### **3.7 Press Releases**

Press releases were done on the following:

- Teacher qualification with regards to post processing;
- Non-provision of scholarships in the budget for MBBS;
- Teacher qualification- STTC and DTT;
- Deviant behavior of students;
- Non-payment of location and boarding allowance;
- Revised criteria for location allowance;
- Compassionate leave;
- Technical college saga;
- The former Education Minister's outbursts against teachers;
- Post processing; and
- Thanks and appreciation to the coalition Government.

### **3.8 FTC response to the 2022 - 2023 National Budget**

The Confederation noted with deep concern that there was no provision in the Budget for annual merit increment as stipulated in the Job Evaluation Agreement of 2017. This was the fourth year teachers had been denied the upward movement to the next step they had earned. FTU made submissions to the Permanent Secretary for Economy. The Union's claim of the payment of all four increments due plus a 10% adjustment to address the CPI is before Arbitration Court. FTU is confident of a positive outcome.

### **3.9 Graduate Salary**

The Job Evaluation Exercise 2017 put all graduates on Step 3- Band F, which is \$26,283.00. In 2018, MEHA and the Ministry for Civil Service unilaterally did a new remuneration guideline and brought it down to Step 1 - \$22,528.00. FTU pursued this for the past four years. Assurances were given by the former Minister that this would be addressed, but it never eventuated. The anomaly was a very serious one. New graduates, who were recruited at the beginning of 2017, were placed on Step 3 - \$26,283.00. Teachers with Diploma qualification with several years of experience upgraded their qualification to Degree level in 2018, and they were placed on Step 1 - \$22,528.00. This matter is also before the Arbitration Court and the union will ensure the members are remunerated fairly. The officers were short charged as follows:

- 2018 recruits - \$26,283.53 - \$22,528.74 x 4 = \$15,019.16
- 2019 recruits - \$26,283.53 - \$22,528.74 x 3 = \$11,264.37
- 2020 recruits - \$26,283.53 - \$22,528.74 x 2 = \$7509.58
- 2021 recruits - \$26,283.53 - \$22,528.74 = \$3754.79
- 2022 recruits- \$26,283.53 - 22528.74 = \$3754.79 / 26 x 15 = \$2166.22

### **3.10 Contracts Extended to Five Years**

Heading to the General Elections, the short-term contracts of four months to one year were extended to five years. Interestingly, just weeks before the Budget announcement, MEHA was adamant on reducing five-year contracts to one year upon renewal. Some were put on four months contract and were without jobs. FTU filed an industrial dispute on this matter as well and persistently pursued the removal of contractual appointments and reinstatement of tenure. The announcement of contract renewal for up to five years was made by the Minister for Economy during the 2022-23 Budget sessions. Ironically, a similar assurance was given in 2018, but not honoured. The Union's position has always been that contracts must be abolished and tenure be restored.

### **3.11 FNPF Reduction**

The Union called upon the State to revert to the full contribution of 18% to enable workers to have a decent retirement pension. Unfortunately, the 2022-23 budget did not include this. The accumulated loss in the long term would be quite substantial, while Government, being the largest employer, saved millions. It should be noted that reduction in employers' contribution was effectively a pay cut. The Union's demand was immediate restoration with payment of full amount owed into members FNPF accounts.



### **3.12 In-Service Training**

A mere 160 places were allocated to scholarships. FTU argued that it was grossly inadequate. A large number of the 13,000 plus teachers teaching in rural and maritime zones deserved leave with pay to upgrade their qualifications. Former Education Minister Hon. Premila Kumar announced that teachers would be given study awards for the final semester towards completing their degree. She obviously wasn't aware that previously teachers became eligible to apply for In-service training after completing 50% of the course. This was stopped over a decade ago. The Union made submissions consistently for re-instatement of the same.

## **4.0 CAPACITY BUILDING**

### **4.1 Leaders Workshop- South West, North West and North**

Three empowerment workshops were conducted to empower membership at grass-root level. These workshops took place in Nadi, Rakiraki and Labasa. The South West workshop was conducted on 21st May at Blue Light Hotel (Nadi) and was attended by members from Nadroga, Nadi and Lautoka. The North West workshop was conducted on 4th June at Tanoa International Hotel (Rakiraki) and was attended by members from Rakiraki, Tavua and Ba. The Northern Divisional Workshop was held on Saturday 6th August in Labasa and was attended by members from Savusavu, Bua, Taveuni and Labasa.

### **4.2 Branch Workshops**

- 4.2.1 **NAVUA** - Navua branch organised a workshop on Thursday 21st July at the Serua Provincial Council building. GS presented on behalf of the union. Members were provided with dinner and a light social.
- 4.2.2 **BA** - Ba also organised their branch workshop on Wednesday 10th August at St Teresa Primary School. GS presented on industrial relations, FTU-CTCL and members health/welfare. Members were provided with refreshments and dinner.
- 4.2.3 **NASINU** - Nasinu organised their branch workshop on Wednesday 24th August at Rishikul Primary School. GS presented on industrial relations, FTU-CTCL and members health/welfare. Members were provided with refreshments and dinner.
- 4.2.4 **SUVA** - had their branch workshop on Wednesday 31st August at the FTU Hall. GS addressed the house on industrial relations, FTU-CTCL and members health/welfare. Members were also provided with refreshments and dinner.
- 4.2.5 **REWA** - Rewa organised their branch workshop on Thursday 1st September at Vunimono High School. GS addressed the house on industrial relations, FTU-CTCL and members health/welfare.

Rewa also honoured its players and supporters with a Certificate of Appreciation and a social.

- 4.2.6 **SAVUSAVU** - The Executives of Savusavu branch organized their branch workshop on Friday 2nd September at Blue Bay Restaurant. GS addressed the house on industrial relations, FTU-CTCL and members health/welfare. It was pleasing to note that members as far as Navatu and Vunisalusalu attended the workshop and social.
- 4.2.7 **LAUTOKA** - The Executives of Lautoka branch organised a workshop on Wednesday 14th September at Drasa Avenue School from 4.30pm. GS was at the venue to address members on industrial relations issues and their health and FTU CTCL benefits.

### **4.3 Zonal Sports Meet**

The Western Zonal Meet took place at Balata College, Tavua, on 27th August. The Western branch Executives had their meeting on Saturday 13th August and discussions took place regarding the zonal meet. Lautoka, Ba, Nadroga, Nadi, Tavua and Rakiraki took part in football, men's and women's volleyball and netball competitions. The Northern Sports Meet took place on 24th September at Ganilau Park. Savusavu organised the zonal sports meet which was attended by members from Savusavu, Taveuni, Labasa, Bua, Taveuni, Dreketi, Nadogo and Seaqaqa. The Southern Zone took place on Saturday 12th November in Navua. Pinktober celebration was commemorated with cake cutting. The Zonal Meets were a success in terms of participation and attendance and members enjoyed the day.

### **4.4 Branch Visits/ Cluster Meetings**

The General Secretary, on his tour, visited schools and districts, and addressed cluster meetings to enlighten members on current issues, as well as, maintain connectivity. School Reps and branch Executives worked hand-in-hand to ensure cluster meetings were a success in terms of attendance of members. It is important to reach out to membership to disseminate Union literature. While on his tour, GS made it a point to unionise non-unionised members. He addressed grievances raised by the membership.

## **5.0 FTUC ACTIVITIES**

The Fiji Trades Union Congress continues to be our mouth-piece in all international labour organised congresses and meetings. The National Secretary, Bro Felix Anthony, addressed the conference in Geneva about the issues faced by workers in Fiji. FTU also organised a rally for workers on Thursday 1st December at the FTA Hall which was packed with workers. The rally focused on issues faced by workers and deliberated on numerous concerns regarding the blatant breach of workers rights and the non-

compliance with international instruments Fiji is signatory to. The likes of Professor Biman Prasad and Honourable Lynda Tabuya addressed the rally. On the other hand, Bro Agni Deo Singh, Bro Fahim Sheik and Sis Sima Kumar are serving FTUC as National Treasurer, Youth Wing Secretary and Women's Wing Secretary, respectively.

## **6.0 COPE ACTIVITIES**

The Council of Pacific Education is an important partner for FTU in terms of capacity building and training for NE members. COPE organised a combined workshop at Tanoa in June for both FTU and FTA and then another combined workshop at the Fiji Hideaway for youth and women. The 23rd COPE Triennial Conference took place in Nadi from 31st October to 4th November. The theme for the Triennial Conference was '**Transforming Education for 21st Century Pacific for Sustainable Development of Land, Ocean, People and their Relationships**'.

The Triennial was attended by the National President - Bro Muniappa Goundar, who presented our report, Sis Urmila Singh-the National Women's Wing Chairlady, Sis Praneeta Chand of Nadi branch, who represented the Women's Wing, Bro Yashneel Kumar of Lautoka branch, who represented the youths, and Sis Ajeshni Nand and Bro Nakul Deo Barman, who were observers.

Executives of FTU and FTA also attended the Trade Union Renewal Workshop at FTU HQ in October.

At this juncture, FTU expresses sincere appreciation and gratitude to COPE for the support in terms of finance and resources. We also thank the outgoing Secretary General, Bro Govind Singh, for his commitment, dedication, unwavering support and years of service. He was a pillar of strength for teacher unions. We welcome the new Secretary General of Cope-Sis Neselinda Meta.

## **7.0 WORLD TEACHERS DAY CELEBRATION**

Teachers Day was celebrated in various schools around Fiji. The largest Teacher Union in Fiji, the Fiji Teachers Union, celebrated the day at their headquarters on Wednesday 5th October. The Chief Guest for the function was Bro Govind Singh. Bro Singh delivered an inspirational and motivational speech which was well-received by those in attendance. He alluded to the challenges faced by teachers, non-payment of location allowance, My-APA and the cases before the Employment and Tribunal Court. GS also addressed members in attendance. A cake cutting ceremony was organised as well. Executives and members of FTU Suva, Rewa, Nasinu, Navua and Union stalwarts attended the Teachers Day celebration. Members were provided with dinner.

## **8.0 EDUCATION INTERNATIONAL WORKSHOP- CAMBODIA**

GS and NP attended the EI workshop in Cambodia from 18th to 20th October. GS also presented on the issues faced by Trade Unions, in particular, Teacher Unions in Fiji. He shared sentiments on how fear and the short-term contracts were affecting the performance of teachers.

## **9.0 PROPERTIES**

The FTU apartments are doing well with an occupancy rate of 80%. However, competition is intense with the number of new apartments, which have been built in the neighbourhood, and as such we have to ensure that our apartments are on par with the market, therefore, focus on repair and maintenance work. Cameras have been installed around the property for security purpose.

## **10.0 CORRESPONDENCE TO FEO**

Correspondence to the Fijian Elections Office, with regards to membership roll, branch AGMs and FTU National Elections, was made.

## **11.0 YEAR PLANNER**

The FTU year planner was done during the school vacation by the Publicity Committee. The year planners were sent to the branches and branch leaders had to distribute the year planners to the membership in their various branches.

## **12.0 BRANCH AGMs 2022**

All branch AGMs were conducted in the month of March. Hearty thanks to the branch leaders for celebrating Women's Day in their branches.

## **13.0 RESPONSIBILITIES SHARED IN ABSENCE OF GS**

The house must note that the former General Secretary resigned on 9th August as he had the intention of pursuing in politics as a candidate for the National Federation Party. This was endorsed in the National Executive meeting on Saturday 27th August at Balata High School. The former General Secretary then decided to withdraw his resignation which was accepted by the National Executive via flying minutes. Finally, on 3rd November, 2022, he resigned, which was accepted and endorsed by the Working Committee and flying minutes was sent to members of the National Executive.

The Working Committee mapped out a strategy to continue the work of the Union by distributing its duties within the Working Committee after the departure of GS. Bro Muniappa Goundar, being the head of FTU, became the contact person who corresponded to and met with the Ministry. He also took charge of member grievances / complaints/ issues to the Ministry. He was overall in charge of the functions of the Union. The Assistant General

Secretary, Bro Rajnesh Ishwar Lingam, did all the correspondence to the branches and membership together with the safe keeping of all Working Committee and National Executive meeting minutes. The Treasurer, Bro Sashi Mahendra Shandil, with his finance team (Bros Pranesh Kumar, Rajnesh Ishwar Lingam and Rameshwar Lal) looked after the financial affairs of the Union. The Insurance Officer, Archana Narayan, in conjunction with the President and Treasurer, looked after the in-house medical claims.

#### **14.0 UNION ASSISTS NEEDY CHILDREN**

The Fiji Teachers Union continued to reach out to needy families and students. The Union's motto is 'The Child Our Hope'. FTU has in the past assisted the victims of natural disasters with relief and stationery packs. These victims of STC Winston and Yasa were greatly assisted by FTU. At the height of the COVID-19 pandemic, FTU also assisted students whose families were in dire need. That assistance continued and the General Secretary visited the Valelevu, Nasole, Narere, Navua and Ba HARTS and schools in the North and West with stationery supplies for students.

#### **15.0 STAFF MATTERS**

FTU staff Mr Arbind Kumar, the MABS and Filing Clerk, retired on 19/04/22. FTU thanks Mr Arbind Kumar for his 20 years of service and wishes him all the best for his future endeavours.

#### **POST- GENERAL ELECTION**

Amidst much intensity, the coalition Government took charge. This was a huge relief for many including Trade Unions. Our very own former General Secretary, Bro Agni Deo Singh, after serving FTU for 24 and FTU-CTCL for 27 years, was appointed the Minister for Employment, Productivity and Industrial Relations. FTU feels the vacuum left by him. Congratulations to Honorable Agni Deo Singh for his portfolio as Minister and we look forward to working with him and the coalition Government!

There is a great sense of joy and exuberance in the people, and the coalition Government has set the platform for dialogue with the Ministry. The cloud of fear instilled by the previous Government for the past 16 years has now come to an end. The Freedom of Expression as in any true democracy is the order of the day now. The coalition Government is in a microcosm, a symbol of unity for our country.

We are appreciative of the fact that the Ministry of Education is now inviting Unions for a free and fair discussion on the educational issues, something that was denied to us previously. The Ministry has done this in full respect of our independence.

However, as a Union we shall maintain our independence at all times. The Fiji Teachers Union is ready to assist in any way possible. So long as the modus

operandi of this coalition Government remains on a participative mode.

We, as members of the Union, must also remember that both Teacher Unions are at the consultation stage only with the Ministry of Education. The processing and the final outcome solely rest with the top brass of the Ministry of Education.

## **1.0 FTC WELCOMES EDUCATION MINISTER AND FAREWELLS SECRETARY GENERAL**

The Fiji Teachers Confederation comprising of the Fiji Teachers Union and the Fijian Teachers Association organised a welcome ceremony for the new Minister for Education Honorable Aseri Radrodro. It was held on Friday 13th January. The Honorable Minister thanked FTC for the welcome ceremony and alluded to the Unions call for working in partnership. The former Secretary General of FTC, Bro Agni Deo Singh, was also farewelled. It was an occasion which for the first time had a welcome and a farewell ceremony simultaneously.

## **2.0 WELCOME CEREMONY FOR PM**

This was held on 19th January at the FTA hall. The welcome ceremony commonly known as *Veiqaravi Vakavanua* was conducted traditionally in iTaukei. NP officially welcomed PM to Union soil and in doing so, put forward few pending issues. These include:

- i. Pending annual increment;
- ii. To correct anomalies in the Job Evaluation Exercise including clarification and re-grading of schools;
- iii. Review disciplinary guideline;
- iv. Review the Transfer Policy; and
- v. Reinstatement of Counselor positions and secondary schools and Executive Teacher positions in primary schools.

PM thanked FTC for the wonderful welcome ceremony. He told teachers that his coalition Government would look into the plight of teachers in the country with fairness. He requested teachers to go through the Union if they had any grievance (s) with the Ministry of Education.

## **3.0 CORRESPONDENCE TO EDUCATION MINISTRY/ MINISTER**

Bro Muniappa Goundar, in his capacity as NP, continuously wrote to the Education Ministry, other Ministries and even Honorable PM in regards to teacher grievances. Some issues include:

1. The reinstatement of teachers cleared by the court;
2. Payment of acting allowance – secondary school heads;
3. The reinstatement of teachers who resigned/ deemed to have resigned/ terminated for minor offences;

5. Transfer request from teachers;
6. Other matters pertaining to FTU/FTC;
7. Formulation of the Matrix draft by the unions; and
8. Swift re- engagement of classroom teachers.

The house must note that once MQR is determined, with experience and performance, post processing and acting policies will be streamlined.

#### 4.0 INTERNATIONAL WOMEN'S DAY

This year's International Women's Day was celebrated on Wednesday 8th March with the theme "DigitALL: Innovation and Technology for gender equality." FTU members gathered at Central Cuisine in Suva alongside FTA members and those from USP Staff Association to take part in the celebration which was organized by COPE. We thank the branches for celebrating the important day during their branch AGMs.

#### 5.0 BRANCH AGMs 2023

All branch AGMs were conducted in the month of March from Wednesday 1st to Friday 24th March. International Women's Day was celebrated by branches with a cake cutting ceremony.

#### 6.0 FTU NATIONAL ELECTIONS

The FTU National Elections took place on Saturday 22nd April, 2023, from 9am to 3pm. The Union acknowledges those members who exercised their democratic right to vote. The turnout was not encouraging and we encourage members to vote in 2025 and choose their National Executives. The results for the National Elections are as follows:

POSITION	NAME	VOTES
Vice Presidents (2)	<b>1. Pratosh Kumar</b>	<b>806</b>
	2. Newal Umarao	236
	<b>3. Pranesh Praveen Sharma</b>	<b>705</b>
	4. Nakul Deo Barman	478
General Secretary (1)	<b>1. Muniappa Goundar</b>	<b>830</b>
	2. Arun Prasad	352
Assistant General Secretary (1)	1. Ashween Chand Raj	234
	<b>2. Rajnesh Ishwar Lingam</b>	<b>947</b>

Personnel Officer (1)	1. Rameshwar Lal	662
	2. Vishnu Deo Sharma	515
Executive Committee Members (3)	<b>1. Madhur Prakash</b>	<b>390</b>
	2. Dharendra Lal	290
	3. Jitesh Jotika Prasad	316
	4. Shareen Lata	292
	5. Govind Sami Paday- achi	160
	<b>6. Kamlesh Karan</b>	<b>397</b>
	7. Arvin Narayan	127
	<b>8. Vishal Raj Goundar</b>	<b>366</b>
	9. Arvind Kumar	232
	10. Deveena Prasad	321
	11. Sheik Mohammed Masud	134
	12. Dharmend Shankar	304

**Thus, based on the National Elections, the National Executive Elected members 2023-25 are as follows:**

POSITION	NAME
National President	Sashi Mahendra Shandil
Vice Presidents	1. Pratosh Kumar
	2. Urmila Wati Singh
	3. Pranesh Praveen Sharma
General Secretary	Muniappa Goundar
Assistant General Secretary	Rajnesh Ishwar Lingam
General Treasurer	Pranesh Kumar
Publicity Officer	Brij Bhan Singh
Personnel Officer	Rameshwar Lal
	1. Madhur Prakash
	2. Kamlesh Karan
	3. Vishal Raj Goundar



## **7.0 DUTY HOURS OF TEACHERS**

Members must note that as per Circular No. 38/23 the Acting PS of MoE, Mr. Timoci Bure, clarified the duty house of teachers:

- Monday to Thursday- 8am to 3.30pm
- Friday- 8am to 3pm

FTU urges school heads to adhere to the Circular and not force teachers to stay in school after 3.30pm.

## **8.0 YEAR PLANNER**

The 2023 Year Planner was sent to all branches for dissemination to membership.

## **9.0 UNION LITERATURE**

Members are urged to read the Union newsletter and all other Union literature, including the MABS booklet, Union's Constitution and Self-funding Medical Insurance booklet.

## **10.0 NATIONAL EXECUTIVE MEETING**

Three National Executive Meetings took place on Saturday 25th February, 1st April and 15th April at HQ. Industrial relations issues, Union services, and the financial report were discussed at length. Branch Reps were requested to disseminate discussions via their branch newsletter.

## **11.0 MEMBERS HEALTH**

FTU advises all members to look after their health, the type of food consumed and members must ensure that they have some time in the day to do some physical activities. NCD' are on the rise and members must take precautionary measures. It is a pity that Fiji is losing younger Fijians to NCDs. The rise in medical cost is having a drastic impact on the Medical Scheme.

## **12.0 ILO/ FTUC CHILD LABOUR WORKSHOP**

FTU is grateful to the Fiji Trades Union Congress and International Labour Organisation for giving 21 FTU members to attend the TACKLE- Child Labour workshop at Suva's Holiday Inn (Saturday 29th April), Labasa's Galaxy Hotel (Wednesday 3rd May) and Nadi's Nailagi Hotel (Saturday 6th May). Members from Suva, Nasinu, Rewa, Navua, Nadi, Lautoka, Nadroga, Ba, Bua, Savusavu and Labasa attended the workshop. FTU thanks our members for being vibrant participants.

### 13.0 UNION'S VISION OF TEACHERS AND EDUCATION

FTU believes that issues concerning teachers and education, in general, must be addressed without delay to prevent the further deterioration to the quality of education the Union desires to achieve to prepare our future citizens. FTU believes:

1. OMRS must be reviewed;
2. Anomalies from the 2017 JEE must be rectified and addressed;
3. Annual assessment and reward system should be reviewed to suit the teaching fraternity;
4. Teachers should be paid their four years of MyAPA annual increment;
5. Teacher recruitment policy must be reviewed;
6. ECE teachers must be put on an annual salary and not hourly pay;
7. Executive teacher positions to be restored;
8. Counselor positions to be reviewed based on the need;
9. Boarding, transfer and location allowances should be reviewed;
10. Acting allowance should be paid as per the provision in the General Orders;
11. Disciplinary guidelines should be reviewed;
12. Teachers and their reps (Unions) must be engaged in dialogue as per SDG 4 provisions;
13. A teacher protection policy must be formulated to protect the interests, rights and welfare of teachers; and
14. Adequate funding must be provided for in-service training.

### 14.0 MEMBERSHIP REPORT

Members by Source of Pay	Membership Total
Treasury (Through Ministry)	4797
FNU Membership	98
<b>Cash Membership</b>	<b>25</b>
<b>Forms submitted to MoE but pending deduction</b>	<b>29</b>
<b>Total</b>	<b>4949</b>
Withdrawals	119

### 15.0 MUTUAL AID AND BENEFIT SCHEME

Payment of respective benefits paid under MABS effective from 1st January 2022 to 31st December 2022

Private Practice	Specialist	Retirement	Death Benefit	Total
\$80,647.54	\$352,851.97	\$44,450.00	\$22,500.00	\$500,449.51

### 16.0 FTU SELF FUNDING INHOUSE MEDICAL INSURANCE SCHEME

The table given below represents members of the above scheme.

FAMILY MEDICAL COVER	MEMBERSHIP
	2445
SINGLE MEDICAL COVER	MEMBERSHIP
	1228

The table given below represents members with **Term Life**.

TERMLIFE INSURED THROUGH FIJI CARE	MEMBERSHIP
\$25,000	11
\$50,000	3
<b>TOTAL</b>	<b>14</b>

### Members benefited under the Self-Funding Scheme

YEAR	LOCAL	OVERSEAS
2011 - 2012 JULY	20	9
2012 - 2013 JULY	32	12
2013 - 2014 JULY	33	14
2014 - 2015 JULY	42	10
2015 - 2016 JULY	43	16
2016 – 2017 July	41	22
2017 – 2018 JULY	37	30
2018 JULY- FEB 2019	56	16
MARCH 2019-JUNE 2019	23	10
JULY 2019-SEPTEMBER 2019	48	9
OCTOBER 2019-MAY 2020	52	16

JUNE- NOVEMBER 2020	83	3
DECEMBER 2020-MARCH 2021	46	3
APRIL 2021- NOVEMBER 2021	74	10
DEC 2021- FEB 2022	44	8
MARCH 2022- MAY 2022	44	5
JUNE 2022- OCTOBER 2022	85	11
OCTOBER 2022 – JANUARY 2023	57	6
<b>TOTAL</b>	<b>823</b>	<b>210</b>

### 16.1 Deceased

<i>No. TPF</i>	<i>Name</i>	<i>School</i>
1. 55478	Manasa Lesuma	Wainimala Secondary
2. 56902	Umesh Sami	St Bedes College
3. 57644	Shalendra Kumar Singh	Nadi Special School
4. 66888	Shalend Vikash Chand	Waibunabuna Primary School
5. 80201	Rajend Lal	Lagalaga Primary School
6. 83657	Sanjivani	Ba Sangam College
7. 83752	Leisieli Chand	Nasinu Muslim Primary
8. 85680	Roneel Sharma	Davota Primary School

### 16.2 Retired

<i>No. TPF</i>	<i>Name</i>	<i>School</i>
1. 43907	Sudha Kanta	Tavua Primary School
2. 44286	Emmanuel Kumar	Samabula Primary
3. 44567	Renuka Sharma	Shri A D Patel Primary
4. 44614	Hafiz Khan	Karavi Public School
5. 44817	Ashok Ram	Nadogo Central College
6. 44835	Arun Kaur	Arya Samaj Primary
7. 44851	Atendra Kumar	Ba Education Office
8. 44878	Harsat Patel	Mt Saint Mary's School
9. 44897	Anita Prasad	Joan of Arc Primary
10. 44913	Sakila Bano	Dilkusha Boys School
11. 54019	Norleen Reddy	Lomolomo Public School
12. 54172	Gayatri Dutt	Lautoka Arya Samaj Primary
13. 54184	Anjana Swamy	Dravo District School

14. 54185	Nirmala Wati	Boubale Primary
15. 54193	Satish Deo	Boubale Primary
16. 54217	Sani Ram	DAV Primary
17. 54220	Rajendra Sharma	Waimari Primary
18. 54396	Anil Prasad	Vunimono High
19. 54583	Sharmila Chand	SVC College Nadi
20. 54813	Sushila Singh	A D Patel Memorial
21. 54822	Madhur Lata Reddy	Qawa Primary
22. 54860	Fairul Shaheed	Sunshine Special School
23. 54931	Rajni Kumar	Naleba Primary
24. 54944	Angili Devi	Lautoka Andhra Sangam
25. 54988	Teresia Puamau	Kasavu Primary
26. 55265	Roshni Lata	DAV Primary Ba
27. 55622	Savitri Gupta	SSM Primary School
28. 55635	Litiana Matalau	Masimasi Primary School
29. 55637	Sashi Ram	Moto Sanatan Sammelan
30. 57766	Kamlesh Kumar	Malamala Public School
31. 65615	Sashi Lata	Seaqaqa Central College
32. 66830	Nirbhay Singh	DAV College Nabua
33. 67386	Reena Padarath	Holy Family Secondary
34. 67397	Kusum Lata	Holy Family Secondary
35. 67413	Usha Prasad	Baulevu High School
36. 69401	Sadhna Lata	Technical College of Fiji
37. 69792	Narain Gounder	Sila Central High
38. 81512	Ramesh Chand	SEO Secondary
39. 83238	Sarita Devi	Saraswati College
40. 84019	Suresh Chand	Tabia Sanatan Dharam
41. E0050	Josevata Wakalolo	Fiji National University
42. E0094	Nirbhay Chand	National University of Fiji
43. PO174	Indar Deo	Fiji National University
44. E6317	Satya Nand Shandil	Fiji National University

### 16.3 Resignation

<i>No. TPF</i>	<i>Name</i>	<i>School</i>
1. 66547	Prem Bina Prasad	Toga District School
2. 67600	Ranjita Chandra	Suva Methodist Primary
3. 83191	Surya Prasad	Jasper Williams High
4. 83984	Shereen Ali	Vunimono Islamia School

# 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 1<sup>st</sup> August to 31<sup>st</sup> 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

<b>Premium Care Medical Centre</b> -Garden City - 8924230 -Nausori - 3477002.	<b>GoodLife Medical Centre</b> 3 Kings Building Main St Nausori Ph: 9300999/766690	<b>Dr Monita Sharma</b> Shop 1 Tebara Plaza Nakasi PH: 3413151 PH: 9246879	<b>Dr. Toyin Olawale Jenyo</b> Nakasi Ph:7223848/ 9484748	<b>Dr. Yogendra Prasad</b> 8 Miles mako Ph: 3343157	<b>Dr Lalita Devi</b> Makoi Health Care Makoi 9208735	<b>Vuvale Medical Centre</b> Duilomaloma Road Sawani Ph: 2350564
<b>Rubina Medical Clinic</b> Nadera Ph: 9254186/3342832	<b>Dr Gene Bogitini</b> Valelevu Medical Ph: 3343700	<b>Dr Prem Singh</b> Prem's Medical Centre RB Center Point Ph:3398204 Ph:8072520	<b>Dr Ashika Sen</b> President Plaza Nabua 3380195	<b>Dr Ami Chandra</b> Nabua Ph: 9380115	<b>Dr Chun Pin Ma</b> Nabua Digicel House 9077407	<b>Pams Medical Centre</b> Samabula Ph: 3383880
<b>Samabula Medical Samabula</b> Ph: 3370880	<b>Dr.Sarika Chandra</b> Bayly House Suva 3315888	<b>Friendly Medical Centre</b> Amy Street, Toorak Suva Ph:9954613/ 7388588	<b>Dr Mili Vadei</b> P O Box 224 Pacific Harbour Navua PH: 9976592	<b>Dr Dharendra Lal</b> Sigatoka Ph: 6500242	<b>Dr Saras Nandan</b> Nadi Ph: 6702394	<b>Dr.Medel</b> Labuguens Medical Clinic Votualevu Nadi Ph: 9311906
<b>Dr Shaireen Prasad</b> Guardian Medical Pte Ltd 1 Yawini St Lautoka Ph: 6650258 Ph: 8654196	<b>Ba Medical Centre</b> Dr Dur Samy Namoli Avenue Lautoka Ph:6652792 9494595	<b>Dr. Sivnay Ram</b> Gold Town Medical Ph:7457666	<b>Prestige Medical</b> Center Ba Dr Rodolfo Doton Ph:6671555 Ba9990102	<b>Dr Diva Singh</b> DSM Centre Ba 4 Bank St Ba Town Ph: 9064735	<b>Dr M.S.R. Dean</b> Ba Town Ph:667835 Mob:9968795	<b>Dr Ashana Rafiq</b> Ba 973467 9
<b>Dr Sundressan Pillay</b> Family Care General Practitioners Ph:9418939	<b>Dr Bharathee Balram</b> Labasa Ph: 8818755	<b>Dr Atinesh</b> Prakash Labasa Ph: 9217602	<b>Dr Mohammed</b> Ishaq Savusavu Medical Ph: 8850721/9981786	<b>Tailevu Family</b> Medical Center Shop 8 Jawahir Lal Bldg Tailevu Ph: 2473919	<b>Raina's</b> Medical Centre Khalsa Road Tacirua Ph:9947210	

## 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

### iii. DENTAL COVER

Dentist consultation fee, surgery of wisdom tooth only.

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

### iv. OPTICAL COVER

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

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

### RETIREMENT BENEFITS

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

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

### TRAVEL BENEFITS

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

- I. Ground travel within the two main Islands, member can claim travel cost equal to charges of a running cab.
- II. Where members are required to travel by sea or air, costs equaling sea or air travel may be reimbursed.
- III. Travel cost within the district is not reimbursable.
- IV. Receipts for travel, receipts for fuel or travel vouchers must be submitted for refund.
- V. Children under the age of 16 can be accompanied by 1Adult.

### IMPORTANT POINTS

The scheme is governed through well-defined rules. Therefore, members should be aware of them.

Payments are made in accordance with the rules.

Important rules often overlooked are:

1. Claims should be lodged within 30 days. (Claims processing period is 10 working days)
2. Referral letters must be obtained from FTU nominated doctors before seeing any specialist apart from (Dental and Eye Specialist)
3. A copy of the referral letter must be lodged with the claim at all times.
4. All claims must be submitted with original receipts.
5. FTU nominated doctors are only General Practitioners and not specialist therefore they cannot refer patients to themselves.
6. Spouses have to provide a consent letter with TPF number to allocate any payments from their MABS entitlement to one another.
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 secretariat - 3314099/9928096 – ftu@connect.com.fj
2. For MABS claims contact Archana Narayan -3314099/9928096- medical@ftu.com.fj
3. For Membership details contact Sangeeta Devi -3314099/9928096- membership@ftu.com.fj

### 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.

### **FTU has its own Nominated Physiotherapist under specialists- Mr Nilesh Chand**

**Elite Physio Care**

**22 Makosoi Drive Ratu Dovi Road Nsinu**

**For appointments please call on Ph: 9299935**

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

### Referral Letters

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

### HONORARY MEMBERS

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

### DEATH BENEFIT

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

**FIJI TEACHERS UNION**  
**SELF FUNDING MEDICAL COVERAGE PLAN**

**SECTION 2.0 – PLAN DEFINITIONS**

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

1. **The Covered Member, You or Your** means the persons named or described in the **Membership 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 Periodental 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.

## **SECTION 3.0 – PLAN BENEFITS**

### **HOSPITAL AND SURGERY BENEFITS**

1. This Plan will pay the cost of Ambulance Services and Hospital Services incurred in the treatment of an Illness or Injury in a Public Hospital including the costs of road transportation and scheduled airline and sea transportation necessarily incurred if the Covered Member is referred to another Public Hospital. 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 up 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 Administrators possession before a claim occurs and any claim payment will be precedent on Administrators having received this information and Covered Members agreed fund contribution or a promise from Covered Member to pay Covered Members allocated fund.
- (b) Premium: **Single - \$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 x-ray 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

"Hard times may have held you down, but they will not last forever. Failure will never overtake you if the determination to succeed is strong enough. Sometimes adversity is what you need to face in order to become successful. Learn from yesterday, live for today, hope for tomorrow. The important thing is not to stop questioning." (Albert Einstein)

Progressive reports presented at NE meetings as well as AGMs showed the systematic erosion or removal of numerous benefits that were negotiated over decades in the past. The Union was compelled to seek redress through the dispute mechanism incessantly due to the complete absence of good faith in MEHA as well as Ministry of Civil Service then. Our members suffered immensely for the past decade.

However, 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 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 and well. We have lost a lot, but it is important to remain united.

The results of the 2022 General Election is clear and as a Trade Union, FTU respects it with hopes for dialogue and a healthy working relationship with the Ministry. Our apt message to members is that obstacles don't have to stop us. If we run into a wall, we should not turn around and give up, but figure out how to climb it, go through it, or work around it.

Brothers and Sisters in Union, the Fiji Teachers Union will not rest till justice is accorded and the dignity of the profession is restored.



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

**GENERAL TREASURER'S REPORT**

**FINANCIAL REPORT FOR THE YEAR ENDED 31st DECEMBER 2022**



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

I take this opportunity to present to you the Audited Financial report of the Fiji Teachers Union for the Financial Year ended 31 of December, 2022.

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

The monthly accounts are checked by the Finance Committee and presented to the Working Committee for approval. The National Executive scrutinises the accounts on a 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 2022**

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# **FIJI TEACHERS UNION**

## **FINANCIAL STATEMENTS 31 DECEMBER 2022**

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 deficit of the Union Headquarters for the year was \$(1,148,846) - (2021 - \$540,605)

#### **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 2022**

Page 4


**EXECUTIVE COMMITTEE’S REPORT (Continued)**

- (iii). No contingent liabilities or other liabilities of the Union has become or is likely to become enforceable within the period of twelve months after the end of the financial year which, in the opinion of the executive committee, will or may substantially affect the ability of the Union to meet its obligations as and when they fall due.
  
- (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 5th day of April 2023

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
General Treasurer

  
\_\_\_\_\_  
General Secretary

**FIJI TEACHERS UNION**

**FINANCIAL STATEMENTS  
31 DECEMBER 2022**

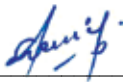
**STATEMENT BY EXECUTIVE COMMITTEE**

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 2022;
- (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 2022; 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

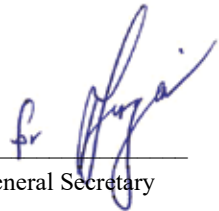
Signed at suva this 5th day of April 2023



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 2022, 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 2022 and of the results of its activities for the year then ended.

**2023**  
**SUVA, FIJI**

**A M NARSEY & CO**  
**CHARTERED ACCOUNTANTS**



## **INDEPENDENT AUDIT REPORT**

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#### **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.

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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**

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5 April 2023  
SUVA, FIJI

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

**FIJI TEACHERS UNION**

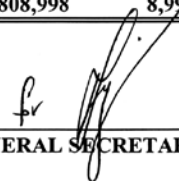
**COMBINED STATEMENT OF FINANCIAL POSITION  
AS AT 31 DECEMBER 2022**

Page 8

	<b>2022</b>	<b>2021</b>
	<b>\$</b>	<b>\$</b>
<b>ACCUMULATED FUNDS</b>	8,993,735	8,413,937
Add: Net (Deficit)/Surplus for the year (Page 9)	<u>(1,184,737)</u>	<u>579,798</u>
<b>TOTAL ACCUMULATED FUNDS</b>	<b><u>7,808,998</u></b>	<b><u>8,993,735</u></b>
Represented by:		
<b>CURRENT ASSETS</b>		
Cash at Bank and on Hand	1,426,259	2,593,563
Fixed Deposits	3,042,429	3,008,572
Rent Receivable	56,709	29,154
Interest and Other Receivables	194,273	108,443
Prepayments	<u>3,707</u>	<u>4,510</u>
<b>TOTAL CURRENT ASSETS</b>	<b><u>4,723,377</u></b>	<b><u>5,744,242</u></b>
<b>DEDUCT: CURRENT LIABILITIES</b>		
Creditors and Accruals	423,985	302,889
Rent Received in Advance	1,943	1,943
Provision for Employee Entitlements	3,519	8,172
Rent Deposits	<u>20,400</u>	<u>17,500</u>
<b>TOTAL CURRENT LIABILITIES</b>	<b><u>449,847</u></b>	<b><u>330,504</u></b>
<b>WORKING CAPITAL</b>	<b>4,273,530</b>	<b>5,413,738</b>
<b>NON CURRENT ASSETS</b>		
Fixed Assets	<u>3,535,468</u>	<u>3,579,997</u>
<b>NET ASSETS</b>	<b><u>7,808,998</u></b>	<b><u>8,993,735</u></b>

  
\_\_\_\_\_  
**PRESIDENT**

  
\_\_\_\_\_  
**GENERAL TREASURER**

  
\_\_\_\_\_  
**GENERAL SECRETARY**

**COMBINED STATEMENT OF INCOME AND EXPENDITURE  
FOR THE YEAR ENDED 31 DECEMBER 2022**

<b>INCOME</b>	<b>2022</b>	<b>2021</b>
	<b>\$</b>	<b>\$</b>
Donation	-	39,661
Hall Hire	12,076	1,264
Interest	58,168	80,894
Inhouse Insurance (Deficit)/Surplus	(980,272)	239,048
Inhouse Insurance - FTU Administration Cost	42,000	42,000
Sports, Fundraising/Lottery Income	2,113	-
Rent - Office Complex	111,432	105,432
Rent - Apartments	165,086	158,050
Subscriptions	907,447	892,741
Sundries	915	944
<b>TOTAL INCOME</b>	<b>318,965</b>	<b>1,560,034</b>
<b>DEDUCT EXPENSE</b>		
Advertising	5,007	3,235
Advocacy Cost	56,602	13,950
Annual Leave	(4652)	(478)
Audit Fees / Annual Audit	3,000	3,000
Bank Charges and Interest	3,271	2,686
Benefit-Medical, Retirement and Death	501,850	269,793
Capitation and Affiliation Fees	20,978	22,197
Depreciation	66,165	68,426
Divisional Workshops	46,654	-
Donation	4,046	42,202
Honorarium	5,800	3,360
Insurance	27,491	28,010
Legal Fees	2,304	1,000
Ministry Of Education 2.5% Levy	13,326	14,035
Motor Vehicle Expenses (Includes Fuel, Repairs & Maintenance etc)	17,857	13,916
National Elections	-	2,967
Periodicals and Newspapers	1,338	1,382
Printing and Publication	12,455	4,253
Provision for Unbanked Receipts Reversed	(15)	(2,544)
Rent and Rates	10,366	11,407
Repairs and Maintenance	35,490	51,923
Seminar, Conference, AGM and Travelling	167,914	54,170
Sports, Oratory and Fundraising	12,300	4,842
Stationary, Postage and Freight	9,001	9,314
Subsistence & Entertainment	69,955	35,051
Sundries/ General Expense	2,023	1,865
Telephone	16,631	19,257
Vaccination Drive	-	1,545
Wages, Salaries & Associated Costs	310,212	278,479
Water and Light	12,650	12,393
World Teachers Day/Pinktober/Movember	4,588	-
Womens Wing	9,267	3,824
Writing History [Krishna Datt]	59,813	4,776
<b>TOTAL EXPENSE</b>	<b>1,503,702</b>	<b>980,236</b>
<b>NET (DEFICIT)/SURPLUS FOR THE YEAR</b>	<b>(1,184,737)</b>	<b>579,798</b>


**FIJI TEACHERS' UNION [HEADOFFICE]  
STATEMENT OF FINANCIAL POSITION  
AS AT 31 DECEMBER 2022**

Page 10

	Note	2022 \$	2021 \$
<b>ACCUMULATED FUNDS</b>	(2)	<u>7,692,374</u>	<u>8,841,220</u>
<b>Represented by :</b>			
<b>CURRENT ASSETS</b>			
Cash at Bank and on Hand	(3)	1,372,614	2,517,722
Term Deposit	(16)	3,033,750	3,000,000
Rent Receivable		56,709	26,154
Other Receivables	(4)	206,985	107,353
Prepayments	(5)	<u>3,707</u>	<u>4,510</u>
<b>TOTAL CURRENT ASSETS</b>		<u>4,673,765</u>	<u>5,655,739</u>
<b>DEDUCT : CURRENT LIABILITIES</b>			
Rent Received in Advance		1,943	1,943
Creditors and Accruals	(6)	423,985	302,889
Provision for Employee Entitlements	(1.6)	3,519	8,172
Rebate Payable to Branches	(1.2)	66,934	66,928
Rent Deposits		<u>20,400</u>	<u>17,500</u>
<b>TOTAL CURRENT LIABILITIES</b>		<u>516,781</u>	<u>397,432</u>
<b>WORKING CAPITAL</b>		4,156,984	5,261,307
<b>NON CURRENT ASSETS</b>			
Fixed Assets	(1.3, 7)	3,535,390	3,579,913
<b>NET ASSETS</b>		<u>7,692,374</u>	<u>8,841,220</u>
<b>CAPITAL COMMITMENTS &amp; CONTINGENT LIABILITIES</b>			
	(14)		

  
PRESIDENT

  
GENERAL TREASURER

  
GENERAL SECRETARY

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

STATEMENT OF INCOME AND EXPENDITURE  
FOR THE YEAR ENDED 31 DECEMBER 2022

INCOME	Note	2022 \$	2021 \$
Donation		-	39,161
Hall Hire		12,076	1,264
Inhouse Insurance (Deficit)/Surplus	(12)	(980,272)	239,048
Inhouse Insurance - FTU Administration Cost		42,000	42,000
Interest		57,941	80,504
Rent - Office Complex		111,432	105,432
Rent - Apartments		165,086	158,050
Subscriptions	(1.4)	907,447	892,741
Sundries		215	15
<b>TOTAL INCOME</b>		<b>315,925</b>	<b>1,558,215</b>
<b>DEDUCT EXPENSES</b>			
Advertising		5,007	3,235
Advocacy Cost		56,602	13,950
Annual Leave		(4,652)	(478)
Annual Audit Fees		1,760	1,760
AGM Seminar, Conference & Travel		93,906	47,221
Bank Charges & Interest		2,138	1,705
Benefit- Medical, Retirement and Death	(8,14)	501,217	268,743
Capitation/ Affiliation Fees		20,978	22,197
Depreciation	(7)	66,159	68,418
Divisional Workshops		44,219	-
Donation		4,046	42,102
Honorarium	(9)	5,800	3,360
Insurance		27,491	28,010
Rent and Rates		10,366	11,407
Legal Fees		2,304	1,000
Light & Water		12,650	12,393
Ministry of Education 2.5% Levy		13,326	14,035
Motor Vehicle Expenses (Includes Fuel, Repairs & Maintenance etc.)		17,857	13,916
National Elections		-	3,000
Periodicals & Newspaper		1,338	1,382
Printing & Publication		12,455	4,195
Provision for Unbanked Receipts Reversed	(16)	-	(2,544)
Rebate to Branches		65,744	66,038
Repairs and Maintenance	(10)	35,490	51,923
Stationery, Postage & Freight	(11)	8,115	8,856
Subsistence and Entertainment		63,632	26,588
Sundries/ General Expense		900	298
Telephone and Fax		16,631	19,145
Wages, Salaries & Associated Costs		310,212	278,479
Womens Wing		9,267	2,500
Writing History [Krishna Datt]	(14)	59,813	4,776
<b>TOTAL EXPENSE</b>		<b>1,464,771</b>	<b>1,017,610</b>
<b>NET (DEFICIT)/ SURPLUS FOR THE YEAR</b>		<b>(1,148,846)</b>	<b>540,605</b>

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

**NOTES TO AND FORMING PART OF THE ACCOUNTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**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**

	<b>2022</b>	<b>2021</b>
	\$	\$
Balance at 1 January	8,841,220	8,300,615
Add: Net (Deficit)/ Surplus for the year	(1,148,846)	540,605
Balance at 31 December	<u><u>7,692,374</u></u>	<u><u>8,841,220</u></u>

**3. CASH AT BANK AND ON HAND**

FTU Berry Apartment Account - ANZ	286,989	167,579
FTU Mutual Benefit Scheme Account - ANZ	4,625	(182)
FTU General Account - ANZ	282,775	688,410
FTU School Rehabilitation Fund	32,207	35,814
FTU Inhouse Insurance Scheme Account - HFC	765,318	1,625,401
Cash on Hand/ Petty Cash	700	700
<b>Total Cash at Bank and on Hand</b>	<u><u>1,372,614</u></u>	<u><u>2,517,722</u></u>

**4. OTHER RECEIVABLES**

FEA Refundable Deposit	9,968	9,968
Subscription	38,070	12,759
Sundries	88,672	35,294
Interest Income Receivable - Term Deposit	56,504	34,438
Inhouse Insurance Fund - Branches	13,771	14,894
<b>Total Other Receivables</b>	<u><u>206,985</u></u>	<u><u>107,353</u></u>

**5. PREPAYMENTS**

Insurance Premium	36	23
Postage	42	42
Rates	3,535	4,344
Periodicals	94	101
<b>Total Prepayments</b>	<u><u>3,707</u></u>	<u><u>4,510</u></u>

**6. CREDITORS & ACCRUALS**

Annual Audit Fees	6,000	6,000
Salaries, Wages & Associated Costs	7,852	7,320
Inhouse Insurance Medical Cost	344,341	230,661
Medical Benefits	33,694	27,024
Electricity and Water	1,655	1,238
Telephone and Fax	1,104	1,314
Vat Payable	524	408
Sundry Creditors	28,815	28,924
<b>Total Creditors &amp; Accruals</b>	<u><u>423,985</u></u>	<u><u>302,889</u></u>



**7. FIXED ASSETS**

	WDV	ADDITIONS	RETIRE	DEPRECIATION	WDV
Land	110,588				110,588
Building	908,058			11,351	896,707
Apartment Complex	2,305,960			28,825	2,277,135
Labasa Property	114,459			1,431	113,028
Furniture & Fittings	12,923	1,590		2,058	12,455
Motor Vehicle	20,105			4,825	15,280
Plant & Equipment	77,513	8,248		12,240	73,521
Office Equipment	30,307	11,798		5,430	36,675
<b>Total Fixed Assets</b>	<b>3,579,913</b>	<b>21,636</b>	<b>-</b>	<b>66,159</b>	<b>3,535,390</b>

**8. BENEFITS-MEDICAL, RETIREMENT AND HEALTH**

	2022	2021
	\$	\$
Medical - Local	345,824	189,817
Retirement	49,300	17,908
Death	25,116	17,500
Private Practitioner Claims	80,977	43,518
<b>Total Benefits</b>	<b>501,217</b>	<b>268,743</b>

**9. HONORARIUM**

Muniappa Goundar	700	600
Nakul Deo Barman	500	240
Brij Bhan Singh	500	240
Pranesh Sharma	500	240
Pratosh Kumar	500	240
Pranesh Kumar	500	-
Rameshwar Lal	500	420
Rajnesh Lingam	500	420
Ajeshni Nand	500	-
Sashi Mahendra Shandil	600	480
Vidya Singh	-	240
Madhur Prakash	500	240
<b>Total Honorarium</b>	<b>5,800</b>	<b>3,360</b>

**10. REPAIRS & MAINTENANCE**

Repairs and Maintenance - Building	21,277	35,584
Repairs and Maintenance - Equipment	14,213	16,339
<b>Total Repairs &amp; Maintenance</b>	<b>35,490</b>	<b>51,923</b>

<b>11. STATIONERY , POSTAGE AND FREIGHT</b>	<b>2022</b>	<b>2021</b>
	<b>\$</b>	<b>\$</b>
Postage and Freight	2,089	3,027
Stationery	6,026	5,829
<b>Total Stationery, Postage and Freight</b>	<b>8,115</b>	<b>8,856</b>

**12. INHOUSE INSURANCE**

Premium Received	<b>2,137,127</b>	<b>1,854,685</b>
Term Life Claim Received - Late Satish Singh	-	<b>25,000</b>
	<b>2,137,127</b>	<b>1,879,685</b>

**Inhouse Payments**

Capital Insurance - Premium (Term Life)	23,662	27,300
Marsh Pte Ltd - Administration Cost	82,008	82,008
Ministry Of Education 2.5% Levy	51,038	43,338
Fiji Teachers Union - Administration Cost	42,000	42,000
Medical Claims Paid Directly - FTU Headquarters	2,902,212	1,419,206
Premium Refund to Members	16,479	1,785
Term Life Claim Paid - Late Satish Singh	-	25,000
<b>Total Inhouse Payments</b>	<b>3,117,399</b>	<b>1,640,637</b>

<b>Inhouse Insurance Surplus</b>	<b>(980,272)</b>	<b>239,048</b>
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In July 2011 Inhouse Insurance Scheme was initiated. In July 2014 the limit for local hospitalisation increased from \$10,000 to \$15,000 and \$250,000 for treatment overseas. 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. 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

**14. 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 (2021 -NIL)

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As at 31 December 2021, the Union has not performed an actuarial valuation to determine the liability of the Union relating to retirement benefit

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There were no significant contingent liabilities at balance date (2021 -NIL)

### 15. 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.

### 16. TERM DEPOSITS

	Interest rate	Term Started	Term Expiry	2022 \$	2021 \$
HFC Bank	2.50%	25/03/22	25/03/23	1,533,750	1,500,000
Bred Bank	2.00%	28/10/22	-	1,500,000	1,500,000
				<b>3,033,750</b>	<b>3,000,000</b>

Term deposits held with Bred bank were not re-invested due to rising cost of medical treatments. The funds were received from Bred bank in January 2023.

### 17. 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.

### 18. ACCOUNTS PRESENTATION

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

**FTU WOMEN'S WING**  
**31st ANNUAL GENERAL MEETING, 17TH MAY, 2023**  
**ORDER PAPER**

**1.0 Quorum for the Annual General Meeting**

The Secretary to move: "That this Annual General Meeting has the necessary quorum as per the charter of FTU- Women's Wing."

**2.0 Notice Convening the AGM**

The Secretary to move: "That this AGM be convened in accordance with the advertisement carried in *The Fiji Times* on 15th April, 2023."

**3.0 Communication from the Chair**

**4.0 Confirmation of the minutes**

The Secretary to move: "That the Minutes of the 30th AGM of FTU - Women's Wing held on 5th April, 2022, at Rishikul Sanatan College, Nasinu as previously circulated be taken as read and be confirmed."

**5.0 Annual Report**

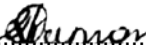
The Secretary to move: "That the Annual Report of FTU - Women's Wing for the year 2022- till April, 2023 as previously circulated be received for discussion and be adopted."

**6.0 Financial Report**

The Treasurer to move: "That the Financial Report for the year ending 31st December, 2022 be received for discussion and be adopted."

**7.0 Recommendations**

**8.0 General**

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

**MINUTES OF THE 30TH ANNUAL GENERAL MEETING OF THE FIJI  
TEACHERS UNION – WOMEN'S WING HELD AT RISHIKUL SANATAN  
COLLEGE ON 5TH APRIL, 2022  
(HOST: NASINU BRANCH)**

**THEME: "COVID-19 A CHALLENGE TO EDUCATION RESILIENCE – THE ROLE  
OF WOMEN"**

### **Introduction**

The Annual General Meeting for the Fiji Teachers Union Women's Wing was officially opened by the Regional Marketing Manager of Colgate Palmolive Ms Jyotika Devi. She was impressed with the turnout of female members for the AGM. In light of the theme, she elaborated that women had nailed leadership in many areas. She expressed that women must prioritise in upgrading their profession and resonate oneself towards self-care.

### **1.0 Call to Order (Time-1.00pm)**

The Women's Wing Secretary – Sis. Sima Kumar called the meeting to order.

### **2.0 Communication from the Chairperson**

The FTU Women's Wing National Vice lady Sis. Ajeshni Nand welcomed the members and thanked them for displaying solidarity in the Women's Wing. She shared greetings from Sis. Vidya Singh who was out of country. The Vice Chairlady sincerely thanked Sis. Vidya Singh for consecutively looking after the affairs of the National Women's Wing. She highlighted that the solidarity was the biggest strength. 2021 was a challenging period for many and the FTU National Women's Wing was no exception. Despite the trying times, the FTU National Women's Wing worked hard and the organisation of the branches remained an unstoppable priority. She was glad to declare that all Women's Wing had been active except for Bua and Nadroga which would be attended in the coming weeks. She highlighted the major activities organised at branch level by women such as IWD and Pinktober. She expressed delight that most branches remained active during the pandemic through the Viber groups. She mentioned that communication, collaboration, networking and reaching out to members would be part of the Action Plan for the coming years.

### **3.0 Quorum for the Annual General Meeting**

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

Seconded by Sis Sunita Govind (Labasa)

Quorum- 120

W.W Executive – 8

Apologies from the Executives: Sis. Vidya Singh and Sis. Niazul Naushad (Ba)

#### **4.0 Notice Convening the Meeting**

The Secretary moved that the AGM be convened in accordance with the advertisement published in *The Fiji Times* on 16th March, 2022.

**Seconded by Sis. Anjalin Dass (Rewa)**

#### **5.0 Confirmation of the Minutes.**

5.1 The Secretary moved 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.

**Seconded by Sis. Deveena Prasad (Rewa)**

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 Secretary moved that the 29th AGM minutes reflected true and accurate recording of the proceedings of the meeting.

**Seconded by Sis. Kirti Mala (Suva)**

#### **8.0 Annual Report**

The Secretary moved 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.

**Seconded by Sis. Taina Rokovereni (Suva)**

#### **9.0 Matters Arising from the Annual Report**

There were **no** matters arising from the annual report.

#### **10.0 Financial Report**

The Treasurer, Sis Urmila Singh, moved that the Financial Report for the year ending 31st December, 2021, be received for discussion and be adopted.

**Seconded by Sis. Sanjeevni Kirti (Suva)**

## 11.0 Matters Arising from the Financial Report

There were **no** matters arising from the Financial Report.

## 12.0 Recommendations / Resolutions

12.1 Sis. Filomena Jema (Taveuni) recommended that FTU liaise with MEHA for banking leaves for inter-island schools.

## 13.0 General

13.1 Sis. Basundra Kumar, a Union stalwart, spoke at length and expressed her gratitude to all the women leaders who had stood up boldly to empower women. She encouraged women to aspire for success. She mentioned that 30 years ago the National Women's Wing was formed to support and empower women towards leadership and she said that she was proud to see that the group had groomed so many women who had been and were in leadership positions. There was no doubt that the number of women in leadership would continue to rise.

## 14.0 Dissolution of the Committee

14.1 The Women's Wing Committee was dissolved by the Chairlady. Sis. Ajeshni Nand moved the name of Sis. Gyan Prasad as the interim Chairlady. She also invited Sis. Sadhana Singh to convene the election together with Sis. Gyan Singh.

## 15.0 Election of the FTU Women's Wing Committee (2022 – 2024)

NO.	POSITION	NAME	MOVER	SECONDER
1	Chairlady	Sis. Urmila Singh – Rewa	Sis. Sueta Chaudhry – Rewa	Sis. Anjalin Dass – Rewa
2	Vice Chairlady	Sis. Ajeshni Nand - Suva	Sis. Nandita Kumar - Nasinu	Sis. Toroki - Navua
3	Vice Chairlady	Sis. Niazul Naushad - Ba	Sis. Urmila Singh- Rewa	Sis. Sima Kumar -Lautoka
4	Secretary	Sis. Seema Kumar- Lautoka	Sis. Sunita Govind- Labasa	Sis. Vuki - Nadi

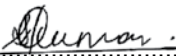
5	Assistant Secretary	Sis. Arti Karan - Navua	Sis. Toroki - Navua	Sis. Sima Kumar - Lautoka
6	Treasurer	Sis. Latchmi Devi - Nasinu	Sis. Nandita Kumar - Nasinu	Sis. Sawaastika Kumar - Nasinu
7	Exe. Com. Member	Sis. Sandhya Goundar - Levuka	Sis. Ajeshni Nand - Suva	Sis. Rohini Singh - Labasa
8	Exe. Com. Member	Sis. Sunita Govind - Labasa	Sis. Anju Chand - Rewa	Sis. Loame - Lautoka
9	Exe. Com. Member	Sis. Salome Vakabuto - Rewa	Sis. Nileshni Devi - Rewa	Sis. Beti - Rewa
10	Exe. Com. Member	Sis. Nandita Kumar - Nasinu	Sis. Ranjani Prasad - Nasinu	Sis. Urmila Singh - Rewa


## 16.0 Conclusion

The elected Chairlady thanked all the members for their continuous support, dedication and hard work. She encouraged ladies to take part in Union activities and women leaders to become self-sufficient to combat difficult situations like COVID – 19.

## 17.0 Adjournment

The meeting was adjourned at 2.15pm.

  
 .....  
 Sis. Sima Kumar  
 Secretary

  
 .....  
 Sis. Urmila Singh  
 Chairperson





**FIJI TEACHERS UNION  
WOMEN'S WING**



**Chairlady:** Sis. Urmila Singh      **Ph:** 9934999  
**Secretary:** Sis. Sima Kumar      **Ph:** 9212409  
**Treasurer:** Sis. Latchmi Devi      **Ph:** 9710819

**Women's Wing Annual Report: JANUARY 2022 - APRIL 2023**

**1.0 INTRODUCTION**

Women make up a large proportion of Union membership. Women leaders are more inclusive as they work to strengthen different personalities. They foster innovation through collaboration.

The 2022 Annual General Meeting elected yet another ten vibrant women leaders from various districts to serve members. The Women's Wing in all 15 branches have been organising branch activities in large numbers.

This Annual Report sheds light on the success of FTU Women's Wing in terms of activities and events that were organised and carried out for the 2022-2023 period.

**2.0 30<sup>TH</sup> FTU WOMEN'S WING ANNUAL GENERAL MEETING**

The Annual General Meeting for the Fiji Teachers Union Women's Wing was officially opened by the Regional Marketing Manager of Colgate Palmolive Miss Jyotika Devi. She was very impressed with the turnout at the AGM. A total of 120 women members attended the AGM. The following members were elected as National Executives:

<b>Position</b>	<b>Name</b>
Chairlady	Sis. Urmila Singh - Rewa
Vice Chairlady	Sis. Ajeshni Lal - Suva
Vice Chairlady	Sis. Niazul Naushad - Ba
Secretary	Sis. Sima Kumar - Lautoka
Assistant Secretary	Sis. Arti Karan - Navua
Treasurer	Sis. Latchmi Devi - Nasinu
Exe. Com. Member	Sis Sandhya Goundar - Levuka
Exe. Com. Member	Sis. Nandita Kumar - Nasinu
Exe. Com. Member	Sis. Sunita Govind - Labasa
Exe. Com. Member	Sis. Salome Vakabuto - Rewa

### **3.0 NATIONAL EXECUTIVE MEETING**

The National Women's Wing had two meetings last year after the AGM on 27th June and on 13th August. The National Women's Wing had their first formal meeting on 4th March (2023) at FTU HQ. The NE re-looked at its Strategic Plan and the Annual Plan. Sisters were also advised on IWD and the upcoming Annual Conference. The Executives and Branch Chairladies were kept updated via the Viber platform.

### **4.0 STRATEGIC PLANNING MEETING (28th – 29th May, 2022)**

The Council of Pacific Education (COPE) in partnership with Education International organised a two day strategic planning meeting at Tanoa Skylodge in Nadi. The resource persons were Mr. Anand Singh – Chief Regional Co-ordinator Education International - Asia Pacific, Mr. Henry Rajendra - AEU and Ms. Nicol Colnan – AEU.

The meeting discussed:

1. The need for research on access and the use of teaching materials and how intellectual copy right laws may support or deny learning opportunities.
2. Opportunities to share the knowledge and expertise; and
3. Reflections in relation to the renewal of teacher organisations in the 21st century.

Sis. Urmila Singh , Sis Ajeshni Nand and Sis Maraia (Ra) represented the National Women's Wing.

### **5.0 FTU/FTA WOMEN'S CAPACITY BUILDING WORKSHOP**

The two Teacher Unions, FTU and FTA, collaboratively held a Women's Capacity Building Workshop funded by COPE at the Fiji Hideaway Resort and Spa from 18th – 19th June, 2022. It was an educational and enriching workshop as there were many deliberations made by the speakers and it gave an opportunity for the two Union Executives to share ideas. This led to the formulation of the FTU National Women's Wing Strategic and Action Plan as it enabled all members present for the workshop to identify impeding issues. There were presentations made by Bro. Agni Deo Singh -the General Secretary of FTU, Sis. Urmila Singh - FTU National Women's Wing Chairlady and Sis. Ajeshni Nand - the Vice Chairlady. Their deliberations focused on the effects of COVID-19 and the path forward.

This workshop was attended by the following representatives from FTU: Sis. Urmila Singh, Sis. Ajeshni Nand, Sis. Salome Vakabuto, Sis. Latchmi Devi, Sis. Nandita Kumar, Sis. Romnik, Sis. Sazreen Ali, Sis Subashni Maharaj, Sis. Anjalin Dass and Sis. Poonam Sami with members of the Working Committee.

## **6.0 NADI WOMEN'S WING WORKSHOP - 30/07/2022**

Nadi Branch had their branch workshop on 30th July where the National Executives of Women's Wing participated in the workshop. It was an educational workshop with good deliberations. A total of 70 women attended.

### **6.1 FTU DIVISIONAL WORKSHOPS 2022**

Women members came out in numbers during the Divisional Workshops that were held in Nadi, Rakiraki and Labasa. Some Executives later conducted PDs in their own schools to educate their staff (FTU members) on the services provided by FTU and FTU-CTCL.

## **7.0 SPORTS**

### **7.1 Northern Tournament**

This was hosted by Savusavu on 23rd September, 2022. Taveuni, Labasa, Savusavu and Bua participated in Netball and Women's Volleyball.

### **7.2 North West Tournament**

This was hosted by Tavua on 27th August, 2022. It was well-organised by Tavua branch. Lautoka, Tavua, Ba and Rakiraki participated in Netball and Women's Volleyball.

### **7.3 Southern Zone**

This was hosted by Navua on 11th November, 2022. Rewa, Nasinu, Suva and Navua participated in Netball and Women's Volleyball. The women participation from Southern branches was really encouraging.

## **8.0 ILO ACTRAV TRAINING - "Promoting Decent Work in Digital Labour Platforms – 2022 edition" from 26th September to 28th November**

This was an on-line training where Sis. Urmila Singh and Sis. Sima Kumar were nominated, and they attended the training virtually. They completed the one-month on-line training and were awarded certificates.

## 9.0 TRADE UNION RENEWAL WORKSHOP

This was held from 8th-10th October, 2022, at FTU HQ and was organised/funded by COPE. The following was discussed:

- Center for professional learning;
- Teachers professional requirements in Fiji;
- Professional status through professional growth;
- Social dialogue and stakeholder engagement;
- Power in the Union: making a positive contribution to school culture;
- Professional development programs and strategies; and
- Bringing structure to the work as a Union leader in schools.

Women's Wing members- Sisters Urmila Singh, Salome Vakabuto, Ajeshni Nand, Nandita Kumar, Latchmi Devi, Ranjani Prasad and Deveena Prasad represented the women.

## 10.0 23RD COPE TRIENNIAL CONFERENCE

Theme: **"Transforming Education for 21st Century Pacific for Sustainable Development of Land, Ocean, People and their Relationship"**

### **THEME for COPE/EIs Women's network Conference: "WEAVING STRONGER WOMEN NETWORKS"**

This was held from 31st October to 4th November, 2022, at the Tanoa International, Nadi. The representatives of 17 COPE affiliates from 11 countries of the Pacific region gathered. The Conference was preceded by a two and half days of Pre-conference events (Youth and Women's Network Caucus) from 31st October to 2nd November, 2022. The COPE Triennial Meeting was held on 3rd and 4th November, 2022. The Conference provided unique opportunities for the Pacific Education Trade Union leaders to come together to share experiences, exchange views and ideas, and mobilise greater Trade Union movement and solidarity across the region as we re-imagine and transform our future. Women's Network Coordinator Sis. Urmila Singh represented FTU while Sis Praneeta Chand, Chairlady Women's Wing Nadi represented the youths. Sis Ajeshni represented FTU Women's Wing as an observer.

### **11.0 PINKTOBER/ MOVEMBER**

This was observed in Nadi, Nadroga, Ba, Tavua, Rakiraki, Rewa, Suva, Navua, Labasa, Savusavu, Bua and Taveuni.

### **12.0 EDUCATION INTERNATIONAL – CLIMATE CHANGE ADVOCACY**

Sis. Urmila Singh did presentations during zoom meetings on 'Teach for the Planet' - Regional Climate Survey. A report was published and her presentation with a short video was presented in COP-27.

### **13.0 16 DAYS OF ACTIVISM AGAINST GENDER BASED VIOLENCE AND WORLD HUMAN RIGHTS DAY**

This was observed on Saturday 10th December, 2022, at FTU HQ by Women's Wing. The workshop was officiated by Shamima Ali, the coordinator Fiji Women's Crisis Centre and had a panel discussion on how women could help battle violence against other women. In the panel discussion, Sis. Farzana Rahim, EAW Training and Coordination Specialist at UN Women Fiji Office, raised concerns on the increasing number of cases among girls and women. She advised teachers to create a healthy relationship amongst students and seek counselling services. Similar sentiments were shared by Sis. Latileta Gaga, a strong Unionist who condemned such behavior by perpetrators. She said that all girls and women had the right to enjoy their life. The third panelist Sis. Ajeshni Nand shared similar sentiments and advised participants on how teachers could make a change in society, within Union colleagues and in schools. It was encouraging to see the support from the male colleagues in the workshop.

### **14.0 INTERNATIONAL WOMEN'S DAY CELEBRATION- 08/03/2023**

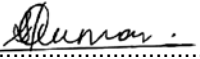
The International Women's Day celebration was held at Central Cuisine on 8th March, 2023. The theme for the day was "Digital: Innovation and Technology for Gender Equality" and the guest speaker was CHES Co. Owner and Manageress, Mrs. Ateca Williams, who delivered a very innovative speech on women empowerment. This was attended by 20 FTU members along with 20 FTA and 10 AUSPS members. The programme was coordinated by the Women's Network Coordinators of FTU, FTA and AUSPS and funded by COPE.

IWD was also celebrated in all branches during their AGMs in March, 2023. Members of NE and Women's Wing National Executive attended the celebrations in some branches.

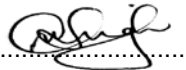
## 15.0 THANKS AND APPRECIATION

We wish to acknowledge the support of:

- The Fiji Teachers Union (National Executives)
- The Fiji Teachers Union (Branches)
- The Fiji Teachers Union Women's Wing (Branches)
- The Council of Pacific Education
- The Fiji Trades Union Congress
- The Fiji Trades Union Congress Women's Committee
- The Fiji Women's Crisis Center
- The Fiji Women's Rights Movement
- EI/ Asia Pacific



.....  
Sima Kumar  
Secretary



.....  
Urmila Singh  
Chairlady

**FTU Women's Wing**  
**Financial Report 2022 (31/12/2022)**

**Total Funds Available**

Balance as at 1 January 2022	\$ 1,357.05
Grant from Fiji Teachers Union	9,267.00
Total	<b><u>10,624.05</u></b>

**Expenses**

Executive Meetings (28/02/22)	1,320.00
Executive Meetings (13/08/22)	1,637.00
	<b><u>2,957.00</u></b>

**International Women's Day Celebration**

Rakiraki	200.00
Navua	100.00
Ba	200.00
Nasinu	80.00
Levuka	130.00
Labasa	200.00
Rewa	100.00
FTUC Reps	100.00
	<b><u>1,110.00</u></b>

**Divisional Workshop**

Labasa	100.00
16 Days Activism against gender based violence	660.00
	<b><u>760.00</u></b>

**Branch Workshop**

Nadi	1,338.10
Ba	200.00
Rewa	160.00
Levuka	180.00
	<b><u>1,878.10</u></b>

**Pinktober Awareness**

Nadroga	200.00
Bua/Savusavu	130.00
	<b><u>330.00</u></b>

**Conference Expenses**


FTU Annual Conference 2022	2,270.00
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**FTU Branch Women's Wing Activism/ Empowerment** **1,150.00**

Bank Charges	98.60
Total Expenses	<b><u>10,553.70</u></b>

Balance as at 31 December 2022

**\$ 70.35**

  
Urmila Singh  
Chairperson  
Women's Wing

  
Latchmi Devi  
Treasurer  
Women's Wing





**NOTES**

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# Secretariat Staff 2022/2023



**Mr. A. D. Singh**  
Former General Secretary



**Mr. Ronald Lal**  
Admin & Finance



**Archana Narayan**  
Insurance / MABS Officer



**Shradha Chaudhary**  
Secretary



**Sangeeta Devi**  
Membership Officer



**Mr. Dharmendra  
Maharaj**  
Support Staff



**Mr. Sanjay**  
Handyman

