



Fiji Teachers Union Newsletter

(THE CHILD OUR HOPE)

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GREETINGS

Bula Vinaka!! Warm greetings to all the members. A special welcome to the new members. We wish you a productive and prosperous 2019 academic year. On the same note, we wish to thank you for your unreserved support and assistance in the year 2018. Despite the adversities, we will keep the Union flag flying.

SCHOOL TERMS 2019

- ❖ Term 1 – 14/01/19 – 19/04/19
- ❖ Term 2 – 06/05/19 – 09/08/19
- ❖ Term 3 – 26/08/19 – 22/11/19

89th ANNUAL CONFERENCE 2019

The details of the conference are as follows:

Host: Suva Branch

Dates: 23rd April – 26th April 2019

Venue: Rishikul College Hall

Theme: Educational Reforms: Implications on
Fijian Education



Chief Guest - **Professor Vijay Naidu**

BIO DATA - CHIEF GUEST

Professor Vijay Naidu was a Professor of Development Studies, School of Government, Development and International Affairs (SGDIA), University of the South Pacific (USP) as well as an Adjunct Professor, Development Studies, School of Geography, Environment and Earth Sciences, Victoria University of Wellington, Wellington, New Zealand. Additionally, he was an Adjunct Professor, Health, Arts and Design, Swinburne University of Technology, Hawthorn, Victoria, Australia.

In 1989, he completed D. Phil. (Sociology of Development) from University of Sussex, Falmer, England. Professor Naidu was born and educated in Fiji and the United Kingdom.

CONFERENCE PROGRAMME

TUESDAY 23/04/19

10.00am	Pre Conference Meeting
2.00pm	Sports Committee Meeting

WEDNESDAY 24/04/19

8.30-9.00am	Registration of Delegates
9.15am	Guests and delegates get seated
9.30am	Official Opening of the 89 th AGM and Conference
	Welcome Address by Chairperson – Suva Branch
	Presidential Address
	Keynote Address and Official Opening



	Vote of Thanks
10.30am	Morning Tea
11.00am	Annual General Meeting
	Resolutions
2.00pm	Lunch
3.30pm	Sports Official Opening
7.00pm	Cultural Night

Duty Hours of Teachers
Official Duty Hrs of Teachers :
8am to 3.30pm [Circular 95/2017].

THURSDAY 25/04/19	
9.00am	FTU-CTCL AGM
10.30am	Morning Tea
11.00am	Women's Wing AGM
1.00pm	Lunch
2.00pm	Sports
7.00pm	CTCL Dinner Night

FRIDAY 26/04/19	
8.30am	FTU Sports Continues
10.00am	Post Conference Meeting

BRANCH AGMs

All Branch Annual General Meetings must be conducted and completed within the month of March, as per the Union's Constitution.

Branch elections will be conducted by the Fijian Elections Office.

Members, who were fully subscribed till 31/12/18, are eligible to participate in their respective **Branch Annual General Meetings**.

Your name must appear in the Branch list if you want to vote. If the name is not in the list, FEO will not allow you to vote.

Members will not be able to vote in the National Elections if their membership is not fully paid or updated.

Cash Paying Members – subscription must be fully paid

for 2019 to be eligible to participate in the Branch AGM.

New Members – Civil Servant Teachers who have signed the Authority Forms for their membership deductions at source and their membership has been approved by the Working Committee, will be able to participate and vote at the Branch Elections.

Please check your membership status, with the Secretariat or the Branch Secretaries.

BRANCH DELEGATES

Branch delegates should be appointed as per the Constitution Section 32 Clauses 1-9.

It is advisable that all members in the Branch are informed of the above well before the Branch AGM, and delegates be appointed in the Branch AGM.

The dates and venues of the Branch AGMs are as follows:

BRANCH	DATE	VENUE	TIME
Savusavu	13/3/19	Savusavu Bay Lodge	6pm
Nasinu	13/3/19	Rishikul Sanatan College	4pm
Navua	13/3/19	Vashist Muni College	4pm
Lautoka	13/3/19	Lautoka Primary	4.30pm
Tavua	13/3/19	Tavua Primary	4pm
Suva	14/3/19	FTU HQ	4.30pm
Nadi	14/3/19	Sangam SKM College	4pm
Tailevu	14/3/19	Tailevu North College	4pm
Nadroga	14/3/19	Tuva Primary	6pm
Labasa	16/3/19	Kshatriya Hall Labasa	10am
Levuka	16/3/19	Levuka Public Primary	10.30am
Ba	20/3/19	Xavier College	4pm
Rakiraki	21/3/19	Penang Sangam High	4pm
Taveuni	23/3/19	Taveuni Central Sanatan Primary	10.30am
Bua	23/3/19	Lekutu Secondary School	10am
Rewa	27/3/19	Vunimono High School	4pm



The election of Office bearers will be conducted by the Fijian Elections Office. The notice for nominations will be advertised by them.

FTU NATIONAL ELECTIONS

The FTU National Elections will be conducted by the Fijian Elections Office on Saturday, 13th April, 2019.

FEO will advertise for nominations for the vacant positions.

AGM RESOLUTIONS

All resolutions for AGM's consideration should come through your respective branches.

The resolutions should be tabled in the Branch AGM and endorsed by the house, with a mover and seconder. All resolutions must reach the Secretariat by close of business on 12/04/19.

JOURNAL ARTICLES

Members are invited to write an A5 2-page article for this year's Journal.

The National Executive members are reminded to submit an article for the Journal as well.

Members are reminded not to submit University assignments. Please include a reference with your article.

The due date for the article is 01/04/19. Articles can be e-mailed to: ftu@connect.com.fj or to the Publicity Officer on: kumar.manhar@yahoo.com

The theme for the 89th AGM is "Educational Reforms: Implications on Fijian Education"

The Publicity Committee has the right to select and edit the articles.

BILLETING

Branches are requested to contact Bro. Rajnesh Lingam – Chairperson Suva Branch on 8399482/9928024 for the arrangement of billeting during the Annual Conference.

CULTURAL NIGHT

Members who wish to perform during the Cultural Night on Wednesday 24th April 2019 are to give their names to their Branch Secretaries before 18th April, 2019. Commitment needed.

CONFERENCE ATTENDANCE

Branches are requested to bring large delegations to the 89th AGM in order to make a strong statement to the authorities on the numerous matters of grave concern pertaining to the status of teachers and workers at large in the country.

SPORTS

As usual sports will be a major feature of the conference. Branches are expected to prepare the teams to participate in soccer, netball and men's and women's volleyball.

CHANGE OF BRANCH

Members who have changed districts are to notify the Secretariat immediately so that the membership records could be updated.

Also note that if you change schools or are posted out of the current district and which means a change in the Branch, please have your records updated. The Branch transfer cutoff date is 01/03/19.

Members who want to participate in the Conference Sports must ensure that their names appear in the appropriate Branch Register.

Note that your choice of a Branch can be either through residential qualification or the school in which you teach.

The final date for membership for participation in the AGM & Conference is 12/04/19.

Afternoon and Saturday classes – purely on voluntary basis : PS-E

SCHOOL REP & SCHOOL MEMBERSHIP LIST

The School Rep should be elected by the members at school.

Reminder. Please forward the school membership list to FTU HQ at your earliest.

NOTICE OF ELECTION OF FTU OFFICE BEARERS FOR 2019-2021

All financial members of the Union, whose names appear on the Electoral Roll, which closes on 29/3/19, are notified that Fiji Teachers' Union's National Election is scheduled for **Saturday 13th April, 2019.**

All positions, except for the position of the General Secretary, will be up for elections.



The time and venues of the National Elections are as follows:

BRANCH	POLLING STATION	TIME	CLOSING
Suva	FTU HQ	9am	2pm
Nasinu	Rishikul College	9am	2pm
Rewa	Vunimono Sanatan Primary	9am	2pm
Tailevu	Korovou Primary	9am	12pm
Rakiraki	Penang Sangam Primary	9am	12pm
Rakiraki	Vunikavikaloa Arya	9am	12pm
Tavua	Tavua Primary	9am	1pm
Ba	Ba Sangam Primary	9am	2pm
Lautoka	Lautoka Central Primary	9am	2pm
Nadi	Andrews Primary	9am	2pm
Nadroga	Sigatoka Methodist Primary	9am	2pm
Nadroga	Loma Primary	9am	2pm
Nadroga	Tuva Primary	9am	2pm
Navua	Vashist Muni College	9am	12pm
Labasa	St Mary's	9am	2pm
Labasa	Dreketi Primary	9am	2pm
Labasa	Daku Bhartiya	9am	12pm
Labasa	Seaqaqa Cent. College	9am	12pm
Savusavu	Khemendra Central	9am	12pm
Taveuni	Bucalevu Secondary	9am	12pm
Bua	Lekutu Secondary	9am	12pm
Bua	Namau Primary	9am	12pm
Levuka	Levuka Primary	10am	3pm

ELECTION CAMPAIGN REMINDER

Candidates, their campaign agents and members are reminded that campaign materials should be positive and free from malice and character assassination.

All candidates and their campaigners are further reminded that campaign materials should not be slanderous and defamatory.

MABS & MEDICAL INSURANCE REMINDERS

1. For Medical Insurance, the Office must be notified if there is a change in status (marriage) and children's name added if there is any addition in the family.
2. Referral letter must be obtained from FTU doctor for any tests or specialist treatment through MABS.
3. MABS claim must be made within a month.
4. Medical reports must be provided by all applicants who have been in the teaching service for more than 12 months.
5. If the spouse is a teacher, then both have to be members to get Insurance and MABS benefits. If not, only the member will receive the benefits.
6. Under FTU Medical Insurance Cover, all post surgery reviews are to be done at the nearest Public Hospital. Any cost incurred at the Public Hospital will be reimbursed.
7. Membership: Members must check with MEHA to see that their Union and Medical deductions continue when contracts are renewed.

FTU- CTCL

CTCL Dividend

As per the 2018 AGM, all shareholders wishing to re-invest their dividend must inform the Office in writing asap. Dividend cheques will be issued soon after AGM.

Notify the HQ of any change in postal address.

Suva HQ

Contact Nos. 9957802 / 9920026 / 3304770

Ms.Sunita Chand [Manager]–9944114

Mr. Chandar Dutt [CEO]– 9994770

Lautoka Office - 9929771

Labasa Office - 9929778



INDUSTRIAL RELATIONS

Corporal Punishment

Teachers are reminded that MEHA has zero tolerance on corporal punishment. Please read Circular No. 33/18. Dated 27th March 2018.

OMRS

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

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

Redeployment of unsuccessful candidates has seen senior [earlier confirmed] post holders relegated to ordinary classroom teachers.

For example:

A confirmed ED3C Principal [now graded as a small school] has been demoted to ED5D [now Band H].

HEADS DEMOTED

Principals demoted to Vice Principals. Some are serving under ED8G officers who have been either promoted or are acting Principals.

Head Teachers relegated to classroom teachers or Assistant HTs.

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

Finally, in the meeting of 4/2/19, chaired by the Hon. Minister, it was agreed that;

(i) Relevant experience and performance be included in the MQR.

(ii) The Unions assist with organizing training in preparation for the next round of advertisements.

(iii) Post of Heads to be advertised in Term 2 and processed in Term 3. Posting at the beginning of 2020.

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

The Union has also filed a case with the Arbitration Court challenging the decision to re-advertise position that attracted 15% upward adjustment. The next date is 21/3/19.

CONTRACT FORCED

Civil Servants had to sign individual contracts to receive JEE salaries. Those who did not sign were not given any increase.

The positions that were adjusted upwards by 15% plus as a result of the JEE were declared vacant.

A large number of confirmed post holders including Principals, head teachers, vice principals, senior education officers, Heads of Departments, etc who had been promoted by MEHA through the normal process and were performing very well were effectively demoted and contracted at a lower substantive post than that they held.

They were then appointed to act on the previously confirmed positions to be advertised and processed via the imposed OMRS.

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

ENTRY POINT SALARY

Entry point salary on new graduates has been reduced from \$23411(pre-JEE) to \$19000.00 to \$22000.00 (depending on the scores in the Job Test.) w.e.f 2018.

Graduate Salary as per JEE should be \$26823.00.

Entry point salary of Graduates without teacher training reduced from \$21438.00 (pre - JEE) to \$14000.00 post JEE. w.e.f 2018.

The Union has reminded the Ministry to correct the anomaly.

MEHA POLICIES

PS-E and Director CSRMU made a presentation to FTC on the following MEHA policies:

- Redeployment
- Use of Social Media
- Corporal Punishment, Emotional Harm or Sexual Assault
- Retirement Date
- Returning to work from Injury /Illness
- Faith based school holidays



OUTCOMES

- ✓ Redeployment – FTC emphasized that teachers were brought to the HQ/Education Districts to meet the needs of MEHA. Therefore, all to be redeployed to the schools on their substantive grades.
- ✓ Social Media – teachers not to contact parents / children via FB.FTC said full awareness programme to be carried out.
- ✓ Corporal Punishment – “zero tolerance,” FTC emphasized on the need for the “right of representation.” PS-E agreed to consider putting two officers from outside Ministry in the investigation team.
- ✓ Retirement Date – teachers turning 55 years in the middle of the term, to retire at the end of the term.
- ✓ Faith based school holidays – MEHA to take proposal to cabinet for a total of 8 days school closure based on religious celebration.

Disciplinary Guideline- PSDT

The Union is concerned that the Guideline gives the Permanent Secretary unfettered powers to terminate an employee after considering the report of the three member investigation panel. Members would note that the panel members are appointed by the PS. The Union's position is that all cases must be referred to the PSDT as the independent Tribunal to adjudicate. This is to ensure natural justice is accorded to the accused. Meanwhile, the Union is pursuing several individual members' grievances through the ERT and the Employment Court.

APA & INCREMENT

My APA was rushed and completed by 30th April, 2018 with the commitment that increments and bonuses would be paid w.e.f 1/8/18. Upon inquiry, the Director CSRMU responded that the exercise was not completed yet and any increase would be paid on 31/12/18.

The latest we heard from the PS-E was that a large number of School Heads have not returned APA, and thus the delay!!

The Union has asked that the increment be paid asap. The Union is liaising with the Hon. Minister to have this expedited.

ET POSITIONS

The ET positions were reduced by 50% in 2010 as a cost cutting measure by the Cabinet. The Union was assured that the positions would be fully restored once funds were available. Subsequently, resolutions were submitted by the Union every year for the restoration. In Term 1 2018 the Director CSRMU advised that “Mentor Teacher” positions would be established to replace ET.

She added that a World Bank study result was expected in Term 3 to implement this. The circular dated 21/1/19 from the PS removing ET positions altogether came as a shock.

Upon being questioned in the meeting of 4/2/19, the Director CSRMU responded that World Bank report recommended HTs be allowed more non-teaching time to take over the ETs role.

The Union submitted that the ETs positions were created after an exhaustive study, and must be restored. The Minister has noted, and assured the Unions that it would be looked into.



FTU - Navua Branch Workshop 20/02/2019

