



Fiji Teachers Union

(The Child Our Hope)

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NEWSLETTER

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1.0 WELCOME AND GREETINGS

Fiji Teachers Union welcomes every teacher to the teaching fraternity and wishes them a very happy and joyful teaching year.

2.0 PUBLIC ORDER ACT (AMENDED)

The above decree was promulgated on 5th January 2012 to replace the PER. The decree has been revised to strengthen and give the Enforcement Agencies necessary powers, if needed.

The decree has the following provisions:

- ◆ All routine meetings can be conducted without permits.
- ◆ Larger gatherings at public places will need permits which can be applied for at the nearest Police Station / Post.
- ◆ Unions having the freedom to conduct normal Union work without interference.

The Act however, has additional provisions that have serious implications.

Section 9 directly replaces the implications of the PER and relates to organizations such as

Union and Churches. Section 9 (1) (a) and (b) gives powers to Commissioner of Police or Divisional Commanders to stop, disperse or "conditionalise" any meetings etc even if a permit has been granted. Section 9 (3) gives any police officer the authority to use force and arms to disperse a gathering and these police officers shall be given full immunity from prosecution or legal action.

Section 11 A gives Commissioner of Police the powers to stop any person from going to an area or place or stop a person from leaving a place or area, can ask a person to remain indoors during specified hours and can restrain a person from leaving the country.

3.0 2012 BUDGET - 3% increment plus tax relief

The revision of the TAX Structure has brought some relief to the financial burden of teachers. 3% pay increase has been adjusted to the pay from January 2012. There was further mention of Merit Increase from 2013 in the PM's Budget address. This has subsequently been confirmed by PSC. The Union has written to the Commission submitting that the appraisal system be developed in consultation with us.

4.0 JEE 2003

Rural Allowance of \$1800 per annum has also been implemented. This was negotiated by the union in the 2003 JEE. The rest of the recommendations of the 2003 JEE are pending.

5.0 POST PROCESSING

While the Central Staff Board remains suspended, Ministerial Staff Board meets to process posts. The Union liaises with Secondary and Primary Sections on copies of applications received from members. Ministry continues to allow promotees to report and take up other positions as per need. This allows room for favouritism and nepotism.

6.0 TRANSFERS

The Secretariat is assisting members who have requested for transfers. The recurrence of cases where transfers are done to give undue advantage to some officers remains a matter of concern. Cases brought to the Union's attention have been raised with the relevant offices.

7.0 BRANCH TRANSFERS

Members who have been transferred from any branch are requested to inform the Secretariat as soon as possible of their new branch and school. This will assist Head quarters in the dissemination of Union Literature. School Reps are requested to send the completed Membership Forms to the Secretariat promptly.

8.0 2012 ANNUAL CONFERENCE

2012 Annual Conference is scheduled from 30th April to 3rd May. The theme of the 2012 Conference is "Challenges for the Teaching Profession in the New Decade". The Chief Guest will be finalized soon.

Branches are requested to ensure that the provisions in the constitution for the quorum requirement are adhered to.

9.0 JOURNAL ARTICLES

Members are requested to submit their articles on the theme by 31st March. Members are also requested to have their articles proof read and well edited for authentic **original** work.

10.0 Branch AGM's

All the branches are reminded to hold their Branch AGM's during March 2012. The quorum for the branch AGM is 20% of the total membership. Accounts for the branches should be submitted on time for thorough audit and transparency.

11.0 MEMBERSHIP

The cessation of the check off system posed a sudden challenge to the union to find alternative means of collecting membership fee. The arrangement with CTCL is working fine except for those who are not yet members of CTCL. Members are humbly requested to make necessary

arrangements with CTCL, if they are not members of CTCL. Those members who have financial commitments and are constrained to make \$20 minimum contribution can now have minimum of \$5 contribution towards CTCL. However, they under this arrangement, do not qualify for the loan facility of CTCL. Minimum \$5 contribution is for union membership purpose only.

12.0 IN HOUSE MEDICAL SCHEME

The Inhouse Scheme, which is the first of its kind, is fully operational. Members in need are making full use of the scheme. To date the scheme has assisted:

	Cost
Local - 7 members	\$6759.55
Overseas - 4 members	\$204,876.25
Claims in process	
Local - 10	Overseas - 2

13.0 REMINDERS

- 13.1 Please familiarize yourselves fully with the Ministry of Education's Code of Ethics and strictly adhere to it.
- 13.2 Refrain from inflicting corporal punishment.
- 13.3 Make changes to marital status for In-house Insurance scheme. Otherwise, members will have unnecessary problems during claims.
- 13.4 Please note that members resigning from the service for alternative employment locally are not entitled to retirement benefit. This provision is only for those who resign to migrate.

Have you received your copy of the In-house Medical Policy? If not, please check with your Branch.

14.0 ACTING APPOINTMENTS

PSC, via its Circular No. 8/2012 dated 20/01/2012 has directed all Permanent Secretaries to take immediate action in filling the duly funded vacant positions within three months from the date the position became substantively vacant.

All acting appointments will be strictly for up to three months. All current acting appointments over 3 months to cease on Wednesday 29TH February 2012.

Temporary relieving appointments will be strictly for a period of three months or the date the appointment is revoked, whichever is earlier.

15.0 FLOOD DAMAGE

The recent flooding has caused a lot of pain and suffering for many. Schools in Ba, Tavua and Rakiraki have been badly affected. Some teachers have also lost their belongings in the flood. Our sympathies are with all those who have been affected by the flood. The assistance provided by the state and NGOs is very much appreciated.

As usual, CTCL has assisted some 200 members with soft loans to bring relief to their families. Some schools were closed whilst others had very low attendance.

It is envisaged that teachers will take up extra classes to complete the syllabus.

The new salary structures are as follows:

TEACHERS / EDUCATION CLASSIFICATION
[ED] APPROVED SALARY TABLE - WEF 01 / 01 / 2012

	ED1A	ED1B	ED1C	ED1D	ED1E	ED1F
+	\$43,788	\$44,427	\$45,536	\$47,418	\$49,790	\$51,035
01	\$41,969	\$42,311	\$43,646	\$45,358	\$47,629	\$49,117
02	\$40,548	\$40,296	\$41,760	\$43,614	\$46,019	\$47,224
03	\$39,102	\$38,377	\$40,269	\$42,137	\$44,462	\$45,630
04	\$37,780	\$37,034	\$39,099	\$40,831	\$42,957	\$44,087
05	\$36,501	-	\$37,958	\$39,529	\$41,504	\$42,542

	ED5A	ED5B	ED5C	ED5D	ED5E
+	\$27,884	\$28,099	\$29,501	\$30,025	\$31,300
01	\$26,556	\$26,760	\$28,100	\$28,874	\$29,808
02	\$25,291	\$25,486	\$26,760	\$27,501	\$28,664
03	\$24,089	\$24,591	\$25,486	\$26,378	\$27,301
04	\$23,247	\$23,731	\$24,592	\$25,450	\$26,343
05	\$22,433	\$22,900	\$23,731	\$24,563	\$25,422

	ED2A	ED2B	ED2C	ED2D
+	\$38,899	\$39,863	\$41,256	\$42,287
01	\$37,377	\$38,201	\$39,024	\$40,643
02	\$35,942	\$36,733	\$37,947	\$39,081
03	\$34,558	\$35,422	\$36,663	\$37,578
04	\$33,392	\$34,224	\$35,424	\$36,308
05	\$32,419	\$33,229	\$34,392	\$35,250

	ED6A	ED6B	ED6C	ED6D
+	\$24,902	\$25,848	\$26,788	\$27,695
01	\$23,716	\$24,619	\$25,511	\$26,402
02	\$22,588	\$23,447	\$24,297	\$25,145
03	\$21,513	\$22,329	\$23,142	\$23,518
04	\$20,759	\$21,512	\$22,331	\$23,141
05	\$20,031	\$20,757	\$21,513	\$22,329

	ED3A	ED3B	ED3C
+	\$35,419	\$36,659	\$37,943
01	\$33,732	\$34,914	\$36,465
02	\$32,125	\$33,250	\$35,065
03	\$30,595	\$31,669	\$33,717
04	\$29,811	\$30,558	\$32,577
05	\$28,769	\$29,774	\$31,628

	ED8A	ED8G	ED9A
+	\$23,182	\$24,116	\$11,096
01	\$22,488	\$22,964	\$10,734
02	\$21,822	\$21,874	\$10,386
03	\$20,936	\$20,834	\$10,049
04	\$19,936	\$19,840	\$9,728
05	\$19,309	\$19,406	\$9,415
06	\$18,469	\$18,777	
07	\$17,654	\$18,168	
08	\$17,041		
09	\$16,447		
10	\$15,858		
11	\$15,273		
12	\$14,680		
13	\$14,092		
14	\$13,504		

	ED4A	ED4B	ED4C
+	\$31,949	\$33,064	\$34,221
01	\$30,424	\$31,489	\$32,479
02	\$29,259	\$29,991	\$31,081
03	\$27,867	\$28,842	\$29,884
04	\$26,888	\$27,830	\$29,154
05	\$25,948	\$26,856	\$28,304

MEDICAL APPEAL - Brother Ashwin Anand Kumar

Brother Ashwin is teaching at Lautoka Central Primary School. He has been diagnosed with a rare blood disorder which requires treatment overseas. This illness is not covered by any Medical Insurance. The NE approved that Lautoka Branch sends the necessary details to all the Branches to raise funds and deposit in BSP Bank Account No. 8383449. Members are requested to kindly assist our brother in need.