



Fiji Teachers Union Newsletter

(THE CHILD OUR HOPE)

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*“Trade unions are a force for good – a force for a more equal society.”
- Jeremy Corbyn.*

88th ANNUAL CONFERENCE 2018

The 88th Conference has been shifted to Term Two holidays considering the fact that Nadi, Lautoka and Ba areas had been seriously affected by the two flooding in late April, 2018. Many of our members and their families had fallen victims. The Conference is now scheduled as follows:

- **Host:** Nadi Branch
- **Dates:** 14th– 17th August 2018
- **Venue:** SVC Auditorium, Nadi
- **Theme:** Rethinking and Revisiting Education for Sustainable Development.



Chief Guest
Grahame McCulloch

BIO DATA- CHIEF GUEST

Grahame McCulloch has been General Secretary of the National Tertiary Education Union (Australia) since its formation in 1993. Prior to that he was General Secretary (1985-1993) and Assistant General Secretary (1983-1984) of the

Union of Australian College Academics (UACA).

He has been a member of the Australian Council of Trade Unions (ACTU) Executive since 1996. Grahame has wide international experience including membership of the Education International (EI) World Executive Board (2004-2015) and its Higher and Further Education Committee (1996-1998). He has also attended seven EI World Congresses (1995-2015) and eleven EI Higher Education Conferences (1997-2016).

Grahame was a member of an Australian Government Export of Education Services Mission to South East Asia (1985), and was appointed to the Australian Government's

Trade Development Council (1989-1992) and National Advisory Committee on International Education Training and Services (1989-1993).

He has been involved with union development and cooperation projects in South Africa (1995-present) and Malaysia (2003-present). Grahame has been an active participant in the Council of Pacific Education (COPE) for over twenty years, and has been a regular visitor to Fiji for a range of union and cooperation projects since 2001.

CONFERENCE PROGRAMME

TUESDAY 14th AUGUST 2018

10.00am	Pre Conference Meeting
2.00pm	Sports Committee Meeting

WEDNESDAY 15th AUGUST 2018

8.30 - 9.00am	Registration of Delegates
9.15am	Guests and delegates get seated
9.30am	Official Opening of the 88th AGM and Conference



	Welcome Address by Chairperson – Nadi 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
THURSDAY 16th AUGUST 2018	
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 17th AUGUST 2018	
8.30am	FTU Sports Continues
10.00am	Post Conference Meeting

CULTURAL NIGHT

Members who wish to perform during the Cultural Night on Wednesday 15th of August 2018 are to give their names to their Branch Secretaries.

MEMBERSHIP CUT-OFF DATE

Branch Transfer and membership for participation in AGM and Conference Sports is 31/7/18.

MUTUAL AID BENEFIT SCHEME [MABS]

Please note:

1. Claims to be lodged within 30 days. Processing time is 10 working days.
2. Referral letter from FTU doctor must be obtained before seeing a specialist. The referral letter must be lodged with all claims. Please note that the doctor decides on the referral letter.
3. FTU nominated doctors are General Practitioners and not specialists and therefore they cannot refer patients to themselves.

MEDICAL INSURANCE SCHEME

Please note:

If you need to make a claim for Hospitalization or Overseas evacuation, you will be required to follow the following procedures:

1. Give full name of member, claimant or dependent, whichever is applicable.
2. Member / claimants date of birth.
3. Member shall obtain the necessary referral

from a General Practitioner or medical report from a treating doctor for any medical condition covered under the scheme and submit the same to FTU – HQ or IHL Office in Suva.

4. In case of emergency, the member shall visit the local public hospital straight away where the attendants will liaise directly with FTU or IHL for administration requirements. Members can also inform the two offices as soon as possible.
5. The local public hospitals provide free treatment [surgical or otherwise] and free admission for patients in case of emergency only. Thereafter, the hospital will apply reasonable charge for admission to the paying ward during the recovery [non-emergency] period. The doctor decides when one can be released to paying ward.
6. In 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 specialists 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.

DISCIPLINE GUIDELINE

Natural Justice – Guiding Principle

1. All disciplinary processes will incorporate the principle of Natural Justice.
2. The principle of Natural Justice requires that investigations, and any related decisions, are fair and reasonable.
3. In the context of Workplace Discipline, Natural Justice requires that employees have the right to:
 - a) Be informed of the details of the allegation;
 - b) Be provided with the opportunity to respond to the allegation;
 - c) Be given adequate time to respond to the allegation;
 - d) Be given the opportunity to have support or representation during the investigation, such support will not be from a legal representative.

OPEN MERIT BASED RECRUITMENT AND SELECTION

The Union has registered its concern regarding the OMRS process. The Union believes there are some serious flaws.

- KESA – The application letter can be written by anyone, not necessarily the applicant.
- Job Test – unfair to some candidates as same question given on different days.



- Proven performance of school heads not considered. Relegated and classified “unsuccessful” just by looking at the job application letter.
- Inconsistent reasons in “regret” letters. People with 30 years of proven leadership relegated on the grounds of “lack of experience.”
- Some, with same job application letter, were selected for Large Schools but eliminated when they applied for Small Schools.

PROCEDURAL REVIEW PROCESS

1. The only considerations are whether the Ministry’s process was followed and whether that process was consistent with this guideline.
2. Within five working days of the successful applicant accepting the provisional appointment, all unsuccessful applicants are notified in writing.
3. A procedural review must be lodged with the Secretariat to the Public Service Commission, within five working days of receiving the notification.

JOB EVALUATION EXERCISE

- Teachers were “forced” to sign the Contract as they would not have received the new pay if they did not sign the Contract.
- All those whose salaries were corrected by more than 15%, had their positions advertised. The Officers were also demoted. Eg. The confirmed Principal was demoted to Vice Principal position.
- The Union has continuously said that JEE did not give any salary increase but it merely corrected the salary.
- The Union is seeking redress on “demotion” and “forced contracts” through the Courts.
- Graduate entry point salary – It was \$23,411 before the JEE and now reduced to \$22,528.
- No progression after Step 4, bonus only if one gets EEC.
- Primary degree not recognised for salary increase, no incentive for diploma holders. Previously, the same ministry asked all the primary teachers to upgrade their qualification to at least degree level.

SERVICE NOT RECOGNISED

The Diploma salary for all serving teachers regardless of the number of years of experience pegged at \$20,056.00.

A first year teacher could be placed on a step above the senior teacher based on his / her performance in the recruitment process.

RECALL OF TEACHERS DURING SCHOOL HOLIDAYS

The Ministry has unilaterally decided to compel the teachers to report to school during the school

holidays – seven days in total. This move has deprived the teachers of their rightful entitlement to their leave which was earned as per the General Orders.

The Union has filed a case in Court to seek redress.

COMPASSIONATE LEAVE

The Permanent Secretary for Education has withdrawn the Compassionate Leave provision that had been there for decades for the teachers. Her rhetoric is that the provision is not in the General Orders. The Union has filed a case on this as well.

CTCL NEWS HIGHLIGHTS

1. CTCL interest on savings 4% to be paid out after the AGM.
2. Total shares purchase as of 31st December 2017 = \$46,072,829.00. Total loans taken by membership as of 31st December 2017 = \$37,895,444.00. This equates to 83% of the total members funds reinvested within the membership as loan for various purposes. It is encouraging to note that almost all your savings/shares are with YOU as loans.
3. Fortnightly inflows being received from MOE, FNU and Cash averaging \$750,000 per fortnight x 26 pays. Total inflows = \$19.5 million dollars per annum. This magnitude quantum of inflows puts CTCL in very stable and financially sound footing.
4. Weekly loans dispatched to membership amounts to an average of \$300,000.00 processed weekly (every Wednesday).

HIDEAWAY LOAN REPAYMENT

On inception of the share purchase scheme in 2011, it was decided that CTCL would provide an interest free loan of \$390 to each member on 1st January every year. The loan was to be paid at \$15 per fortnight over 26 pays. In this manner the loan would be fully paid by the end of the year. The initial loan of \$1,170.00 was provided for 2008 to 2010, as the resort was purchased in 2008.

However, the previous COBOL (Common Business Oriented Language software) system was such that all interest free Hideaway Share Purchase loan was added to the CTCL loan and repayments worked out according to the fixed tabulated repayment schedule. So once your CTCL loan is paid the standby Hideaway loan repayment commences within the same repayment mode. With members who did not take additional CTCL loans this worked out well and all Hideaway Share Purchase loan has been paid off within the tabulated time frame.

The trend is that most members continue to take additional loans for other purposes within the CTCL repeat borrowing scheme. In such cases the Hideaway loan while already being added to the normal CTCL loan, the repayment for this



portion of the loan was differed till the CTCL loan was paid off.

In this manner, each time you took a new loan, the Hideaway loan repayments got differed. Under such scenario the Hideaway loan kept accumulating at \$390.00 per annum and standby waiting for such time when your CTCL loan is paid off. The entire repayments would then continue to service your Hideaway loan. This was the software structure up to 31/12/17.

Now under the new Banc System (software) in place, all such outstanding Hideaway loans have been separated and the \$15.00 repayments activated to this portfolio effective 01/01/18. This is now being reflecting in your statements from January 2018 onwards. The CTCL Board is now exploring ways to fast track the accumulated outstanding Hideaway Loan balances.

HIDEAWAY DIVIDEND

The resort paid a 10% dividend to shareholders from 2011 to 2015 while the PSPS agreement was a fixed 10 % for three years only. With the positive results achieved the Board extended to 5 years. However, due to the extreme weather conditions and its long term effect on the business, 2016 and 2017 financial years have not made profit. The industry tax also went up from 19% to 25% on our gross revenue. This is hurting us as well.

The Board is very mindful of your concerns and is putting in the strategies to maximize the profits. This will see the revamping of our marketing and infrastructure developments to resume paying dividends in the near future.

Shareholders would note that the resort was purchased for \$12.5 million dollars. As for the valuation done recently, the value has gone up to \$29.2 million dollars. The value of real estate hardly ever goes down. Shareholders who withdraw will actually lose out in the long term. You are urged to think carefully and seek clarification from the office before making any decision.

While the scheme was to cater for 4000 shareholders we currently have 4033 shareholders who have full confidence in this investment. Some 429 members on waiting list to purchase shares will be offered any that are sold back to CTCL.

The rising property valuations continue to enhance our properties and stands as follows:

PROPERTIES	COST	CURRENT MARKET VALUATION
Tower 2000	\$4,086,755	\$6,300,001
Rewa Hostel	\$960,074	\$2,135,001

Nailuva	\$293,578	\$1,470,000
Vacant Lot Knolly	\$132,013	\$1,945,000
Hideaway Coral	\$12,500,000	\$29,250,000
Vuda	\$13,300,000	\$12,895,000
TOTAL	\$31,272,420	\$53,995,002

The Vuda market valuation will be revised upwards once it is fully operational to reflect the true market value. The Annual Report will provide the full details.

FTU NORTHERN SPORTS TOURNAMENT

This was hosted successfully by Bua Branch at Lekutu Secondary School Grounds on Friday, 29th June 2018 making the best use of the National Sports Day Public Holiday. It was an amazing day filled with comradery, fun and entertainment. The President, General Secretary, Publicity Officer along with the Immediate Past President (IPP) Mr. Satya Nand Shandil were present at the function. Labasa, Savusavu, Taveuni and Bua Branch executives and members were present in overwhelming numbers to witness the Northern Sports tournament which was organized for the first time at this magnitude by Bua Branch. Special thanks to Bua Branch Rep Bro. Divendra Prasad, the Chairperson and the executives with their families and friends for making this event a grand success.



VOLLEYBALL WINNERS - BUA



Former President Mr Shandil, President and the GS with Bua Branch executives.

