



Fiji Teachers Union

Newsletter

(THE CHILD OUR HOPE)

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GREETINGS

HAPPY NEW YEAR!! Profound greetings and welcome to all our new and continuing members. We wish you a productive and prosperous 2017 academic year. On the same note, we wish to thank you for your enduring support and assistance in the year 2016.

SCHOOL TERMS 2017

- Term 1 – 16/01/17 – 21/04/17
- Term 2 – 08/05/17 – 11/08/17
- Term 3 – 28/08/17 – 24/11/17

87th ANNUAL CONFERENCE 2017

The details of the conference are as follows:

- **Host:** Ba Branch
- **Dates:** 24th April – 26th April 2017
- **Venue:** Xavier College Auditorium, Ba.
- **Theme:** "Education 2030 – Through Inclusive and Participatory Approach"
- The Chief Guest is yet to be confirmed.

CONFERENCE PROGRAMME

MONDAY 24TH APRIL 2017

10.00am	Pre Conference Meeting
2.00pm	Sports Committee Meeting

TUESDAY 25TH APRIL 2017

8.30-9.00am	Registration of Delegates
9.15am	Guests and delegates get seated

9.30am	Official Opening of the 87th AGM and Conference
	Welcome Address by Chairperson – Ba 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

WEDNESDAY 26TH APRIL 2017

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

THURSDAY 27TH APRIL 2017

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.



Members who were fully subscribed till 31/12/16, are eligible to participate in their respective Branch Annual General Meetings.

However, 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 2017 to be eligible to participate in the 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 to be appointed as per the Constitution Section 32 Clauses 1-9.

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

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 01/04/17.

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

BRANCH	DATE	VENUE	TIME
Tavua	11/3/17	Tavua Club	10am
Navua	15/3/17	Vashist Muni College	4.30pm

Ba	16/3/17	Xavier College	4.30pm
Nadi	9/3/17	SSKM College	4pm
Lautoka	15/3/17	Lautoka Central Primary	4.30pm
Labasa	11/3/17	Kshatriya Hall	10am
Nasinu	8/3/17	Rishikul Sanatan College	4.30pm
Tailevu	9/3/17	Korovou Primary	4.30pm
Levuka	18/3/17	Levuka Public Primary	10am
Suva	22/3/17	FTU Hall	4.30pm
Nadroga	16/3/17	Tuva Primary	4.30pm
Rewa	8/3/17	Vunimono High School	4pm
Rakiraki	23/3/17	Penang Sangam	4.30pm
Bua	18/3/17	Lekutu Secondary	10am
Savusavu	22/3/17	Khemendra Bhartiya	4.30pm
Taveuni	25/3/17	Taveuni Central Primary	10.00am

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

JOURNAL ARTICLES

Members are invited to write a 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 articles is 31/03/17. Articles can be e-mailed to: ftu@connect.com.fj and Cc to the Publicity Officer on: kumar.manhar@yahoo.com

The theme for the 87th AGM is "Education 2030 – Through Inclusive and Participatory Approach." The Publicity Committee has the right to select and edit the articles.

The theme is based on Sustainable Development Goal 4. There are 17 S.D.G's which some 180 countries including Fiji have committed to achieve by 2030. The S.D.Gs' target is accomplishing the unfinished work of the M.D.G's. Education has been prioritized as 4th in the list and a meeting of the Education Ministers in Incheon, Korea clearly spelt out the targets to be achieved.

Partnership & Inclusivity are strongly emphasized. Governments have committed to involve teacher organizations at all levels of planning, implementation, monitoring and review of the policies till 2030.

Members can access more information from the UNESCO website.

BILLETING

Branches are requested to contact Ba Branch executives for the arrangement of billeting during the conference. Contact Bro. Nakul on 9928037 and Bro. Manoj on 9309601.

CULTURAL NIGHT

Members who wish to perform during the Cultural Night on Tuesday 25th April, 2017 are to give their names to their Branch Secretaries before 14th April, 2017.

CONFERENCE ATTENDANCE

Branches are requested to bring large delegations to the 87th 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. It is also a time to meet and greet colleagues.

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 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. **Branch transfer cut-off date is 20/02/17 except in cases of Transfers.**

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

Note that your choice of 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 18/04/17.

SCHOOL REP & SCHOOL MEMBERSHIP LIST

The School Rep should be elected by the members at school. The School Rep then becomes the link between the members at the school and the Branch / HQ. The School Rep is the live wire at the school level, ensuring that all the Union literature is distributed in time, assist members with all Forms and attend to all Branch Meetings.

Please send the school membership list to HQ asap.



NOTICE OF ELECTION OF FTU OFFICE BEARERS FOR 2017-2019

All financial members of the Union, whose names appear on the Electoral Roll, which closes on 10/3/17, are notified that Fiji Teachers' Union's National Election is scheduled for Saturday 8th April, 2017.

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.

MEMBERSHIP DRIVE

HQ will once again embark on membership drive.

Branches are requested to assist the Secretariat by getting in touch with the School Reps to obtain the school member / non member list.

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

BRANCH	POLLING STATION	OPENING TIME	CLOSING TIME
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	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 Secondary	9am	12pm
Savusavu	Khemendra Bhartiya	9am	12pm
Taveuni	Bucalevu Secondary	9am	12pm
Bua	Lekutu Secondary	9am	12pm
Bua	Namau Primary	9am	12pm
Levuka	Levuka Primary	10am	3pm

INDUSTRIAL RELATIONS

1. Job Evaluation

The aims of the JEE are:

- Define Position Based Pay
- Confirm that remuneration is based on the requirements of the position.
- Ensure consistency in the remuneration of staff across the Fijian Civil Service.

The exercise will be carried out by a New Zealand consultancy firm, in partnership with Price Water House. Consultants will meet with the Unions and receive submissions.

Confederation of Public Sector unions (CPSU) is meeting with the Minister for Economy to ensure the process involves the Unions as workers reps.



2. Discipline Guide

The Civil Service Reform Management Unit is formulating a Guideline for all the Permanent Secretaries. The Guideline's objective is to ensure the Permanent Secretaries apply their constitutional responsibilities fairly, consistently and equitably.

3. Teachers' salary

It has been brought to our notice that Diploma holders are put on \$16,610 salary. The Union has written to the PS to correct it as \$16,610 p.a salary was for Certificate holders. The entry point for Diploma holders is \$18,056, Bed and BA GCED is \$23,411 and degree without Teacher training is \$21,438. We will pursue till members get their just salary.

4. MOE Disciplinary Staff Board Disbanded

The Union had submitted to the Ministry much earlier that the DSB was not constituted correctly, and was void of natural justice. However, MOE continued with the process despite several correspondences. Union was compelled to raise the matter with the Minister for Public Service, Hon. Aiyaz Sayed Khaiyum who directed that the DSB be disbanded because it was unconstitutional. He further invited all the aggrieved teachers to submit their cases to his Ministry to be reviewed. The Union has made it clear that the decisions of the illegitimate DSB must be reversed with no loss of benefits.

All disciplinary cases are now being dealt with by the Public Service Disciplinary Tribunal.

5. Tribunal

Aggrieved members have taken individual grievances to the Employment Tribunal. Two rulings have been made in favor of the members. A few cases are still with the Tribunal and decisions are expected soon. Members are reminded as per ERP, they can take their grievances to Mediation & Employment Tribunal.

The Union has filed a case in the Arbitration Court seeking justice for those teachers who were employed on \$12,360 salary 2015.

The Union has submitted that these Teachers had fully met the requirements of the Qualification and were doing the same job as other teachers.

This year new recruits with letter of completion pending graduation are being paid \$12,360 instead of the normal Diploma and Degree salaries. The Union is also pursuing this case of unfair labour practice.

6. Transfer on Promotion

No transfer allowance is paid to promotees. This is unprecedented and most unjustifiable. The Ministry has been asked to review its unfair decision.

7. Open Merit Based Recruitment and Selection

The first lot of post have been processed as per the OMRS. The outcomes have revealed serious anomalies. Numerous complaints have been received from members who felt they were better meritorious than the promotee but had not been considered.

The Union wrote to the Minister for Public Service raising concern on OMRS. The Minister for Economy has agreed to convene a meeting with the Teacher unions and MOE to examine the shortcomings and find solutions.

REMINDERS - FTU

1. For Medical Insurance, 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 specialists treatment.
3. MABS claim must be made within a month.
4. MABS benefits cover children up to the age 25 if they are schooling. Those who are studying away from home



can apply for an additional card. The MABS card and student ID card must be presented to the Doctor.

5. Medical reports must be provided by all applicants who have been in the teaching service for more than 12 months.
6. If the spouse is a teacher, then both have to be members to get Insurance and MABS benefit. If not, only the member will receive the benefits. Family Insurance Premium is paid by one spouse.
7. 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.
8. Membership – Teachers on Contract. Members must check with MOE to see that their Union and Medical deductions continue when contracts are renewed.

REMINDERS – FTU-CTCL

1. FTU/CTCL Offices must be notified for any change in address.
2. Latest Salary Slip showing all deductions must be attached to the Loan Form. Your Loan will not be processed if salary slip is not attached.
3. Members resigning from service can leave their shares in CTCL and receive the dividend only. However, hideaway shares will have to be withdrawn.
4. The office has identified some members of FTU – CTCL who are non members of FTU. They have been notified to join FTU immediately to receive any further benefit from FTU – CTCL.

