



Fiji Teachers Union

(The Child Our Hope)

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NEWSLETTER

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STAND UP AND BE COUNTED

A one day Workshop was conducted at the HQ on Wednesday 22nd August 2012 for the National Executive members.

The theme for the Workshop was **"Challenges for Union Leaders - Stand Up and be Counted"**. The Workshop was conducted by very high powered union stalwarts like former FTU President Bro. Krishna Dutt, GS Bro. Agni Deo Singh, General Treasurer Bro. Mahendra Pal and Industrial Relations Officer Bro. Arun Prasad.

Every facet of members' concerns was covered for better delivery of union services to the members at the ground level. Important issues covered were:

- Union services
- Subscription
- MABS
- FTU - CTCL
- Constitution Review
- General Orders
- Financial Management
- Code of Ethics / Conduct
- Crimes Decree
- Constraints / Challenges faced by the Branch Executives

The overall objective of the Workshop was to empower the Branch Leaders to have the capacity to serve the members better.

UNION SUBS AND ITS DEPLOYMENT

Frequently asked question - What happens to my subs?

Members pay \$7.00 per fortnight 26 X \$7 = \$182.00
From the \$7.00, \$3.68 goes to MABS = \$95.68
And \$3.32 [union subs] = \$86.32

From the \$86.32, Fourteen Dollars [\$14.00] per member goes to the Branches as rebate for their activities and the balance is used for HQ expense, Conference, Branch Seminars etc.

MEDICAL INSURANCE - HOSPITALISATION

Family Cover - \$17.31[fortnight] X 26 = \$450.00 p.a
Single Cover - \$13.46[fortnight] X 26 = \$350.00 p.a

FAMILY - [MOE-Insurance]	\$17.31
[MOE-MABS]	\$3.68
Total MOE deduction	\$20.99
[FTU-CTCL, FTU SUBS]	\$3.32
Total MOE & CTCL deductions	\$24.31
SPOUSE - [MOE-MABS]	\$3.68
[FTU-CTCL: Union Subs]	\$3.32
Total	\$7.00

SINGLE	[MOE - Insurance]	\$13.46
	[MOE-MABS]	\$3.68
	Total	\$17.14
	CTCL - Union subs	\$3.32
	Total MOE & CTCL deductions	\$20.46



Workshop - 2012

WORLD TEACHERS' DAY

World Teachers' Day is celebrated annually on October 5th since 1994. Its aim is to mobilize support for teachers and to ensure that the needs of future generations will continue to be met by teachers.

All stakeholders are urged to mark this very important day by organizing activities for the teachers.

2012 THEME: Take a stand for teachers!

GRADUATE SALARY

The Union continues to pursue with PSC for graduate salary for practising teachers upon completion of their degree programme.

PSC has been reminded that the graduation ceremony was at the discretion of the Universities. Furthermore, the Union also sought clarification from the Universities on the above and all were in agreement that the "completion letter" was sufficient for employment purposes.

POST PROCESSING

MOE is advertising and processing substantively vacant positions.

This is in line with PSC directive that all positions should be filled in the shortest possible time.

Officers who have been promoted and who have received confirmation letters from PSC, are expected to assume duties with effect from Term Three 2012.

All members are requested to check the advertisements for vacant positions and apply promptly.

Members are also advised to familiarize themselves with the revised MQR.

FTU SELF FUNDING IN HOUSE MEDICAL INSURANCE SCHEME

Claims in process

Local	-	3
Overseas evacuation	-	2
Term Life	-	0

Members benefitted

Local	-	17
Overseas	-	7
Term life	-	0

PROCEDURES FOR LOCAL AND OVERSEAS MEDICAL TREATMENT

1. Member to provide a detailed Medical Report from the specialist regarding the treatment that is to be provided.

Report from the government hospital should state whether the treatment is available at the government hospital or not.

2. Once the Report is submitted to the brokers and the claim has been approved, the member is given the Airline Form to be filled for evacuation. The Form has to be filled by the patient and the treating doctor.

3. Other requirements from the members are the valid travel documents like the passport and the leave letter from the Employer.

On numerous occasions it has been noted by FTU and IHL that members show lack of co-operation in filling in the Airline Forms for evacuation and are hesitant to revisit the treating doctor for additional requirements by the Airline.

The Airline's requirements are very important and must be fulfilled by the members at the earliest to avoid travel delays.

Members are once again reminded to read the Insurance Plan thoroughly and familiarize themselves with Rules and Guidelines for the Insurance claim.

ADDITIONAL BENEFITS - 2012

The Plan has been renewed for 12 months with effect from 1st July 2012, with the same Terms and Conditions but with the following additional benefits:

1. In the case where a member is required to be treated for any covered medical condition and the member is put on a waiting list at the Public Hospital, the following policy provision applies:

"The maximum payable will be 50% of the private clinic cost or \$3,500.00, whichever is lesser. In case where the equivalent treatment cost at a Public Hospital is higher than the amount payable under this provision, then the maximum payable will be the equivalent cost at the Public hospital."

2. It is agreed that in the Case where an advanced treatment is available at the Private Clinic, in respect of gallstone / kidney stone treatment, as opposed to basic procedural treatment option at Public Hospital, then the member will be allowed an advanced treatment at an approved Private Clinic.

EMPLOYMENT RELATIONS ADVISORY BOARD [ERAB]

ERAB has been reconvened and revision of Employment Relations Promulgation [ERP] is now in progress. FTUC representatives on the Board are

the President and the National Secretary. FTUC is also making submissions for the removal of the Decrees that hinder the work of the Public Sector Unions as well as the ENI Decree. FTUC is doing its best to have these Decrees, that stop us from seeking redress, repealed.

SUBMISSION TO THE CONSTITUTION COMMISSION

FTU will be making a comprehensive submission to the Commission.

Our submission is intended to cover the Education policy, Trade Union rights and Fundamental Human Rights.

Other areas of contention are – compliance with International Instruments Fiji has ratified and the cohesive inter-twining and bonding of the diverse populace of Fiji.

Members will note that the significance of this exercise cannot be overemphasized.

BRANCH WORKSHOPS 2012

TENTATIVE DATES FOR WORKSHOPS FOR SCHOOL REPS, HTS, PRINCIPALS & WOMEN REPS

DATE	DAY	TIME	BRANCH
21/09/12	Fri	4.00pm	Rakiraki
26/09/12	Wed	4.00pm	Rewa
27/09/12	Thurs	4.00pm	Tailevu
03/10/12	Wed	4.00pm	Navua
04/10/12	Thurs	4.00pm	Nasinu
17/10/12	Wed	4.00pm	Suva
19/10/12	Fri	4.00pm	Nadroga
20/10/12	Sat	10.00am	Nadi
25/10/12	Thurs	4.00pm	Tavua
26/10/12	Fri	4.00pm	Lautoka
27/10/12	Sat	10.00am	Ba
02/11/12	Fri	4.00pm	Bua
03/11/12	Sat	10.00am	Labasa
04/11/12	Sun	10.00am	Savusavu
10/11/12	Sat	10.00am	Taveuni

PUBLICITY MATTERS

- Post AGM Newsletters - sent to all school reps
- Journals - sent to all Branches for distribution to members
- Insurance Scheme Policy - sent to all the Branches for distribution
- Constitution of FTU - sent to all the Branches

PSC CODE OF CONDUCT

The Code of Conduct is printed below to make members aware of what is required of them as civil Servants.

Many teachers have lost jobs, some are on

suspension with cases pending with PSC and some have cases pending in Court.

This is because they have allegedly breached one or more of the Clauses of the Code of Conduct.

Members must also familiarize themselves with the Crimes Decree too. Non-Payment of rent is a crime under the Decree.

The Code:

1. An employee must behave honestly and with integrity in the course of employment.
2. An employee must act with care and diligence in the course of employment in the public service.
3. An employee, when acting in the course of employment in the public service, must treat everyone with respect and courtesy and without coercion or harassment of any kind.
4. An employee, when acting in the course of employment in the public service, must comply with all applicable acts and subordinate legislation.
5. An employee must comply with all lawful reasonable directions given by persons in authority in the employee's ministry, department or parliamentary body.
6. An employee must maintain appropriate confidentiality about dealings that the employee has with any minister or any member of the staff of a minister.
7. An employee must disclose, and take reasonable steps to avoid any conflict of interest [real or apparent] in connection with employment in the public service.
8. An employee must use government resources and assets in a proper way.
9. A person must not, in the course of or in connection with employment in the public service, provide false or misleading information in response to a request for information that is made for official purpose.
10. An employee must not make improper use of official information or of the employee's duties, status, power or authority in order to gain, benefit or advantage for the employee or for anyone else.
11. An employee must not, except in the course of his or her duties as an employee or with the express authority of the chief executive of his or her ministry, department or parliamentary body, give or disclose, directly or indirectly, any information about public business or anything of which the employee has official knowledge.
12. An employee must be at all times behave in a way that upholds the Public Service

Values and the integrity and good reputation of the public service.

13. An employee on duty overseas must at all times behave in a way that upholds the good reputation of the State.
14. An employee must comply with other conduct requirement prescribed by regulations, specified in directions or required of the employee by his or her chief executive.
15. In this Section "employee" includes a wage earner.



Bro. Rajnesh Ishwar Lingam, the Assistant General Secretary of FTU, has been appointed the Interim President of FTUC Youth Wing replacing Bro. Amal Prasad, who has joined a private firm. Bro. Lingam is also the Chairperson of FTU Suva Branch. Congratulations!!!

SUBS IN ARREARS

Whilst most of the members have joined FTU & CTCL to facilitate payment of their union subs there are a handful who are yet to do so. These members are once again reminded that their membership has lapsed. They are not eligible for FTU benefits unless they clear their arrears from PAY/17/2011



Nasinu... The Winners of Women's volleyball



National Executive Members participating in the Workshop... 2012 at FTU Hall