

FIJI TEACHERS UNION
[The Child Our Hope]

TO: FINANCIAL MEMBERS OF THE FIJI TEACHERS UNION

Please take notice that pursuant to Part III Rule 20 to 24 of the Union's Constitution, the Annual General Meeting of the Fiji Teachers Union will be held at Swami Vivekananda College, Nadi, on Tuesday 7th May, 2024 commencing at 9.30 am.

AGENDA

Opening of the 94th Annual Conference and AGM

Theme: 'Together, Towards Tomorrow'

Keynote Speaker – Hon. Aseri Masivou Radrero, Minister for Education.

Confirmation of the Minutes of the 2023 Annual General Meeting

Adoption of the Unions 2023/2024 Activities Report, including Audited Statement of Accounts for the year ended 31st December, 2023

Deliberation and decision on the proposed amendments to the Constitution of the Fiji Teachers Union

Motions, if any, due notice of which have been received by the Secretariat by 26th April, 2024



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MUNIAPPA GOUNDAR
GENERAL SECRETARY

All retired members of the Union are invited to the opening.

FIJI TEACHERS UNION
(The Child Our Hope)

2024 ANNUAL GENERAL MEETING ORDER PAPER

1.0 QUORUM FOR THE ANNUAL GENERAL MEETING

The General Secretary to move:

“That the Fiji Teachers Union Annual General Meeting has the necessary quorum as required by the Union’s Constitution, Rule 29 [1]”.

2.0 CONVENING OF THE ANNUAL GENERAL MEETING

The General Secretary to move:

“That this Annual General Meeting be convened in accordance with Rules 20, 21 (a) (b) and 24 of the Fiji Teachers Union’s Constitution, due notice of which was published in *The Fiji Times* on Tuesday 23rd April, 2024.

3.0 COMMUNICATION FROM THE CHAIR

4.0 CONFIRMATION OF THE MINUTES

The General Secretary to move:

“That the Minutes of the Fiji Teachers Union Annual General Meeting held on Tuesday 16th May, 2023, at Labasa Sangam College, as previously circulated, be taken as read and be confirmed”.

4.1 MATTERS ARISING FROM THE MINUTES

5.0 ACTIVITIES REPORT 2023 - 2024

5.1 ANNUAL REPORT

The General Secretary to move:

“That the Activities Report of the Fiji Teacher Union for the year 2023 - 2024 including the Financial Report for the year ending 31st December, 2023 as previously circulated, be taken as read and be adopted”.

6.0 RESOLUTIONS

7.0 CONSTITUTION REVIEW

8.0 GENERAL



MUNIAPPA GOUNDAR
GENERAL SECRETARY

FIJI TEACHERS UNION

[The Child Our Hope]

ANNUAL GENERAL MEETING

HELD ON TUESDAY 16TH MAY, 2023, AT THE LABASA SANGAM COLLEGE HALL

1.0 CALL TO ORDER

The National President, Bro Muniappa Goundar, called the house to order.

2.0 WELCOME

At the outset, the National President, Bro Muniappa Goundar, welcomed the delegates and observers to the 93rd FTU AGM and Annual Conference in the Friendly North!

3.0 QUORUM

The Assistant General Secretary, Bro Rajnesh Ishwar Lingam, moved that “The Annual General Meeting had the necessary quorum as required by the Fiji Teachers Union Constitution, Rule 29 [1].

Seconded by Bro Dinesh Kumar [Ba]

4.0 NOTICE COVENING THE AGM

The Assistant General Secretary, Bro Rajnesh Ishwar Lingam, moved that “The Annual General Meeting be convened in accordance with Rules 20, 21 [a] and [b] of the Fiji Teachers Union Constitution, due notice of which was published in *The Fiji Times* on Saturday 15th April, 2023.

Seconded by Bro Riaz Ullah [Nadroga]

5.0 COMMUNICATION FROM THE CHAIR

5.1 The National President, Bro Muniappa Goundar, welcomed all the delegates and observers to the Labasa Sangam College Hall for the 93rd Fiji Teachers Union Annual General Meeting and Annual Conference.

5.2 He thanked Labasa branch for taking the initiative to host the 93rd AGM and Annual Conference and said that he was pleased to see the FTU members converge in numbers.

5.3 He alluded to the importance of collective bargaining which had been denied to trade unions and elaborated on the important role FTU played for its members.

5.4 He elaborated on the importance of solidarity and the 2022 General Election where members democratically chose their government. Bro Goundar thanked members for voting and for making the right call.

5.5 He said that FTU would remain the custodian of the teachers and their working terms and conditions and would continue to raise its voice to protect the dignity and welfare of its members.

5.6 He thanked the Chief Guest, Bro Agni Deo Singh - the former General Secretary and the Minister for Employment, Productivity and Industrial Relations, for the robust, sterling and powerful address.

5.7 Bro Goundar wished the house happy and meaningful deliberations, and he requested delegates to follow the channel of communication.

6.0 CONFIRMATION OF THE AGM MINUTES/ MATTERS ARISING

The Assistant General Secretary, Bro Rajnesh Ishwar Lingam, moved that the minutes of the Annual General Meeting held on Monday 4th April, 2023, held at Rishikul Sanatan College, Nasinu, as previously circulated, be taken as read and be confirmed."

Seconded by Bro Divendra Prasad (Bua)

6.1 AGS took the house through the minutes.

6.2 He alluded to the meeting that the former GS attended with the former Education Minister Honourable Premila Kumar.

6.3 AGS elaborated on graduate salary, the legal action taken by FTU with regards to post processing, contractual appointments, MyAPA payment and acting allowance.

6.4 AGS informed the house that posts had been dis-established.

6.5 He elaborated on the false allegations put against FTU by Honourable Premila Kumar.

6.6 AGS went over the results of the 2021 FTU General Elections.

6.7 He explained the reasons for the increase in the FTU medical premiums.

6.8 AGS then elaborated on the activities undertaken by FTU- zonal sports meet, climate change workshop, WTD celebration and the press releases that made the local dailies.

6.9 AGS reported on the Resolutions adopted by the house in 2022.

7.0 ACTIVITIES REPORT

The Assistant General Secretary, Bro Rajnesh Ishwar Lingam, moved that "The Activities Report for the Fiji Teachers Union for the year 2022-2023 including the Financial Report for the year ending 31st December, 2022, as previously circulated, be taken as read and be adopted."

Seconded by Bro Ashok Kumar (Labasa)

7.1 AGS elaborated on the introduction.

7.2 He said that the Activities Report had been divided into two parts- pre - General Election and post-General Election.

7.3 AGS reflected on the 92nd AGM and Annual Conference that was held at Rishikul Sanatan College. He dwelled on the launching of the FTU History Book, which was written by Bro Krishna Datt, and was launched much to the delight of the members by the current Minister for Finance and Deputy Prime Minister Honourable Professor Biman Prasad.

7.4 AGS commended NP for the Presidential Address.

7.5 AGS thanked Bro. Govind Singh for his dynamic address as the Chief Guest.

7.6 AGS recapped the results from the sports meet.

7.7 AGS elaborated on matters pertaining industrial relations-teacher qualification; Log of Claims- MEHA/ FNU; compassionate leave, the disciplinary process; STTC and DTT; and the list of press releases.

7.8 AGS elaborated on FTC's response to the 2022 - 2023 National Budget, graduate salary and how members were short charged.

7.9 He thanked FTU for persistently fighting for members welfare and that contracts were extended to five years.

7.10 AGS took the house through the capacity building sessions that FTU carried out. He reflected on the zonal sports meet, cluster meetings and branch workshops.

7.11 AGS dwelled on FTUC activities.

7.12 He thanked COPE for all the assistance provided. He also thanked the outgoing Secretary General Bro Govind Singh.

7.13 AGS reflected on WTD celebration, staff matters and how responsibilities were shared in the absence of GS.

7.14 Post- General Election, AGS took the house through the welcome ceremony for Education Minister, Minister for Employment, Productivity and Industrial Relations and PM.

7.15 AGS highlighted IWD celebration, Branch AGMs, and correspondences made outwards.

7.16 AGS went over FTU National Election result.

7.17 Results:

POSITION	NAME	VOTES
Vice Presidents [2]	1. Pratosh Kumar	806
	2. Newal Umarao	236
	3. Pranesh Praveen Sharma	705
	4. Nakul Deo Barman	478
General Secretary [1]	1. Muniappa Goundar	830
	2. Arun Prasad	352
Assistant General Secretary [1]	1. Ashween Chand Raj	234
	2. Rajnesh Ishwar Lingam	947

7.17 Results:

POSITION	NAME	VOTES
Personnel Officer [1]	1. Rameshwar Lal	662
	2. Vishnu Deo Sharma	515
Executive Committee Members [3]	1. Madhur Prakash	390
	2. Dharendra Lal	290
	3. Jitesh Jotika Prasad	316
	4. Shareen Lata	292
	5. Govind Sami Paday- achi	160
	6. Kamlesh Karan	397
	7. Arvin Narayan	127
	8. Vishal Raj Goundar	366
	9. Arvind Kumar	323
	10. Deveena Prasad	321
	11. Sheik Mohammed Masud	134
	12. Dharmend Shankar	304

Thus, based on the National Elections, the National Executive Elected members 2023-25 were as follows:

POSITION	NAME
National President	Sashi Mahendra Shandil
Vice Presidents	1. Pratosh Kumar
	2. Urmila Wati Singh
	3. Pranesh Praveen Sharma
General Secretary	Muniappa Goundar
Assistant General Secretary	Rajnesh Ishwar Lingam
General Treasurer	Pranesh Kumar
Publicity Officer	Brij Bhan Singh
Personnel Officer	Rameshwar Lal
	1. Madhur Prakash
	2. Kamlesh Karan
	3. Vishal Raj Goundar

7.18 AGS elaborated on the duty hours of teachers, the importance of looking after one's health and FTU's vision of teachers and education.

7.19 AGS took the house through the membership list.

7.20 Bro Vishnu Sharma [Rewa] thanked NE for the assistance provided during COVID-19 and for standing by the motto, 'The Child Our Hope'. He added that some strong Resolutions had been done in 2022. He enquired on the status of the Resolutions that were sent to MoE in 2022. NP explained that Resolutions were sent to MoE, but there was no response, and that was the reason FTU resorted to press releases.

7.21 He added that FTUs stand should be that the most meritorious officer was promoted. He enquired about FTUs submission on matrix. He thanked teachers for upgrading their qualification. NP explained the matrix.

8.0 FINANCIAL REPORT

8.1 The General Treasurer, Bro Sashi Mahendra Shandil, took the house through the Financial Report.

8.2 He thanked members of the Finance Committee - Bros Rajnesh Lingam, Rameshwar Lal and Pranesh Kumar.

8.3 GT explained the loss of \$1,184,737.00 under the medical scheme.

8.4 He said that the FTU term deposit would be at risk if medical expenses continued to rise.

8.5 He said that there was a lot of advocacy, as medical costs were on the rise. He said that the members should be proud that FTU was spending around \$56,602.00 on advocacy.

8.6 GT explained that union subs remained at \$7.00, but MABS expense had increased from \$268,743.00 to \$501,217.00.

8.7 The total expenditure for 2021 was \$540,605.00 compared to \$1,148,846.00 in 2022.

8.8 GT said that FTUs financial position was critical.

8.9 Bro Ashok Kumar [Labasa] thanked FTU for assisting him. He said that medical costs had increased and there was a need to increase union subs. He also suggested FTU to look at robotic surgery.

8.10 GT said that FTU had a policy, but medical costs had increased worldwide.

8.11 Bro Vishnu Sharma [Rewa] requested GT to enclose notes so that it was easy for members to understand.

8.12 Bro Vishnu Sharma then enquired on the rise of costs for printing and publication, subsistence and entertainment and capacity building.

8.13 GT explained that capacity building had increased plus in 2021 there was no AGM and no workshops for members.

8.14 Sis Shareen Chand [Suva] said that those at FTU must be trained to serve members better. GT explained how claims were processed.

8.15 NP requested members to be mindful how they addressed the Secretariat staff.

8.16 In his concluding remarks, GT thanked the membership for their staff.

8.0 RESOLUTIONS 2023

8.1 The outgoing VP, Bro Nakul Deo Barman, took the house through the Resolutions. He extended his thanks and appreciation to those members who voted for him.

EXTERNAL RESOLUTIONS

1. COLLECTIVE BARGAINING

Noting that the past Governments ratified ILO Conventions 87 and 98;

Further Noting that the above ILO Conventions morally demanded those Governments to engage Trade Unions in Collective Bargaining;

Recognizing that the Employment Relations Promulgation [Amendment] Act of 2016 stipulates that there should be Collective Bargaining;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education and Ministry of Civil Service to fully engage the Fiji Teachers Union in Collective Bargaining.

2. ANNUAL MERIT INCREMENT PAYMENT

Noting that the Ministry of Civil Service and the Ministry of Education had directed teachers/Heads of Schools to complete and submit the MyAPA exercise;

Noting that the 2018-2019, 2019-2020, 2020-2021 as well as the 2021-22 increments, as per the salary steps in the respective bands, have not been paid to the teachers;

Taking into account that teachers are equally frustrated by not being paid the MyAPA increment;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Civil Service and the Ministry of Education to pay the accrued MyAPA increments to all the teachers.

3. JOB EVALUATION EXERCISE 2017

Noting with concern that the Job Evaluation Exercise [JEE] was carried out without the involvement of the Teacher Unions;

Further viewing with concern that the 2017 JEE had serious flaws in salary grades for teachers;

Further recognizing that there are anomalies in the entry point salary of graduate teachers after the 2017 JEE;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education to continue with the consultative process with the Teacher Unions to

review/re-look at the flaws and correct the anomalies and also the school level with regards to school grading.

4. CLASS SIZE

Noting the increase in teacher workload arising out of the changes in the assessment system and the curriculum;

Further noting the rapid increase in class sizes especially in urban area schools arising from rural-urban drift;

Acknowledging the recommendations of the Job Evaluation Exercise which was carried out in 1993 and recognizing that its implementation is long overdue;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education to implement the recommendations of the 1993 Job Evaluation Exercise to achieve class sizes of 30 and below for straight classes, 25 for year one and year 13 and 20 for composite classes.

5. EXECUTIVE TEACHER POSITIONS

Noting that the Job Evaluation Exercise, which was carried out in 1993, saw merit in making the recommendation that 854 Executive Teacher positions be created in primary schools;

Noting that the recommendation was implemented in 1997 which had since brought in a marked improvement in the quality of classroom teaching and learning in primary schools;

Further noting that the Ministry had unilaterally decided to withdraw all the Executive Teacher positions in 2019, a decision devoid of all reasoning;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education to restore the Executive Teacher positions to its full complement.

6. EARLY CHILHOOD EDUCATION

Noting that many primary schools have Early Childhood Education attached to their schools;

Recognising that Early Childhood Education teachers play a major role in moulding children at an early age;

Further recognising that Early Childhood Education is the foundation for learning and that it needs everyone's attention;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education to put the Early Childhood Education teachers on the same terms and conditions of work as that of primary school teachers.

7. IN-SERVICE TRAINING

Noting that teaching methods are forever changing to meet the demands of students and the society;

Acknowledging that new standards require that teachers have deep and flexible knowledge of their subject matter and wide repertoire of teaching skills;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education to inject funds into the in-service programme and ensure that this programme is structured and provides opportunities for greater number of teachers to enhance their teaching and learning skills through in-service courses.

8. FTU ON THE CURRICULUM ADVISORY BOARD

Noting that National Policies and Action Plans to achieve Education for All and for Sustainable Development under Sustainable Development Goal 2030, the curriculum must be developed and implemented in partnership with Civil Society, including NGOs and Teacher Unions;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education to ensure that there is active participation of teachers in the development and implementation of education policies, plans and curriculum through their rep, the Fiji Teachers Union.

9. TRAINING FOR TEACHERS- SPECIAL EDUCATION

Recognizing that quality education is a human right;

Accepting that education must be provided by the State;

Noting that education must be available free to all;

Further noting that education should be inclusive and children with special needs need assistance to achieve their maximum potential;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education to provide more funding towards the training of teachers for effective teaching and learning in schools providing special education.

10. TEACHER TRAINING PROGRAMME/ CAPACITY BUILDING

Considering that today's teachers encounter a range of classroom and social conditions; multilingual classrooms, increase mainstreaming of students requiring special education, growing number of students in poverty and students from single parents;

Agreeing that although students are of similar age and in same class, their achievement levels vary greatly and that teachers need to pay greater attention to the varying needs of our students;

Noting that teachers would need different teaching methods to reach different students and workshops and training programmes are essential in upgrading teachers knowledge and skills;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education to ensure that training programmes at the teacher training institutions are well-equipped to meet the needs of the trainee teachers mentioned herein and workshops and capacity building exercises are carried out to up-skill all classroom teachers.

11. LOCATION ALLOWANCE

Noting with grave concern that the location allowance was ceased; Further noting that the modest sum paid per term provided some relief in terms of subsidising the extra travel costs borne by teachers serving in rural and maritime schools;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education and the Ministry of Civil Service to restore the location allowance forthwith.

12. BOARDING ALLOWANCE

Noting that teachers were denied boarding allowance; Acknowledging the significant sacrifices made by teachers executing this responsibility despite the challenges faced;

Further acknowledging that the cost of living has escalated enormously; The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education and the Ministry of Civil service to ensure teachers are paid the boarding allowance.

13. CONTRACTUAL APPOINTMENT

Noting that the coalition Government had made a commitment to remove contractual appointments and have them replaced with permanent tenure;

Noting with deep concern that contractual appointments used to create fear of sudden job loss amongst teachers;

Further noting that contractual appointments resulted in teachers finding it difficult to obtain loans and home finance;

The Fiji Teachers Union 93rd Annual General Meeting calls upon Ministry of Education to abolish all contractual appointments and appoint teachers on permanent tenure.

14. TEACHER PROTECTION POLICY

Noting that student behaviour continues to raise concern amongst all stakeholders;

Further noting that there is no policy that protects teachers at work;
Noting with grave concern the risks that teachers work under due to student misbehaviour;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education and the Ministry of Civil Service to work with both teacher unions and design a Teacher Protection Policy that will safeguard teachers at work.

15. TRANSFER ALLOWANCE

Noting that transfer allowance was paid to an officer who was transferred from one district to another district;

Noting that transfer allowance was ceased by the Ministry of Education;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education and the Ministry of Civil Service to pay transfer allowance to teachers who have to change residence upon transfer. The same must apply to transfer on promotion.

16. DISCIPLINARY MECHANISM- PSDT

The Union has submitted that all cases must be referred to the Public Service Disciplinary Tribunal (PSDT) for a fair hearing;

Noting that FTU is concerned that the guideline gave the former Permanent Secretary unfettered powers to be part of the disciplinary panel when she should have appointed an independent panel;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education and the Ministry of Civil Service to refer cases to the PSDT as the independent Tribunal to ensure that natural justice is accorded to the accused.

17. MATRIX FOR PROMOTION

FTU has consistently been submitting to the Ministry of Education and Ministry of Civil Service to consider proven performance on the job with relevant experience and qualification, but it had fallen on deaf ears;

The Union raised its disappointment that experience in leadership position and proven performance were not included in the promotional matrix;

Noting that MQR should include relevant bachelor's degree, STTC and DTT;

The Fiji Teachers Union 93rd Annual General Meeting calls upon the Ministry of Education and the Ministry of Civil Service to ensure that experience in leadership and proven performance be given priority in order to maintain quality education.

INTERNAL RESOLUTIONS

18. STRUCTURES OF CONSULTATION

Noting that the Education Ministry in the last 16 years deliberately removed the structures of the consultation with the Unions and systematically eroded the terms and conditions that had been negotiated over decades;

Appreciating that the coalition Government has been inviting both Teacher Unions for consultation and dialogue;

The 93rd AGM calls upon Fiji Teachers Union to exhaust all available queries to restore the benefits, rights and dignity of its members.

19. INCREASE IN UNION SUBSCRIPTIONS

Noting that the union subscriptions have been \$7.00 [\$3.32 for membership and \$3.68 for MABS];

Noting that medical and administrative costs plus doctors' fees have increased rapidly alongside the cost of living;

The National Executive recommends to the 93rd AGM to increase FTU subscriptions to \$10.00 [\$5.00 for membership and \$5.00 for MABS]

20. REVIEW OF THE UNION'S CONSTITUTION

Noting that the Union's Constitution needs to be reviewed;

Further noting that there is a need to re-look at the criteria for the position of the General Secretary and make provision for the inclusion of a position which would be reserved for a woman Vice President;

The National Executive recommends to the 93rd AGM to allow the Working Committee to progress with amendment to the Fiji Teachers Union Constitution by choosing an independent panel that would be instructed to come up with the required amendments.

21. INCREASE IN MEDICAL CLAIMS

Noting that medical, travelling, accommodation and administrative costs have increased after the COVID-19 pandemic;

Noting that medical expenses under the Medical Insurance Scheme have increased tremendously as indicated in the 2022-23 Activities Report;

Further noting that such increases would have a drastic impact on the reserves;

The National Executive recommends to the 93rd AGM to allow the Working Committee to come with a proposal in consultation with the brokers, Marsh Fiji PTE Limited, to counter the increasing medical costs under the Inhouse Medical Insurance Scheme.

All the Resolutions were carried unanimously.

8.2 Bro Rohitesh Chand [Nasinu] enquired when the Resolutions were done. NP explained that after the branch AGMs, branches were given time to send in their Resolutions. The rest were done by the Publicity Committee.

8.3 Bro Vishnu Sharma [Rewa] enquired about the increase in premium for medical scheme. NP explained the need was based on the increase in medical costs.

9.0 THANKS/ APPRECIATION

The National President thanked everyone for their support and deliberations.

10.0 ADJOURNMENT

The meeting was adjourned at 3.00pm.

Confirmed this day of 2024

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CHAIRMAN

ACTIVITIES REPORT

INTRODUCTION

“Our hopes for a more just, safe, and peaceful world can only be achieved when there is universal respect for the inherent dignity and equal rights of all members of the human family.” [UN Women Executive Director Phumzile Mlambo-Ngcuka]

We all met in Labasa during the 93rd Annual Conference and Annual General Meeting at Labasa Sangam College Hall in the Friendly North. FTU sincerely extends its appreciation to the members for their tremendous support during the Annual Conference. The Executives of Labasa branch are also thanked for taking the initiative to organise the Conference.

As we reflect to the last FTU AGM and Annual Conference here in Nadi in 2018, when teachers were promoted during the Open Merit Recruitment System, and we all can recall the excitement with which some members drove down to Suva to sign their contracts. There was a huge cry from the members and FTU reacted just as we did when Regularisation came into effect. The union will stand to defend its members to ensure that justice is done.

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Dear members, your unwavering support of the leadership has reaffirmed your resolve to persevere as a strong team to achieve our common goal. FTU will continue to uphold the ideals of unionism, ensuring the dignity of the teaching profession and welfare of its membership.

FTU extends appreciation to each member for the work done, both inside and outside the classroom. FTU is grateful for the enormous amount of work that was carried out, both at primary and secondary level.

We welcome back Honourable Aseri Masivou Radrodro as the Minister for Education. With a change in the leadership, we hope to revive consultations and negotiations. We hope that the Education Minister and his team will listen to the concerns and grievances raised by both teacher unions in terms of issues of the past as well as the recent ones including transfers, acting appointments, and recruitment.

We must remain optimistic whilst adhering to the **no case abandoned policy**.

Therefore, this Activities Report briefly discusses some of the issues on the table for discussion as well as some good news after long. Some cases, that had been pursued by the union may see the light at the day soon.

1.0 94TH ANNUAL GENERAL MEETING AND ANNUAL CONFERENCE

1.1 FTU thanks Nadi branch which is ready to host the FTU delegates and observers to the Jet Set Town. Under the able leadership of Bro Madhur Prakash, the branch had a series of meetings to deliver a memorable AGM.

1.2 We are here at SVC College in Nadi where the Conference is taking place.

1.3 The theme is 'Together, Towards Tomorrow'.

2.0 93RD AGM AND ANNUAL CONFERENCE

2.1 Members of FTU gathered in huge numbers for the Unions 93rd AGM and Annual Conference at Labasa Sangam College. The turnout was pleasing, and so were the powerful and vibrant addresses by the FTU National President and the Chief Guest Honourable Agni Deo Singh, our former General Secretary.

2.2 Bro Goundar briefed the house about matters concerning industrial relations and the activities that were undertaken by FTU pre-General Elections and post-General Elections. He congratulated Honourable Agni Deo Singh on his appointment as the Minister for Employment, Productivity and Industrial Relations.

2.3 The Chief Guest elaborated on the success of the Girmit Day Celebration and the Reconciliation Ceremony which brought Fijians together. He also thanked FTU for honouring him as the Chief Guest.

2.4 The incoming National Executives- Sis Urmila Singh (Vice President), and Bros Vishal Raj Goundar and Kamlesh Karan (National Executive Committee) were inducted.

2.5 The National Women's Wing had their meeting after the FTU-CTCL AGM. The Chief Guest was Sis Neselinda Meta, the incoming Secretary General for the Council of Pacific Education [COPE].

2.6 On Thursday, we concluded the 93rd FTU AGM and Annual Conference on a high note with sports and presentation of prizes. In the evening, shareholders attended the FTU-CTCL social and cultural night at Labasa's Civic Centre.

2.7 The host branch- Labasa deserves credit for hosting the 93rd AGM and Annual Conference. In a short span, the Executives, led by the Chairperson Bro Pratosh Kumar, pulled the loose ends, got a 'spirited' team, and organized the Conference. It was pleasing to note the support from FTU stalwarts, including those who have retired from FTU.

3.0 SPORTS MEET

3.1 Sporting events have traditionally added hype and excitement to the AGM and Annual Conference. Sports attracted a huge crowd at Subrail Park, and some upsets were on the card.

3.2 The soccer competition was tough, and Suva created an upset when they defeated Labasa in the final. Nasinu scooped the netball title, outpacing rivals Rewa. Nasinu won the men's volleyball title back-to-back, defeating Taveuni. In women's volleyball, the women from the Capital City created history as they beat Nasinu in the final and won the title for the first time. The standard of competition was quite tough and the presence of district reps in sports added thrust and thrills. At the outset, Nasinu and Suva dominated the sports meet, winning two trophies each.

The best players for the various sports include: Soccer - Ravikash Krishna [Suva]; Netball- Nileshni Devi Govind [Rewa]; Women's Volleyball - Tikosaya Tadulala [Nasinu]; and Men's Volleyball- Mosese Utovou [Nasinu].

4.0 RESOLUTIONS- REPLY FROM THE MINISTRY OF EDUCATION

After a decade, the Ministry of Education acknowledged the Resolutions sent by FTU. This was a plus point for FTU as it allowed GS to negotiate with the Ministry on the Union's concerns and grievances.

1. COLLECTIVE BARGAINING

Noting that past Governments ratified ILO Conventions 87 and 98; Further Noting that the above ILO Conventions morally demanded those Governments to engage Trade Unions in Collective Bargaining;

Recognizing that the Employment Relations Promulgation [Amendment] Act of 2016 stipulates that there should be Collective Bargaining;

Response from MoE

1.1. In accordance with Fiji ratifying the ILO conventions 87 & 98 MoE will engage with the teacher union in Collective Bargaining and be guided ERP [Amendment] Act of 2016.

1.2. Considering the above, MoE will also align its engagement with the teacher union using its current policies and regulations. MoE is aware of the Coalition Government's desire to consult widely with stake holders in matters pertaining to teachers' welfare and working conditions.

2. ANNUAL MERIT INCREMENT PAYMENT

Noting that the Ministry of Civil Service and the Ministry of Education had directed teachers/ heads of schools to complete and submit the MyAPA exercise;

Noting that the 2018-2019, 2019-2020, 2020- 2021 as well as the 2021-22 increments, as per the salary steps in the respective bands, have not been paid to the teachers;

Taking into account that teachers are equally frustrated by not being paid the MyAPA increment.

Response from MoE

2.1 MoE will be guided by the Ministry of Civil Service regarding this request. We can discuss this further. [PS please note that there were a lot of inconsistencies in the assessment that was done and, in most cases, did not reflect the true performances of most officers].

3. JOB EVALUATION EXERCISE 2017

Noting with concern that the Job Evaluation Exercise [JEE] was carried out without the involvement of the teacher unions;

Further viewing with concern that the 2017 JEE had serious flaws in salary grades for teachers; Further recognising that there are anomalies in the entry point salary of graduate teachers after the 2017 JEE.

Response from MoE

3.1 MoE agrees that there is a need to review / relook at the flaws and correct the anomalies including school levels / grading. The same is needed for Education Officers sitting on low grade compared to their subordinates that they must inspect and assess in the school system.

4. CLASS SIZE

Noting the increase in teacher workload arising out of the changes in the assessment system and the curriculum;

Further noting the rapid increase in class sizes especially in urban area schools arising from rural-urban drift;

Acknowledging the recommendations of the Job Evaluation Exercise which was carried out in 1993 and recognizing that its implementation is long overdue.

Response from MoE

4.1 While we agree to this in principle, there is also the need to consider ground reality in some school committees where heads of schools and school managements have continuously over – enrolled students so that they have more FEG and increase the size or levels of their schools. The onus, therefore, rests on the school's enrolment policy and how the heads of schools and management control the intake of students.

5. EXECUTIVE TEACHER POSITIONS

Noting that the Job Evaluation Exercise, which was carried out in 1993, saw merit in making the recommendation that 854 Executive Teacher positions be created in primary schools;

Noting that the recommendation was implemented in 1997 which had since brought in a marked improvement in the quality of classroom teaching and learning in primary schools;

Further noting that the Ministry had unilaterally decided to withdraw all the Executive Teacher positions in 2019, a decision devoid of all reasoning.

Response from MoE

5.1 MoE will consider this request in-line with the financial implications of it and where it is necessary to have such positions in place. We will discuss this further with the teacher unions.

6. EARLY CHILHOOD EDUCATION

Noting that many primary schools have Early Childhood Education attached to their schools;

Recognising that Early Childhood Education teachers play a major role in moulding children at an early age;

Further recognising that Early Childhood Education is the foundation for learning and that it needs everyone's attention.

Response from MoE

6.1 We will need to discuss this further with the Ministry of Civil Service and the teacher union.

7. IN-SERVICE TRAINING

Noting that teaching methods are forever changing to meet the demands of students and the society;

Acknowledging that new standards require that teachers have deep and flexible knowledge of their subject matter and wide repertoire of teaching skills.

Response from MoE

7.1 MoE is considering this urgent need in-line with the need to ensure teachers can upskill to meet the evolving needs of their students.

8. FTU ON CURRICULUM ADVISORY BOARD

Noting that National Policies and Action Plans to achieve Education for All and for Sustainable Development under Sustainable Development Goal 2030, the curriculum must be developed and implemented in partnership with Civil Society, including NGOs and the teacher union.

Response from MoE

8.1 MoE will certainly ensure that the teacher union is consulted regarding any curriculum development /review.

9. TRAINING FOR TEACHERS- SPECIAL EDUCATION

Recognizing that quality education is a human right; Accepting that education must be provided by the State; Noting that education must be available free to all;

Further noting that education should be inclusive and children with special needs need assistance to achieve their maximum potential.

Response from MoE

9.1 MoE is already considering this request in light of what has been shared in [7] above. The TTI however have a limited number of programs in this area.

10. TEACHER TRAINING PROGRAMME/ CAPACITY BUILDING

Considering that today's teachers encounter a range of classroom and social conditions; multilingual classrooms, increase mainstreaming of students requiring special education, growing number of students in poverty and students from single parents;

Agreeing that although students are of similar age and in same class, their achievement levels vary greatly and that teachers need to pay greater attention to the varying needs of our students;

Noting that teachers would need different teaching methods to reach different students and workshops and training programmes are essential in upgrading teacher's knowledge and skills.

Response from MoE

10.1 Our stand is already expressed in [7] and [9] and we will work with FNU to ensure that this concern is addressed. In the same manner, we are equally concerned on the existence of poor work culture in some schools where heads of schools fail to monitor teachers' performance nor provide professional development to address performance issues in their schools.

11. LOCATION ALLOWANCE

Noting with grave concern that the location allowance was ceased;

Further noting that the modest sum paid per term provided some relief in terms of subsidising the extra travel costs borne by teachers serving in rural and maritime schools.

Response from MoE

11.1 MoE is reviewing this allowance particularly the qualifying criteria for schools. There have been some inconsistencies raised by schools, hence the need for such review.

12. BOARDING ALLOWANCE

Noting that teachers have been denied boarding allowance;

Acknowledging the significant sacrifices made by teachers executing this responsibility despite the challenges faced;

Further acknowledging that the cost of living has escalated enormously.

Response from MoE

12.1 MoE will be more than happy to receive any concern or complaints from schools that have not been paid board allowance. In some cases, heads of boarding schools have not been submitting the boarding school supervision record sheet on time or not at all, thus reason for non – payment or late payment.

13. CONTRACTUAL APPOINTMENT

Noting that the Coalition Government had made a commitment to remove contractual appointments and have them replaced with permanent tenure;

Noting with deep concern that contractual appointments used to create fear of sudden job loss amongst teachers;

Further noting that contractual appointments resulted in teachers finding it difficult to obtain loans and home finance.

Response from MoE

13.1 This request should not have been made as the Coalition Government has already abolished the contract system. We are working with the MCS to rectify the appointment letters.

14. TEACHER PROTECTION POLICY

Noting that student behaviour continues to raise concern amongst all stakeholders;

Further noting that there is no policy that protects teachers at work; Noting with grave concern the risks that teachers work under due to student misbehaviour.

Response from MoE

14.1 A good suggestion and we will also consult with the other Ministries before we can decide on this.

15. TRANSFER ALLOWANCE

Noting that transfer allowance was paid to an officer who was transferred from one district to another district;

Noting that transfer allowance was ceased by the Education Ministry.

Response from MoE

15.1 We can discuss this further with the Ministry of Civil Service and the Teacher Union.

16. DISCIPLINARY MECHANISM- PSDT

The Union has submitted that all cases must be referred to the Public Service Disciplinary Tribunal (PSDT) for a fair hearing;

Noting that FTU is concerned that the Guideline gave the former Permanent Secretary unfettered powers to be part of the disciplinary panel when she should have appointed an independent panel;

16.1 There was no reply on this Resolution from MoE

17. MATRIX FOR PROMOTION

FTU has consistently been submitting to the Ministry of Education and Ministry of Civil Service to consider proven performance on the job with relevant experience and qualification, but it had fallen on deaf ears;

The Union raised its disappointment that experience in leadership position and proven performance were not included in the promotional matrix;

Noting that MQR should include relevant bachelor's degree, STTC and DTT.

Response from MoE

MoE will consider this request in its recruitment process and certainly experience; performance and qualifications should be considered.

5.0 INDUSTRIAL RELATIONS

5.1 GRADUATE SALARY

Members will recall the withdrawal of graduate salary to all who graduated after 2018. This was a long-standing issue FTU had been trying to solve. The Union will continue to put up its demand to pay all teachers who had been shortchanged from 2018. Members must take note that the Coalition Government started to pay what was taken away by the previous Government. Members were requested to have some patience as some verification was done before applications were processed.

5.2 REGULARISATION

In a unanimous accord during the meeting, the Working Committee resolved to mount a legal challenge against the undemocratic and unconstitutional Regularization, affirming our commitment to upholding democratic principles. The case was officially lodged on 8th February, with the court setting 28th

February for adjudication. Despite sanguine expectations, the anticipated stay was not granted, given its contentious nature versus the state. Nevertheless, the forthcoming proceedings, scheduled to commence on 18th April, will pave the way forward. The Union was represented by Mr Damodaran Nair.

5.3 REVIEW OF THE GENERAL ORDERS

The Secretariat attended a session with the Ministry of Education on the review of General Orders.

5.4 MEMBERS GRIEVANCE

The Secretariat attended to members grievances ranging from transfers, re-engagement, recruitment, disciplinary cases, and the likes during the period under review. Kindly informing all that we need to follow the grievance procedure by first raising it with the Ministry and upon a given time they do not respond or maybe not affirmative, then only should members bring their grievance to the union. FTU should not be approached first whilst the Ministry is unaware of any such grievance.

5.5 POLICY ON TEACHER'S RIGHT

A submission was made to MEHA to formulate a policy on teacher's rights. This should include protection from unnecessary harassment and threats from external and internal parties.

5.6 ECE TEACHERS

After numerous calls, which fell on deaf ears, to the previous Government on the anomalies of salary for ECE teachers, the Honorable Education Minister had agreed to review the teaching hours of all ECE teachers.

5.7 REVIEW OF POLICIES

Policies, which had been in place for so long and have become obsolete, are being reviewed by the Ministry now. These policies include OMRS, the Remuneration Policy and the Boarding Policy. FTU was also part of the review of the General Orders undertaken by the Ministry of Civil Service.

5.8 EXCESSIVE PAPERWORK

This was brought to the attention of the Ministry. The Ministry had agreed to minimize paperwork in schools. This includes the massive number of files currently teachers are to prepare in schools. The Ministry was informed of the loss of contact hours in schools when teachers are overloaded with paperwork.

5.9 DTT/IDTT and STTC

In September 2021, the then Education Minister, Hon. Premila Kumar, undertook the de-recognition of STTC, DTT/ IDTT awards, thereby depriving deserving officers of their rightful remuneration. This decision necessitated concerted efforts by the Secretariat to advocate for recognition. Pursuing various channels, including engagement with the Fiji Higher Education Commission (FHEC) and the Fiji Teachers Registration Authority (FTRA), the Secretariat diligently sought acknowledgment for these accolades. Following persistent endeavors, a letter of recognition from FHEC was procured and presented to the Permanent Secretary of Education, urging action. Subsequent to numerous follow-ups, the Honorable Minister for Education announced during the February Parliamentary session the full reinstatement of recognition for the aforementioned awards.

5.10 RESTORATION OF ET POSITIONS

Members will recall that the 854 Executive Teacher positions, which were introduced in 1996 as an incentive for those senior teachers who were on the verge of retirement to have a position of responsibility before retirement. This was taken away gradually since 2018. FTU kept up the fight for its restoration. The good news is that the Ministry will restore the same starting with small grade primary schools.

5.11 IRREGULAR APPOINTMENTS

As we thought gone are the days of irregular appointments, the same started once again. The Secretariat wrote to PS in this regard.

5.12 IRREGULAR TRANSFERS

Recent instances arose wherein members were abruptly compelled to relocate from their current schools to accommodate others. These occurrences were managed by the Secretariat, sometimes initiated by the School Heads or directly by the Ministry. What is distressing is that in certain instances, affected individuals are not duly informed or consulted prior to the proposed relocation. It is disheartening to observe that in some cases, Education Advisors were the primary instigators of such relocations. It is imperative for individuals to be aware that they possess the right to appeal their transfer to the Permanent Secretary-Education, with a parallel notification sent to the Secretariat. It should be noted that the imposition of the **'6 year rule'** is not currently enforced. In instances where such occurrences have been brought to the attention of the Secretariat, measures have been undertaken to stop such arbitrary transfers.

5.13 RECLASSIFICATION OF SCHOOLS

As of the composition of this report, FTU was formally invited to engage in consultations regarding the aforementioned matter. Comprehensive updates regarding the ensuing outcomes will be provided in due course.

5.14 FORMER PRINCIPAL WINS CASE

Mr. Wasu Deo, the former Principal of Saraswati College, Dilkusha, Nausori, who on 1st March, 2021, underwent suspension pending investigation and subsequently faced termination, purportedly treated as resignation, has emerged victorious in his legal pursuit. The court has decreed the termination of Mr. Deo as unlawful. He is to receive full gross remuneration for the balance duration of his contractual engagement with the ministry, along with a reimbursement of \$1000.00 in court expenses payable to FTU. Mr Damodaran Nair, FTU's lawyer represented him.

5.15 DUTY HOURS OF TEACHERS

As per Circular No. 38/23, members and school heads must note that the duty hours of teachers is from:

Monday to Thursday- 8am to 3.30pm

Friday- 8am to 3pm

School heads are urged to adhere to the Circular and not force teachers to stay in school after 3.30pm. The Minister for Employment, Productivity and Industrial Relations issued a press release on this.

6.0 FTU SUBSCRIPTIONS

The 2023 FTU AGM had approved that FTU subs be increased from \$7.00 to \$10.00. This increase took place after three decades plus of FTU operation and was done to ensure service delivery was not affected amidst the rising costs of doing business.

7.0 CAPACITY BUILDING

7.1 REGIONAL CONFERENCE- EDUCATORS STAND FOR CLIMATE JUSTICE AND JUST TRANSITION

This regional conference was held from 23rd to 25th May at Tanoa International Hotel in Lautoka. The major focus was the Earth's stand as of now based on the impact in coming years in terms of global warming and climate change. GS Bro Muniappa Goundar and National Women's Wing Chairlady and National VP Sis Urmila Singh attended the conference.

7.2 VISIT BY SIS EMMA LIPSCOMBE

The Trade Union Development Project Officer Sis Emma Lipscombe visited our shores. She did research on challenges faced by trade unions and capacity building at FTU. She met the National President Bro Sashi Mahendra Shandil, GS Bro Muniappa Goundar, and VP Sis Urmila Singh.

7.3 9TH EDUCATION INTERNATIONAL WORLD CONGRESS

For the first time, the EI World Congress was done online from 11th to 13th July. The Congress was attended by the Principal Officers online in the early hours of the morning.

7.4 EVIDENCED BASED POLICY MAKING WORKSHOP

This was organized by the International Labour Organisation from 24th July to 28th July 2023. The workshop was opened by Hon. Agni Deo Singh – Minister for Employment, Productivity and Industrial Relations and Deputy Prime Minister and Minister for Finance and Strategic Planning- Hon. Biman Chand Prasad. The facilitator was Mr. Naren Prasad, a former Bua native, now based in Geneva as Head of Training for Research. A very worthwhile workshop which stipulated the various steps involved in Policy making. GS was the workers representative nominated by FTUC. The participants were from the tripartite including workers, employers, and Government. Participants from other South Pacific Countries were also in- attendance.

7.5 FNU JOINT COUNCIL/ SLT ENGAGEMENT WORKSHOP

GS Bro Muniappa Goundar attended the Fiji National University Joint Council and SLT Engagement Workshop at Hideaway Resort.

7.6 TRADE UNION RENEWAL WORKSHOP

GS Bro Muniappa Goundar, NP Bro Sashi Mahendra Shandil, VP Sis Urmila Singh, Sis Nandita Kumar, and Sis Salome Vakabuto attended the Trade Union Renewal Workshop at the Peninsula Hotel from Friday 18th August to Sunday 20th August, 2023. A follow-up workshop was conducted at the Fiji Hideaway Resort in the first week of February at the Fiji Landers Resort and Spa. It was attended by NP and GS and the two trainers [Sis Urmila Singh and AGS Bro Rajnesh Lingam] and heads of schools [primary and secondary]. The workshop aimed at renewing trade Union activities, membership drive and organising activities at the branch and national level. FTA was also part of the two- day training. The facilitators were from Australia.

7.7 NATIONAL EXECUTIVE PD

Members of the National Executive met at the FTU HQ during the last week of the school holidays in January, 2024. A two-day PD session was organised by HQ for

all the Elected National Executive members and Branch Reps on Wednesday 24th and Thursday 25th January. The first day focused on the review of the FTU Constitution, while the second day focused on the way forward in terms of membership drive, organising, capacity building and strategic planning.

7.8 COPE REGIONAL CONGRESS

We were invited to attend the Council of Pacific Regional Congress at the Tanoa International from Friday 1st to Sunday 3rd March, 2024. FTU was represented by NP Bro Sashi Shandil, GS Bro Muniappa Goundar, GT Bro Pranesh Kumar, VP Sis Urmila Singh, Personnel Officer Bro Rameshwar Lal, and Sis Mohini Datt [Nadi].

7.9 WORKSHOP ON CLIMATE CHANGE

Members of FTU and FTA Southern division gathered at HQ for a workshop on climate change on Saturday 20th April, 2024. Funding was provided by Education International via the Council of Pacific Education. The Chief Guest was Ms Selina Kuruleca- PS Education. She addressed the members on the impact of climate change on students and communities and the roles the trade unions and the Ministry played in mitigating these impacts.

7.10 EDUCATION SUMMIT

The Secretariat attended the Central Division Education Summit, and he was part of thematic area two dealing with stakeholders. FTU made a robust presentation. The Fiji National Education Summit (FNES) was held in Denarau in September. FTU was invited and GS and NP represented FTU at the Education Summit.

8.0 PRESS RELEASES

The Union resorted to press releases to ensure its voice was heard.

9.0 BRANCH VISITS/ CLUSTER MEETINGS

The General Secretary continued to visit schools and districts and addressed cluster meetings to enlighten members on current issues as well as maintain connectivity.

10.0 IN- HOUSE INSURANCE MEDICAL SCHEME

The AGM in Labasa endorsed an increase in subs for the in-house medical insurance scheme. The detailed financial report is attached herein. Members are advised to look after their health. Medical costs have increased, and every measure is taken by the Finance Committee when approving payments. Members must note that leukemia is now covered. It was an exclusion, as treatment was not available, but since treatment is available leukemia treatment has become an inclusion.

11.0 FTU JOURNAL

The Publicity Committee, consisting of Bros. Brij Singh, Rajnesh Lingam, Pranesh Kumar, and Sis. Urmila Singh, worked round the clock to get the journal done. We apologise for any shortfalls.

12.0 CONSTITUTION REVIEW

The AGM had mandated NE to get clauses of the Constitution amended. Amendments were done and presented during the branch AGMs.

13.0 APARTMENTS

All our Apartments are occupied.

14.0 FTU WEBSITE/ FACEBOOK PAGE

We encourage members to take advantage of the FTU Website and FTU Facebook page to retrieve more information on the latest developments, press releases and information pertaining to industrial relations issues.

15.0 NATIONAL WOMEN'S WING

The National Women's Wing is in full operation. Their report is attached in the Activities Report.

16.0 GS ELECTED AS EIAP REGIONAL BOARD MEMBER

The General Secretary was nominated and voted in as the new Board Member of the Education International Asia Pacific to replace our former GS Honourable Agni Deo Singh. The official installation took place on 10th October, 2023, in Bangkok.

17.0 GS ELECTED AS FTUC NATIONAL TREASURER

The General Secretary was elected as the National Treasurer of the Fiji Trades Union Congress unopposed to replace the former National Treasurer Honourable Agni Deo Singh. The National Council meeting was held on 30th September, 2023. Bro Fahim Sheik Fardeen (Nadi branch) served as the FTUC Youth Wing Secretary, while Sis Sima Kumar, who left our shores for greener pastures, served as the FTUC Women's Wing Secretary.

18.0 INVITATIONS EXTENDED TO GS

After being left out from school functions for the last 16 years, GS has been invited to schools' as the Chief Guest. It is an honour for GS to be representing the union at such functions.

19.0 JOB EVALUATION EXERCISE

This is underway by Maxumise for all our staff at FTU. The draft job descriptions have been drawn up and given to Maxumise.

20.0 MEMBERSHIP DRIVE- TERTIARY INSTITUTIONS

Membership drive is an important component. GS continues to visit schools and branches to get membership drive done. GS also visited tertiary institutions- FNU, USP and Corpus Christi College to address the graduates and carry out membership drive.

21.0 2023 ZONAL SPORTS

21.1 The zonal sports were successfully carried out in the North, West, and Central divisions.

21.2 The Northern zonal sports meet took place on the Garden Island for the first time on Saturday 30th September. Hosts Taveuni, Savusavu, Labasa and Bua took part in the sports meet which was a success in terms of attendance and participation. The results are as follows:

SPORT	WINNER	RUNNER-UP
Soccer	Bua	Labasa
Netball	Savusavu	Taveuni
Men's Volleyball	Taveuni	Labasa
Women's Volleyball	Taveuni	Savusavu

21.3 The Western zonal sports meet was organised by Ba branch at AD Patel College on Saturday 7th October. Hosts Ba, Lautoka, Tavua, Rakiraki, Nadi, Lautoka and Nadroga took part in the sports meet which was competitive as well as exciting. The Minister for Employment, Productivity and Industrial Relations, Honourable Agni Deo Singh, was the Chief Guest. Nadroga took out top honours. The results are as follows:

SPORT	WINNER	RUNNER-UP
Soccer	Nadroga	Rakiraki
Netball	Nadroga	Ba
Men's Volleyball	Ba	Lautoka
Women's Volleyball	Lautoka	Nadroga
Overall winner- Nadroga		

21.4 The Nadroga branch celebrated their victory on Saturday 25th November at Tuva Primary School. The Chief Guest for the function was GS. The players and members were thanked for their representation in FTU sports.

21.5 The Southern zonal sports meet was hosted by Suva branch at Rishikul Sanatan College on Saturday 25th November. It was the first time that players were awarded for their performances in individual sports, while the match officials for soccer were rewarded with a medal each. The results are as follows:

SPORT	WINNER	RUNNER-UP
Soccer	Nasinu	Suva
Netball	Nasinu	Suva
Men's Volleyball	Rewa	Suva
Women's Volleyball	Nasinu	Suva

22.0 WORLD TEACHERS DAY CELEBRATION

World Teachers Day celebration was organised at FTU HQ for the Southern branches on Thursday 12th October. Around 100 members turned up for the celebration. The National President Bro Sashi Mahendra Shandil was the Chief Guest. He alluded to the theme and the issues faced because of global teacher shortage. Members of the Working Committee attended the WTD celebrations at the Tanoa Plaza on Thursday 5th October. This was organised by COPE.

23.0 PINKTOBER 2023

With the theme for Pinktober 2023, 'Join the Fight', women members with assistance from Branch Executives observed the month with medical staff. Members contributed in cash to donate to the Fiji Cancer Society. Medical staff also held cancer screening and provide the members with more knowledge on their self- examination. Branches and Women's Wing Executives also visited members, parents and community members who are currently fighting this deadly disease.

24.0 16TH YOUTH LEADERSHIP COURSE

Nadi branch Treasurer, Fahim Sheik Fardeen, who served as the FTUC Youth Wing Secretary, attended the 16th Youth Leadership Course organized by ITUC-AP in conjunction with JILAF. The course was an eye-opener for Bro. Fahim as he learned a lot about being a good union leader and how to prepare for union leadership. The course covered various topics such as the role of unions in society, collective bargaining, and leadership skills. Overall, the course was an invaluable experience for Bro. Fahim.

25.0 16 DAYS OF ACTIVISM

The 16 Days of Activism against Gender-Based Violence is an annual international campaign that kicks off on 25th November, the International Day for the Elimination of Violence against Women, and runs until 10th December, Human Rights Day. It is used as an organizing strategy call for the prevention and elimination of violence against women and girls. The global theme for the 16 Days of Activism against Gender- Based Violence was "UNITE! Activism to end violence against women and girls. This was observed at the FTU HQ and attended by Southern Branch members. The Chief Guest Hon. Sashi Kiran addressed the members on the urgent need to eliminate violence of all forms.

26.0 BRANCH SOCIALS

HQ is thankful to the branches which organised a social to honour the members in their branches.

27.0 BRANCH AGMs

All Branch Annual General Meetings, except Tailevu, were completed within the month of March. All branches celebrated Women's Day as well with a cake cutting ceremony. The Constitution Review team, led by the General Treasurer, Bro. Pranesh Kumar, presented the amendments made to the FTU Constitution during the FTU capacity building session in January.

28.0 INTERNATIONAL WOMEN'S DAY

This year's International Women's Day was celebrated on Wednesday 6th March at the FTU HQ. The Chief Guest was Dr Unaisi Baba, who is the FNU Vice Chancellor. The theme for this year's IWD celebration was 'Invest in women: Accelerate progress'. FTU members gathered in numbers to take part in the celebration. Dr Baba delivered a powerful and inspirational address. We thank the branches for celebrating the important day during their branch AGMs.

29.0 YEAR PLANNER

The FTU year planner was transformed into a desk calendar. It was disseminated to the branches to be distributed to all the FTU members.

30.0 STAFF MATTERS

FTU thanks Mrs Archana Narayan, who was our Insurance Officer, for her service to FTU. Mrs Narayan resigned for greener pastures. This position was advertised, and an interview was conducted based on the applications received. Mrs Rishika Sharma has replaced Mrs Archana Narayan as the Insurance Officer.

31.0 MEMEBERSHIP REPORT

Members by Source of Pay	Membership Total
Treasury (Through Ministry)	4709
FNU Membership	106
Cash Membership	20
Forms submitted to MOE but pending deduction	19
Total	4854
Withdrawals	160

32.0 MUTUAL AID BENEFIT SCHEME

Payment of respective benefits paid under MABS effective from 1st January, 2023 to 31st December 2023

Private Practice	Specialist	Retirement	Death Benefit	Total
\$ 95,085.83	\$ 292,665.62	\$11,300.00	\$26,000.00	\$425,051.45

33.0 FTU SELF FUNDING INHOUSE MEDICAL INSURANCE SCHEME

The table given below represents members of the above scheme.

FAMILY MEDICAL COVER	MEMBERSHIP
	2111
SINGLE MEDICAL COVER	MEMBERSHIP
	1029

The table given below represents members with Term Life

TERMLIFE INSURED THROUGH FIJI CARE	MEMBERSHIP
25,000	10
50,000	3

MEMBERS BENEFITED UNDER THE SELF-FUNDING SCHEME

YEAR	LOCAL	OVERSEAS
2011 - 2012 JULY	20	9
2012 - 2013 JULY	32	12
2013 - 2014 JULY	33	14
2014 - 2015 JULY	42	10
2015 - 2016 JULY	43	16
2016 - 2017 July	41	22
2017 - 2018 JULY	37	30
2018 JULY- FEB 2019	56	16
MARCH 2019-JUNE 2019	23	10
JULY 2019-SEPTEMBER 2019	48	9
OCTOBER 2019-MAY 2020	52	16
JUNE- NOVEMBER 2020	83	3
DECEMBER 2020-MARCH 2021	46	3
APRIL 2021- NOVEMBER 2021	74	10
DEC 2021- FEB 2022	44	8
MARCH 2022- MAY 2022	44	5
JUNE 2022- OCTOBER 2022	85	11
OCTOBER 2022 - JANUARY 2023	57	6
1ST FEBRUARY 2023 -31ST DECEMBER 2023	185	39
TOTAL	1045	249

33.1 RETIREMENT

No	TPF	Name	School
1.	54358	Mohammed S Gani	Bocalevu Secondary School
2.	54190	Suresh Chand	Vunivicui Sanatan Dharam School
3.	44542	Bimla Wati Singh	Rambisessar Chaudhary Memorial
4.	54182	Sunela Wati Singh	Shashtri Memorial School
5.	55786	Suruj Deo	Nakaikogo Sanatan Dharam School
6.	54857	Manoa Uqeuqe	Namaka Public School
7.	44945	Lalita Devi	Lautoka Andhra Sangam Primary

33.2 RESIGNATION

No.	TPF	Name	School
1.	65065	Sashi L Kumr	Ba Muslim Primary School
2.	54505	Satendra Kumar	Toko Bhartriya School
3.	81579	Sheil V Prasad	Bhawani Dayal Arya College
4.	81037	Ronald Vikash Chand	Jai Narayan College
5.	69248	Shaileshni Lata Ram	Baulevu High School
6.	82020	Shazia N Nisha	Kamil Muslim College
7.	69528	Rangeeta Ragni	Nawaicoba Public School
8.	68974	Adlyn A Maharaj	Dr Ram Lakhnan Memorial School

33.3 DECEASED

No.	TPF	Name	School
1.	67832	Salome Matekiwai	Nayala Secondary School
2.	67152	Salome B Gadai	Vunimono High School
3.	57644	Shalendra Kumar Singh	Lautoka Primary School
4.	54952	Sumintra D Chand	Lomolomo Public School
5.	55165	Litiana Vuladromo	Nailega District School
6.	84528	Ashika Chand	Xavier College
7.	82509	Elena L Roboiliku	Delana Methodist High
8.	11384	Sangeeta Devi	Tuva Indian School
9.	44202	Prem Chand Narayan	Lelean Memorial School
10.	88105	Madhu Dass	Education Office-Quality House
11.	82973	Eseroma Vuli	Lekutu Secondary School
12.	54643	Anendra Prasad	S G N Khalsa Primary School
13.	67180	Narend Prasad	Suva Special Education School
14.	54924	Mereoni Tuivvuya	Vunibokoi District School
15.	66599	Rajeshni Lata Prasad	Shreedhar College
16.	81641	Naveen Dutt	Bhawani Dayal Arya College
17.	83597	Iliesa B T Vodei	Levuka Public High School
18.	56307	Iosefo Gade	Default
19.	82734	Ashnil A Chand	Daku Bhartiya School
20.	81980	Tevita Dusilele	Rampur College
21.	A00045797	Melton Simmons	Fiji National University
22.	57651	Sakuisa V Nasilasila	Vashist Muni Memorial Primary
23.	84652	Vijay Lachmi Prasad	Vunimono High School

CONCLUSION

“Solidarity is not discovered by reflection but created. We don’t need unity in theory, we need solidarity in practice.” (Richard M. Rorty)

With a change in leadership at the Ministry, times are looking bright for FTU. The Education Minister, Honourable Aseri Masivou Radrodoro, has set the platform for talanoa sessions and dialogue.

While Unions were shunned in the terrible past, the channel of communication has since then improved.

FTU, however, will leave no stones unturned in its bid to restore dignity in the teaching profession and respect for its members.

MABS

MUTUAL AID BENEFIT SCHEME

WHAT IS MABS

MABS is to assist the members and their families with medical benefits.

RULES OF THE SCHEME

A. QUALIFYING CRITERIA

The applicant must continuously be a member of the FTU for the period of not less than twelve months with subscription of \$10.00 from MoE fully paid.

Please note: MABS financial year is from 1st August to 31st July.

B. BENEFITS TO SPOUSE

Where husband and wife are both in the teaching profession, it is compulsory for both to be financial members in order to be able to claim benefits.

Where one of the spouse is not in the teaching profession, benefits can be claimed on behalf of the spouse by the financial member.

C. CHILDREN

Members' children who are under 21, fully dependent and unmarried, will be eligible to receive all MABS benefit, private practitioner service in accordance to the rules. Children who are full time students at tertiary institutions are eligible for the service till age 25

D. LOCAL PRIVATE PRACTITIONER SERVICE

Members and their spouses and children, as per the rules, will be seen by the designated Union Doctors. The member must obtain the Identity Card to qualify for this service. The Identity Card has to be presented to the doctor. The member has to sign for the service on the relevant form for all the visits. The standard normal rate for consultation paid by the Union is **\$7.00 and the member is to pay \$3.00 upfront surcharge per consultancy. Any after hours fee above the normal rate charged by the doctor will have to be met by the member. For emergency cases, please seek medical service from your nearest Government Hospital.**

E. IMPORTANT POINTS

The scheme is governed through well-defined rules. Therefore, members should be aware of them. Payments are made in accordance with the rules

Important rules often overlooked are:

1. Claims should be lodged within 30 days. (Claims processing period is 10 working days)
2. Referral letters must be obtained from FTU nominated doctors before seeing any specialist apart from (Dental and Eye Specialist)
3. A copy of the referral letter must be lodged with the claim at all times.
4. All claims must be submitted with original receipts.
5. FTU nominated doctors are only General Practitioners and not specialist therefore they cannot refer patients to themselves.
6. Spouses have to provide a consent letter with TPF number to allocate any payments from their MABS entitlement to one another.
7. Accommodation is not covered by MABS
8. Routine tests for preventive care are not covered by MABS.
9. IV drips and injections are also not covered

LIST OF APPROVED UNION DOCTORS

<p>Premium Care Medical Centre -Garden City - 8924230 -Nausori - 3477002.</p>	<p>GoodLife Medical Centre 3 Kings Building Main St Nausori Ph: 9300999/7666690</p>	<p>Dr Monita Sharma Shop 1 Tebara Plaza Nakasi PH: 3413151 PH: 9246879</p>	<p>Dr. Toyin Olawale Jenyo Nakasi Ph:7223848/9484748</p>	<p>Dr. Yogendra Prasad 8 Miles makoi Ph: 3343157</p>	<p>Dr Lalita Devi Makoi Health Care Makoi 9208735</p>	<p>Vuvale Medical Centre Duilomalama Road Sawani Ph: 2350564</p>
<p>Dr Ajesh Sen Alpha Care Medical Center Shop 3 Atlas Building Veleveu Ph:2461310/7423309</p>	<p>Dr Gene Bogitini Valelevu Medical Ph: 3343700</p>	<p>Dr Prem Singh Prems Medical Centre RB Centre Point Ph:3398204 Ph:8072520</p>	<p>Dr Ashika Sen President Plaza Samabula 3380195</p>	<p>Dr Ami Chandra Nabua Ph: 9380115</p>	<p>Dr Chun Pin Ma Nabua Digicel House 9077407</p>	<p>Pams Medical Centre Samabula Ph: 3383880</p>
<p>Samabula Medical Samabula Ph: 3370880</p>	<p>Dr.Sarika Chandra Bayly House Suva 3315888</p>	<p>Friendly Medical Centre Amy Street, Toorak Suva Ph:9954613 / 7388588</p>	<p>Dr Mili Vadei P O Box 224 Pacific Harbour Navua PH: 9976592</p>	<p>Dr Dharendra Lal Sigatoka Ph: 6500242</p>	<p>Dr Saras Nandan Nadi Ph: 6702394</p>	<p>Dr.Medel Labugueus Medical Clinic Votualevu Nadi Ph: 9311906</p>
<p>Dr Shaireen Prasad Guardian Medical Pte Ltd 1 Yawini St Lautoka Ph: 6650258 Ph: 7158914</p>	<p>Ba Medical Centre Dr Dur Samy Namoli Avenue Lautoka Ph:6652792 9494595</p>	<p>Dr Kaushal Kumar Life Care Medical Centre Lautoka Ph: 9754274</p>	<p>Prestige Medical Center Ba Dr Rodolfo Doton Ph:6671555 Ba9990102</p>	<p>Dr Diva Singh DSM Centre Ba 4 Bank St Ba Town Ph: 9064735</p>	<p>Dr M.S.R. Dean Ba Town Ph:667835 Mob:9968795</p>	<p>Dr Ashana Rafiq Ba 9734679</p>
<p>Dr Sundressan Pilley Family Care General Practitioners Labasa Ph:9418939</p>	<p>Dr Bharathee Balram Labasa Ph: 8818755</p>	<p>Dr Mohammed Ishaq Savusavu Medical Ph: 850721/9981786</p>	<p>Tailevu Family Medical Center Shop 8 Jawahir Lal Bldg Tailevu Ph: 2473919</p>	<p>Raina's Medical Centre Khausa Road Tacirua Ph:9947210</p>	<p>Dr. Sivnay Ram Gold Town Medical Ph: 7457666</p>	
<p>Nine Miles Medical Highway Plaza, 9 1/2 Miles, Kings Rd, Nakasi Ph:902 6951 Sigatoka: Nayans Supermarket Kabisi</p>						

PAYMENTS

i. DIAGNOSTIC TEST

Blood Tests, X-Ray, Scan, Lab Charges, or any other test done to find out a medical condition is referred to as diagnostic test.

Member may claim annually a maximum of **\$150.00** per member and family for one or more of the tests/services per family and member. **Where both spouses are members, \$300.00 per family can be claimed.** The claim supported by receipts to be lodged within a month of the treatment. No claim is payable for medical examination for migration purposes. Payment will be made only when the Union doctor has made a **referral** recommendation to a designated consultant at a hospital or practicing privately.

As at November 2017. ECG test done by Union doctors can be

iii DENTAL COVER

Dentist consultation fee, surgery of wisdom tooth only.

Note that normal tooth extraction, filling and dentures are not covered.

iv OPTICAL COVER

Eye specialist consultation fee, eye surgery or treatment, eye tests.

Note that we do not cover for eye glasses and lenses.

RETIREMENT BENEFITS

10-14 years of continuous membership - \$ 150.00

15-19 years of continuous membership - \$ 300.00

20-24 years of continuous membership - \$ 600.00

25-29 years of continuous membership - \$1,000.00

30 years plus continuous membership - \$ 1200.00

- I. To claim for retirement benefit, the appropriate form must be filled together with MABS ID Card and retirement letter from MOE must be submitted.
- II. Members resigning for the purpose of migration are entitled to resignation benefit. However, those resigning to join other employment locally, are not entitled to resignation benefit.

TRAVEL BENEFITS

Where referral by doctor requires travel to a specialist or diagnostic centre,

The following rules apply:

- I. Ground travel within the two main Islands, member can claim travel cost equal to charges of a running cab.
- II. Where members are required to travel by sea or air, costs equaling sea or air travel may be reimbursed.
- III. Travel cost within the district is not reimbursable.
- IV. Receipts for travel, receipts for fuel or travel vouchers must be submitted for refund.
- V. Children under the age of 16 can be accompanied by 1 Adult.

GENERAL INFORMATION

1. For MABS ID Card enquiries contact secretariat - **3314099/9928096 – ftu@connect.com.fj**
2. For MABS claims contact Rishika Chand -**3314099/9928096- medical@ftu.com.fj**
3. For Membership details contact Sangeeta Devi -**3314099/9928096- membership@ftu.com.fj**

ii. SPECIALIST TREATMENT

Specialist consultation, treatment, surgery.

A maximum of \$1000.00 per member and family annually on the recommendation of the FTU doctor is permissible for standard specialist services outside the hospitals. Appointments with specialists can be facilitated by the secretariat. Specialist medication is covered.

FTU has its own Nominated Physiotherapist under specialists-

Mr Nilesh Chand

Elite Physio Care

22 Makosoi Drive Ratu Dovi Road Nsinu

For appointments please call on Ph: 9299935

Special Tests – Treadmill, MRI, CT scan, Endoscopy and Echo will be paid In full and is not classified under basic diagnostic tests specified above

Referral Letters

Where doctors deem it necessary to refer patient for specialist attention an additional \$15.00 will be reimbursed to the member to meet the cost of the referral letter.

HONORARY MEMBERS

- i. As per rule 19 of FTU constitution, members who retire and wish to remain in the scheme should join in by paying honorary subs of \$96.00 within 30 days of retirement.
- ii. They will be eligible to private practitioner service.
- iii. They will not be entitled for Death Benefits.
- iv If both husband and wife were members of union, after retirement both should join honorary members in order to claim benefits.

DEATH BENEFIT

I. Member	\$1000.00
II. Spouse	\$1000.00
III. Child	\$1000.00
IV. Still born child or death at birth	\$300.00

FIJI TEACHERS UNION SELF FUNDING MEDICAL COVERAGE PLAN

SECTION 2.0 – PLAN DEFINITIONS

Unless the context otherwise requires, the following words and expressions shall have the following meanings. Any pronouns used in the plan shall, when applicable, apply to either gender.

- 1. The Covered Member, You or Your** means the persons named or described in the **Membership Listing**.
- 2. Membership Report** means the list of all Members to be covered under this Self Funding Medical Plan.
- 3. Inception Date** means the commencement that a member is covered under this plan.
- 4. Period of plan** means the “period” or “period of cover” as specified in this plan.
- 5. Geographic Limits** means the country which holds Jurisdiction over this Plan.
- 6. Jurisdiction** means the law and practice of the Fiji in which this Plan is subject to. Claims will be settled in the currency of the country of Jurisdiction. If expenses are incurred in a foreign currency, then the rate of currency exchange used to calculate the amount payable will be the rate at the time of incurring the expense or suffering a loss.
- 7. Sickness or Illness** means sickness or disease of the Covered Member first manifesting itself while the Covered Member is covered under this Plan which results in any of the events specified in the Plan during the Period of Plan and within [12] calendar months of the date of occurrence of the sickness or illness.
- 8. Serious Injury or Serious Illness** means a life threatening medical condition that first manifested itself during the **Period of Plan**.
- 9. Accident** means a sudden, unexpected, unusual specific event which occurs at an identifiable time and place during the period of coverage and requires treatment.

- 10. Injury** means physical and bodily injury caused solely by accident occurring within the coverage period.
- 11. Sub Limit** means the maximum amount that can be claimed in respect to any loss to which the sub limit refers irrespective of the total sum insured.
- 12. Limit of Liability** means the maximum amount payable for each section of this Plan for any one Covered Member and their dependents during the period of Plan, per disability.
- 13. Waiting period** means the period during which no cover is provided.
- 14. Ambulance services** means charges for ambulance transportation by road to and from a Hospital where such service is deemed necessary by a Doctor for an illness or injury covered under this Plan.
- 15. Agreed Benefits** are those benefits payable in respect of injury or illness to the covered member under this plan.
- 16. Congenital Condition** means a medical deformity or abnormality existing at birth and includes any abnormality which becomes apparent later, or develops as a result of a factor latent at birth.
- 17. Day Care** means a surgical or diagnostic procedure which does not require an overnight stay in a Hospital or in a specially equipped clinic or treatment centre as approved by Plan Administrator.
- 18. Dependents means**
- the legal spouse of the Covered Member, other than a legally separated spouse;
 - a Covered Member's unmarried child or legally adopted child whose age ranges between fourteen [14] days and under eighteen [18] years and who is totally dependent on the Covered Member for support, except in the case of a full time student in a registered educational institution where age limit is not more than 25 years of age.
- 19. Doctor, Specialist, Consultant, Nurse, Dentist, or Optician** means a person legally qualified and registered as such by the appropriate authority in the country in which the treatment is to be given.

- 20. Hospital** means a place registered as a hospital for the treatment of sick or injured persons and which:
- has an organized diagnostic and surgical facility, either on premises or in facilities available to the Hospital and provides 24-hours-a-day nursing services by registered nurses.
 - Is under the supervision of a Doctor
 - Is not primarily a clinic, a place for custodial care, a place for the treatment of alcoholics or drug addicts, a nursing, rest or convalescence home or home for the aged or similar establishment, or a place for the care of persons with mental or nervous disorders, [including neuroses or physiological or psychosomatic manifestations].
- 21. Hospital Services** means charges for a standard ward bed [intensive care or semi-private hospital room] including Doctor's charges for any anesthesia and its administration, use of operating theatre, medicines, prescribed medicines, splints, plaster casts, rental of wheelchair or other prosthetic devices of Hospital equipment during the confinement period, other miscellaneous Hospital equipment during the confinement period and other miscellaneous Hospital charges for other services necessarily and regularly given by a Hospital for treatment of that injury or sickness
- 22. In-patient** means a period spent by a Covered Member or dependent as an in-patient in a Hospital for a minimum stay of one night.
- 23. Medically Necessary** means medical supplies and/or services that are:
- Consistent with the diagnosis and customary medical treatment for the condition;
 - In accordance with the standards of good medical practice;
 - Not for the convenience of the Covered Member or the Doctor or Specialist;
 - Performed in the most cost effective location for the treatment of the condition.
- 24. Orodonal or Periodental Surgery** means an oral operation performed by a Specialist.

- 25. Overseas Medical Facility** means Hospitals anywhere other than within the Geographic Limits of this Plan.
- 26. Pre existing condition means:**
- any illness or injury which when the Covered Member applied for cover the Covered Member was aware of; or
 - in respect of which the Covered Member already had symptoms which would cause a reasonable person to seek diagnosis, care or treatment; or
 - In respect of which a Doctor had already recommended treatment or further medical advice.
- 27. Prescribed Medicines** means medicine, drugs, and treatment applications that are prescribed by a Doctor or Specialist and include bandages, surgical dressings and the like.
- 28. Public Hospital** means a hospital or clinic operated entirely by the public service or Government of a country.
- 29. Specialist Services** means services provided by a Specialist or Consultant for provision of surgery or medical treatment care.
- 30. Treatment** means the provisions of surgical or medical procedures associated diagnostic, consultation required for the cure or relief of an illness or injury, as covered under this Plan.
- 31. Civil Commotion** is an act of a large number of people acting together disrupting public peace and disturbance tumultuously with violence and a chain of destruction of a large number of properties, indicated by the cessation of more than one half of the normal activity of commercial/shopping or business areas or schools or public transportation in one city or town for at least 12 [twelve] hours consecutively commencing immediately before, during or after the event.
- 32. Insurrection/Popular Rising** is an uprising of a majority of the people in the capital city of the country, or in three or more of the towns in the country within 12 [twelve] days, demanding a change in the government de jure or de facto, or open resistance against the government de jure or de facto, not amounting to a rebellion

- 33. Usurped Power** is a situation where the established order has been overthrown and replaced by some illegal authority which is in a position to lay down rules of conduct and also ensure that the rules are obeyed.
- 34. Revolution** is an uprising of the people with force to make a radical change to the current public administration system of the country or to overthrow the established government de jure or de facto, not amounting to a Rebellion.
- 35. Rebellion** is a state of organised resistance against the established authority with the object of supplanting or overthrowing it with force using firearms which threatens the existence of such authority.
- 36. Military Rising** is an act by a group of home or foreign armed forces personnel consisting of at least 30 [thirty] persons using force with the intention to overthrow the established authority or to cause public disorder and disturbance.
- 37. Invasion** is an act by the military power of one country to penetrate or invade the territory of another with the object of permanently or temporarily occupying and taking control over such territory.
- 38. Civil War** is an armed conflict between regions or political factions within the territorial limits of a country with the object of gaining legitimate power.
- 39. War and Hostilities** is a widespread armed conflict [whether or not war has been declared] or a warlike situation between two or more countries, including military exercises of a country or joint-military exercises between countries.
- 40. Subversive Acts** is an act by any person on behalf of or in connection with any organization with activities directed towards the overthrow by force of the government de jure or de facto, or to the influencing of it by terrorism or sabotage or violence.
- 41. Terrorism** is an act by any person using force to create public fear in an attempt to achieve a goal that according to public opinion has a political background.

- 42. Chronic Condition** means a serious type of medical condition, illness or injury that has specific long term effects. This kind of condition will go on for an indefinite period and may be controlled by medication but not curable.
- 43. Plan Administrator** means a Fiji Teachers Union management in partnership with Marsh Pte Limited.
- 44. Palliative”** means a medicine that gives temporary relief from the symptoms of a disease but does not actually cure the disease.

SECTION 3.0 – PLAN BENEFITS

HOSPITAL AND SURGERY BENEFITS

1. This Plan will pay the cost of Ambulance Services and Hospital Services incurred in the treatment of an Illness or Injury in a Public Hospital including the costs of road transportation and scheduled airline and sea transportation necessarily incurred if the Covered Member is referred to another Public Hospital.
As a private patient, inclusion of all incurred related cost.

2. (a) With Plan Administrators prior approval this Plan will also pay for the additional costs of a private clinic for Hospital Services (including services provided by Overseas Visiting Consultants) in excess of the costs normally charged by a Public Hospital up to a maximum Limit of Liability of \$50,000.

(b) This plan will also pay for the cost where a member under Fiji Teachers Union Self-Funding Medical Plan and has been put on waiting list at the Public Hospital and as a result on approval is treated at a Private Clinic. The maximum payable will be **\$10,000** and 50% of the balance of the actual incurred cost.

(c) This plan will also pay for the cost of advance technology treatment at Private Clinics subject to prior approval.

(d) This plan will also pay for post reviews after surgical procedures up to three **(3)** reviews with prescribed medication.

3. Where treatment is not available in Fiji and with Plan Administrators prior approval, this Plan will pay up to a maximum Limit of Liability of \$10,000 for the reasonable costs of transporting the Covered Member (economy airfare where possible) on a scheduled airline flight to an Overseas Medical Facility where the

Covered Member is to be confined for specialised treatment, surgery or post operative attention resulting from a Serious Injury or Illness. Including:

(a) Reasonable land transportation costs associated with moving the Covered Member to an international airport for evacuation.

(b) Return airfare costs [economy airfare where possible] on a scheduled airline flight if the Covered Member returns directly to the international airport from which the Covered Member was evacuated for treatment following that treatment.

(c) Reasonable transportation costs of an accompanying family member and/or medical staff if doctors agree this is Medically Necessary.

(d) For every approved evacuation each person will be offered \$100.00 if they are required to be in transit for 3 hours or more.

4. Where treatment is not available in Fiji and with Subject to the Covered Member obtaining Plan Administrators prior approval and arrangements being made by Plan Administrator at a hospital of Administrators choice. This Plan will pay up to a maximum Limit of Liability of \$250,000 for the Hospital Services incurred in the treatment of the Serious Illness or Injury whilst in an Overseas Medical Facility for the duration of the evacuation.

5. This will pay in respect of the Covered Member up to a maximum Limit of Liability of \$100 per day for pre-approved additional charges during pre and post hospitalization assessment that are incurred overseas as a result of an evacuation including reasonably and necessarily incurred transport charges for the travel to and from Hospital and to the airport.

6. This Plan will pay in respect of any approved person accompanying the Covered Member up to a maximum Limit of Liability of \$120 per day for pre-approved additional accommodation charges [where possible shared twin to be utilized] incurred during the period the Covered Member is confined to an overseas Hospital including reasonable and necessarily incurred transit charges for the travel to and from Hospital and to the airport and pre-approved airfare costs [economy airfare where possible] on a scheduled airline flight if the accompanying person returns directly to the international airport from which the Covered Member was evacuated for treatment following that treatment.

7. This Plan will pay pre-approved accompanying medical staff's

accommodation charges for the period the medical attendant is required to remain with the evacuated Covered Member including reasonable and necessarily incurred transport charges for the travel to and from Hospital and to the airport and airfare costs [economy airfare where possible] on a scheduled airline flight directly to the international airport from which they departed with the Covered Member.

8. Where treatment is not available in Fiji and a Covered Member has treatment for a covered Injury or Illness in any overseas Hospital or by any Doctor, Specialist, Consultant, Nurse, Dentist, or Optician overseas without prior approval from Plan Administrators and it is established that the Covered Member could not have been treated in a Hospital within the Plan Geographic Limits, the maximum payable shall be the amount which would have been payable for an equal course of treatment in a hospital of Plan Administrators choice up to a maximum Limit of Liability of \$25,000;

Provided always that:

- (a)** any admission of liability by the Covered Member for these costs will not be binding on this Plan and
- (b)** no benefit shall be payable under paragraphs 3, 5 6 and 7 in addition to any payment under paragraph [8]

9. In the event of the Covered Member's death whilst receiving treatment overseas for a Serious Accident or Illness:

(a) We will reimburse the reasonable costs up to a maximum Limit of Liability of \$5,000 for embalming, supplying a coffin, the transportation costs of returning the Covered Member's body or ashes to the point where the Covered Member was evacuated or a contribution towards burial or cremation costs in the place where the death occurred.

- (b)** We will make a \$500 cash payment to the Covered Member's estate.

10. Local repatriation to be fully covered.

11. Accommodation allowance of \$100 to be paid in cases where the covered member's treatment is approved, and they prefer to be accommodated with their family in the locality of the health facility [inclusive of meal and transport allowance]

12. Children with special conditions fully dependent on the parents are covered beyond the age of 25 years as per the terms and conditions of this plan.

13. In the event of the demise of the principal member paying the insurance premium, another family member insured may continue with the coverage and premium payment, as per terms and conditions of the plan. **Time allowed for insurance premium payment is 3 months.**

14. Qualifying criteria to continue with medical insurance after resignation from service: minimum of 8 years continued premiums paid towards the medical scheme whilst in FTU group plan.

EXCLUSIONS

The following exclusions are applicable to all sections of this Plan. This Plan will not pay for:

- 1.** Treatments other than those provided by a Doctor or Specialist or under the direct supervision of a Doctor or Specialist for the cure or relief of Covered Member Injury or Illness or as approved by the Plan Administrators prior to treatment.
- 2.** Routine physical maintenance examinations or medical check-ups or tests not incidental to the treatment or diagnosis of an Injury or Illness or any treatment that is not medically necessary.
- 3.** Treatments undertaken in nature cure clinics, health spa or similar establishments or in nursing homes attached to such establishments except as specifically provided for in this Plan.
- 4.** Cosmetic surgery, hearing aids, and prescriptions thereof unless necessitated by Illness or Injuries covered by this Plan and wholly occurring during the Period of Plan.
- 5.** Surgical, mechanical or chemical process of contraception or treatment connected with fertility including contraception or intrauterine devices.
- 6.** Vaccinations.

7. Long Term custodial or maintenance services for the permanently disabled.
8. Root canal, gold filling, implants, and related surgery.
9. Optical procedures and optical aids unless as a result of covered injury or illness
10. Dental procedures, dentures, dental titanium implant unless as a result of covered injury or illness
11. Organ transplant or any related expenses for both donors and recipients except kidney.
12. Physiotherapy or chiropractic, except in the case of Serious Illness or Injury
13. X-ray and blood tests unless as part of the treatment of covered Injury or illness.
14. Any injury or Illness occurring outside the Geographic Limits of this Plan unless specifically provided for in the Plan.
15. Treatments associated with any confirmed long-term disorders such as asthma, high blood pressure, diabetes and the like or for vitamins and dietary supplements and the like. Conditions that are related to the above and are treatable will be covered.
16. Disability support services.
17. Health screening.
18. Renal dialysis unless within the geographic limit.
19. Routine Pharmaceuticals for chronic conditions whether by prescription or not unless approved by Plan Administrators and subject to a maximum annual sub limit of \$200.00.
20. Renal failure and organ transplants (other than kidney transplants) including bone marrow transplants or related pre or after care procedures or treatment.

- 21.** Treatments where the patients' long-term prognosis will not be improved by an Overseas Medical Evacuation. This includes but is not limited to any Evacuations for modalities of treatment motivated for on the grounds of palliative care alone.
- 22.** Treatment of any condition not detrimental to health or any health care service not medically necessary.
- 23.** Any claims after the Covered Member has attained the age of 72 years.

This Plan will not pay for Injury or Illness directly or indirectly caused or contributed to by:

- 24.** Congenital Conditions, except for Hole in Heart cases, which are treatable.
- 25.** Chronic conditions.
- 26.** Dementia and Delirium.
- 27.** Pregnancy, miscarriage or abortion unless Medically Necessary and requiring confinement in a Hospital.
- 28.** Injury or Illness incurred in the pursuit of any illegal or criminal act or deliberate exposure to exceptional danger except in an effort to save human life.
- 29.** Resulting from the pursuit of dangerous occupations or sports including mountaineering requiring the use of ropes or pitons, flying except as a fare paying passenger on a duly licensed commercial aircraft, parachuting, parasailing, steeple chasing, diving requiring the use of breathing apparatus, winter sports, professional football, boxing or wrestling and competition racing in a vehicle of any kind.
- 30.** Self-inflicted Injury, suicide, attempted suicide or substance abuse, excessive consumption of alcohol or drugs other than those prescribed by a Doctor or Specialist for the relief or cure of covered Injury or Illness.

- 31.** Psychotic, mental or nervous disorders (including neuroses and their physiological or psychosomatic manifestations), unless arising out of covered Injury or Illness.
- 32.** Sexually transmitted diseases.
- 33.** HIV, HIV disorders including AIDS, and any medical condition that arises from HIV infection.
- 34.** Or as a consequence of: Civil war, insurrection, popular rising, rebellion, revolution, terrorism, sabotage, subversive acts, any action of any political or vigilante group, military rising, military or usurped power, invasion, war and hostilities, any action of military, police, security, or other authorities or instrumentality whether governmental or not, including any loss damage or liability directly or indirectly resulting from any of the above;
- 35.** The actions of the police, any armed forces or any lawfully constituted body where such actions are in connection with the above;
- 36.** War, invasion, act of foreign enemy, hostilities or warlike operations (whether war be declared or not) civil war, mutiny, civil commotion assuming the proportions of or amounting to a popular uprising, military rising, rebellion, revolution, insurrection, terrorism, military or usurped power;
- 37.** Nuclear weapons material or ionizing radiation or contamination by radioactivity from any nuclear waste or from the combustion of nuclear fuel, pollution or explosion.
- 38.** Resulting directly or indirectly from earthquake, volcanic eruption, tsunami, tidal wave,
- 39.** Losses directly or indirectly arising from any pandemic or epidemic outbreak of a contagious disease that spreads rapidly and widely.
- 40.** Once a medical condition or terminal illness is confirmed by the treating Doctor to be Palliative, this will not be covered. In this case, treatment such as palliative pain management, palliative radiotherapy or palliative chemotherapy is not covered locally and overseas.

41. Business class airfares.
42. Air Ambulance service.

CONDITIONS

In the event of non-compliance with any of the conditions of this Plan, the Plan Administrators shall be entitled to decline to pay a claim.

1. Notice of Claim

The Covered Member or a person representing the Covered Member must give written notice of any claim to Plan Administrators as soon as reasonably practicable but in any circumstances within 30 days after the happening of any circumstances giving rise to a claim.

2. Proof of Loss and Physical Examination

- 2.1 After the Plan Administrators receive notice of a claim, the Plan Administrators will request a medical report to assess the coverage of this plan in place and respond promptly to the claimant.
- 2.2 Covered member must as often as required by Plan Administrators submit to medical examination or provide any other information or assistance reasonably requested and required in relation to Covered Members claim.
- 2.3 The Covered Member must co-operate with the necessary investigations and provide all necessary information and submit all particulars in order to enable Plan Administrators to expedite the claim.
- 2.4 If Plan Administrators request it, attend interviews with any person Plan Administrators nominate.

3. Duties and responsibility

In the event of Injury or Illness, the Covered Member must immediately:

- i. Do as much as the Covered Member reasonably can to prevent any further loss or expense.
- ii. Contact Plan Administrators or arrange for the Hospital to

contact Administrators, if the Covered Member is to be hospitalized.

- iii. Provide Plan Administrators with all documents and proofs Plan Administrators request in relation to any claim.
- iv. Promptly undergo any reasonable treatment recommended by the Doctor or persons providing Hospital Services treatment.
- v. Lodge a written claim against any person or party, (e.g. employer, hotel operator or transporter who may have caused and/or be legally liable for the Covered Members loss, Injury or Sickness.

4. Claim Offset

There is no cover under this Plan for any loss or event or liability which is covered under any other Medical Plan including Workers Compensation or Compulsory Third Party policies, health or medical schemes or Act of Parliament including the Workmen's Compensation Act or to the extent that health care or treatment is available under any reciprocal health agreement or is payable by any other source. This Plan will however pay the difference between what is payable under the other Plan, health or medical scheme or Act of Parliament or reciprocal health agreement or such other source and what the Covered Member would be otherwise entitled to recover under this Plan.

5. Subrogation

You must allow Plan Administrators to take over for this Plan benefit to take any action and settle any legal right of recovery the Covered Member may have and the Covered Member must co-operate fully in any recovery action.

6. Validation of Cover

(a) In respect of this Plan, the Membership Report showing the Covered Member as covered must be in Administrators possession before a claim occurs and any claim payment will be precedent on Administrators having received this information and Covered Members agreed fund contribution or a promise from Covered Member to pay Covered Members allocated fund.

**(b) Premium: Single - \$442.00 per annum (\$17 per F/N)
Family - \$598.00 per annum (\$23 per F/N)**

Where husband and wife are both teachers, one of them is required to pay the premium, but both must be members of the Union. If members prefer to be covered by another medical policy, he/she need not be in the FTU Scheme. Evidence of such cover is required.

7. Fraud

This Plan will not be liable if any fraudulent means or devices are used by Covered Member, or anyone acting on Covered Members behalf, when entering into this Plan, or to obtain any benefit under this Plan. Any benefits already paid will be recoverable by the Administrators.

8. Other Plan

The Covered Member shall give written notice to the Administrators of any other Medical Plan or Medical Policy effected on the Covered Member[s] against accident or illness, unless such other Policy be by Life Policy covering death, Domestic Contents Plan, Motor Vehicle Policy or any type of travel Policy.

9. Cancellation and Variations

9.1 The Administrators may cancel this Plan or amend the terms, exclusions and limitations after 4.00pm on the 30th day following dispatch or written notice to the Covered Members last known address. You shall be entitled to a return of premium proportionate to the unexpired period of the cancelled Plan.

9.2 Any claims made or expenses incurred after the date of cancellation are not covered by the Plan unless expressly agreed by Administrators in writing prior to the Cancellation date.

9.3 The Plan cover in respect of a Covered Member shall terminate on the earliest of the following dates:

- (a)** The date this Plan is terminated or cancelled;
- (b)** The premium due date if the required contribution fund for the Covered Member is not received;
- (c)** Where the Covered Member is a Dependent person on the date that person ceases to be a Dependent person;
- (d)** The date the Covered Member ceases the membership with Fiji Teachers Union;

- (e) The date the Covered Member's membership with Fiji Teachers Union is terminated;
- (f) The date on which the Covered Member commences active duty with the armed forces of any country.

10. Jurisdiction

Notwithstanding anything contained in this Plan to the contrary the indemnity provided herein shall not apply to: Any matter where an action for damages is brought in a court of law outside Fiji and not subject to Fiji law or where an action is brought in Fiji to enforce a foreign judgment whether by way of reciprocal agreement or otherwise. Costs and expenses of litigation which are not incurred within the country of jurisdiction

11. Suit or Legal Action

11.1 No suit or legal action on this Plan for the recovery of any claim shall be sustainable in any court of law unless all the requirements of this Plan shall have been complied with, and unless commenced within twelve months after the date of the loss.

11.2 Nothing in the Plan shall render us liable to respond to or lay a defense to any suite for damages which may be instituted by Covered Member or Group of Covered Member against any Doctor, or a person providing treatment, or Hospital or entity providing Hospital Services or other services under this Plan, wherein an Covered Member or Group of Covered Member may sue the Doctor or person providing treatment or Hospital or other entity for reasons of neglect, malpractice, or other causes arising from his / their acts errors, or omissions in respect of examination and/or treatment of the Covered Member.

12. Plan Amendment

Any amendment to the terms and conditions of this Plan must be evidenced by written confirmation agreed in writing by Plan Administrators.

13. Debt offset

Any claim payment payable under this Plan may be used to settle any other fund or other debt owed by the Covered Member to this Plan.

14. Residency Disqualification

This Plan will not meet claims incurred for treatment in the following circumstances wherein the Covered Member:-

- has changed domicile from the geographic limits of the Plan to another country
- has migrated overseas, or has taken up or is about to take up permanent residence overseas, or is on contract, schooling, training, or at university overseas.

15. Members teaching for more than 12 months must submit a medical report.

For those members who are 30 years plus, a full medical report must be submitted. This includes full blood count with chest x-ray results. Those who are below 30 years, only need to submit the standard medical insurance form, which is available at the office and the FTU website. Members who are 40 years plus cannot join the Medical Insurance cover, however they can be a member of the Union by paying subscription only.

HOW TO MAKE A CLAIM

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

1. Full name of member, claimant or dependent whichever is applicable.
2. Member or claimants date of birth.
3. Member shall obtain the necessary referral from a General Practitioner or medical report from treating doctor for any medical condition covered by this programme and submit to FTU Head Office or **Marsh Pte Limited, Suva office;**

Fiji Teachers Union
 1-3 Berry Road, Suva
 Phone: 331 4099
 Mobile: 992 8096
 Website: www.ftu.com.fj
 Email: ftu@connect.com.fj

Marsh Pte Limited
Level 9 BSP Suva Central Building
Renwick Road Suva
Phone: 3227300

4. In case of emergency the member shall visit the local public hospitals straight away where the attendants will liaise directly with Marsh Pte Ltd for administration requirements;
5. The local public hospitals provide free treatment (surgical or otherwise) and free admission for inpatients in case of Emergency only. Thereafter, the hospital will apply a reasonable charge (to be confirmed by the Ministry of Health) for admission to the paying ward during the recovery (non-emergency) period;
6. In the case where the medical practitioner or specialist if 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 specialist 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.
8. Whilst in overseas medical facility during evacuation, if any incidental expenses incurred out of necessity may be reimbursed upon submitting original receipts and invoices, Breakdown on receipts, admissions, discharge date and diagnosis.

For any further inquiries on emergency cases, following persons can be contacted:

Marsh Pte Limited

Adi Filomena Falewai Mobile 9997061

Karuna Segran Mobile 9990934

Fiji Teachers Union – Office Hours Only (8.00am to 4.30pm)

PH: 3314099/3314668 or **Mobile: 9928096**

FIJI TEACHERS UNION
[The Child Our Hope]

GENERAL TREASURER'S REPORT

FINANCIAL REPORT FOR THE YEAR ENDED 31st DECEMBER 2023.



The President, GS, delegates of the various branches and colleagues in unionism!

I take this opportunity to present to you the Audited Financial report of the Fiji Teachers Union for the Financial Year ended 31st December 2023

The Working Committee has appointed the Finance Committee which checks all payments, income and banking on weekly basis.

The monthly accounts are checked by the Finance Committee and presented to the Working Committee for approval. The National Executive scrutinizes the accounts on quarterly basis. The accounts presented contain every cheque written with full details of payments. It includes income by receipts, banking and bank reconciliations are also provided.

I wish to express my sincere gratitude to the Secretariat as well as the Working Committee and Finance Committee for the support rendered towards the management of the Union funds.

I now commend the Financial Report to this Annual General Meeting for discussion and adoption.

A handwritten signature in blue ink, appearing to read 'Pranesh Kumar', written over a dotted line.

PRANESH KUMAR
GENERAL TREASURER

FIJI TEACHERS UNION

FINANCIAL STATEMENTS FOR THE YEAR
ENDED 31 DECEMBER 2023

FIJI TEACHERS UNION

**FINANCIAL STATEMENTS
31 DECEMBER 2023**

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FIJI TEACHERS UNION

FINANCIAL STATEMENTS 31 DECEMBER 2023

EXECUTIVE COMMITTEE'S REPORT

In accordance with a resolution of the Executive Committee, the executive committee herewith submits the financial position of Fiji Teachers Union as at 31 December 2023, the related statement of income & expenditure and report as follows:

Executive Committee

The names of executive committee members in office at the date of this report are:

Sashi Mahendra Shandil – President	Rajnesh Lingam – Asst. General Secretary
Pratosh Kumar – Vice President	Brij Bhan Singh – Publicity Officer
Pranesh Sharma – Vice President	Rameshwar Lal – Personnel Officer
Urmila Singh – Vice President	Vishal Raj Goundar – Executive Committee
Muniappa Goundar – General Secretary	Kamlesh Karan – Executive Committee
Pranesh Kumar – General Treasurer	Madhur Prakash – Executive Committee

Principal Activity

The principal activity of the Union during the year was to serve the interest of its members at work places and in general.

Results

The net deficit of the Union Headquarters for the year was \$(831,186) - (2022 - \$(1,148,846))

Reserves

It is proposed that no amounts be transferred to reserves.

Bad and Doubtful Receivables

Prior to the completion of the Union's financial statements, the executive committee took reasonable steps to ascertain that action has been taken in relation to writing off of bad debts and making of allowance for impairment. In the opinion of the executive committee, adequate allowance has been made for doubtful debts.

As at the date of this report, the executive committee are not aware of any circumstances, which would render the amount written off for bad debts, or allowance for impairment in the Union, inadequate to any substantial extent.

FIJI TEACHERS UNION

FINANCIAL STATEMENTS 31 DECEMBER 2023

EXECUTIVE COMMITTEE'S REPORT (Continued)

Non-Current Assets

Prior to the completion of the financial statements of the Union, the executive committee took reasonable steps to ascertain whether any non-current assets were unlikely to be realised in the ordinary course of operations compared to their values as shown in the accounting records of the Union. Where necessary, these assets have been written down or adequate allowance has been made to bring the values of such assets to an amount that they might be expected to realise.

As at the date of this report, the executive committee are not aware of any circumstances, which would render the values attributed to non-current assets in the Union's financial statements misleading.

Unusual Transaction

In the opinion of the executive committee, the results of the operations of the Union during the financial year were not substantially affected by any item, transaction or event of a material and unusual nature, nor has there arisen between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the executive committee, to affect substantially the results of the operations of the Union in the current financial year.

Executive Committee's Benefits

Since the end of the previous financial year, no executive committee member has received or become entitled to receive a benefit by reason of a contract made by the Union with the executive committee member or with a firm of which he/she is a member or with an entity in which he/she has a substantial financial interest, other than those disclosed in the financial statements.

Other Circumstances

As at the date of this report:

- (i). No charge on the assets of the Union has been given since the end of the financial year to secure the liabilities of any other person;
- (ii). No contingent liabilities have arisen since the end of the financial year for which the Union could become liable; and

FIJI TEACHERS UNION

FINANCIAL STATEMENTS 31 DECEMBER 2023

EXECUTIVE COMMITTEE'S REPORT (Continued)

- (iii). No contingent liabilities or other liabilities of the Union has become or is likely to become enforceable within the period of twelve months after the end of the financial year which, in the opinion of the executive committee, will or may substantially affect the ability of the Union to meet its obligations as and when they fall due.
- (iv). World Health Organisation announced the spread of COVID -19 virus to be a pandemic on 11 March 2020. The impact of the spread of this virus is disrupting travel and business in Fiji and throughout the world. It is not clear at the time of finalising these financial statements, the impact this will have on Union's activities during 2020 and beyond. Union National Executives are monitoring developments on an ongoing basis. Other than this there has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely to affect significantly the activities of the Union, the results of those activities, or the state of the affairs of the Union, in subsequent financial years.

As at the date of this report, the executive committee is not aware of any circumstances that have arisen, not otherwise dealt with in this report which would make adherence to the existing method of valuation of assets or liabilities of the Union misleading or inappropriate

For and on behalf of the executive committee and in accordance with a resolution of the Executive Committee

Signed at Suva this 18th day of MARCH 2024



President



General Treasurer



General Secretary

FIJI TEACHERS UNION**FINANCIAL STATEMENTS
31 DECEMBER 2023****STATEMENT BY EXECUTIVE COMMITTEE**

In accordance with a resolution of the Executive Committee of Fiji Teachers Union, we state that in the opinion of the executive committee:

- (i). The accompanying balance sheet of the Union is drawn up so as to give a true and fair view of the state of affairs of the Union as at 31 December 2023;
- (ii). The accompanying statement of income and expenditure of the Union is drawn up so as to give a true and fair view of the results of the Union for the year ended 31 December 2023; and
- (iii). At the date of this statement, there are reasonable grounds to believe that the Union will be able to pay its debt as and when they fall due.

For and on behalf of the executive committee and in accordance with a resolution of the Executive Committee

Signed at..... Suva this... 18th ...day of..... MARCH2024



President



General Treasurer



General Secretary

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF FIJI TEACHERS UNION

We have audited the accompanying financial statements of Fiji Teachers Union, which comprise the balance sheets as at 31 December 2023, the statements of income & expenditures for the year ended and other explanatory notes as set out on pages 12 – 16.

Executive Committee's and Management's Responsibility for the Financial Statements

The executive committee and management are responsible for the preparation and fair presentation of these Financial Statements. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

INDEPENDENT AUDIT REPORT (Continued)

Qualification

It is not practicable for the Union to establish accounting control over all sources of income prior to its receipt and accordingly it is not possible for our examination to include audit procedures to extend beyond the amounts recorded in the books of the Fiji Teachers Union.

Qualified Opinion

In our opinion subject to the possible effect of the limitations imposed by the foregoing financial statements have been properly drawn up so as to present fairly the state of affairs of Fiji Teachers Union at 31 December 2023 and of the results of its activities for the year then ended.

18 March 2024
SUVA, FIJI

A M Narsey & Co.
A M NARSEY & CO
CHARTERED ACCOUNTANTS

FIJI TEACHERS UNION**COMBINED STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2023**

	2023 \$	2022 \$
ACCUMULATED FUNDS	7,808,998	8,993,735
Add: Net (Deficit) for the year (Page 9)	<u>(846,107)</u>	<u>(1,184,737)</u>
TOTAL ACCUMULATED FUNDS	<u>6,962,891</u>	<u>7,808,998</u>
Represented by:		
CURRENT ASSETS		
Cash at Bank and on Hand	2,000,666	1,426,259
Fixed Deposits	1,576,975	3,042,429
Rent Receivable	28,417	56,709
Interest and Other Receivables	49,275	194,273
Prepayments	<u>6,796</u>	<u>3,707</u>
TOTAL CURRENT ASSETS	<u>3,662,129</u>	<u>4,723,377</u>
DEDUCT: CURRENT LIABILITIES		
Creditors and Accruals	211,293	423,985
Rent Received in Advance	2,050	1,943
Provision for Employee Entitlements	5,613	3,519
Rent Deposits	<u>20,900</u>	<u>20,400</u>
TOTAL CURRENT LIABILITIES	<u>239,856</u>	<u>449,847</u>
WORKING CAPITAL	3,422,273	4,273,530
NON CURRENT ASSETS		
Fixed Assets	<u>3,540,618</u>	<u>3,535,468</u>
NET ASSETS	<u>6,962,891</u>	<u>7,808,998</u>



.....
PRESIDENT



.....
GENERAL TREASURER



.....
GENERAL SECRETARY

FIJI TEACHERS UNION

COMBINED STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2023

INCOME	2023 \$	2022 \$
Donation	10,908	-
Hall Hire	14,351	12,076
Interest	8,377	58,168
Inhouse Insurance (Deficit)/Surplus	(837,151)	(980,272)
Inhouse Insurance - FTU Administration Cost	42,000	42,000
Sports, Fundraising/Lottery Income	4,419	2,113
Rent - Office Complex	100,423	111,432
Rent - Apartments	230,843	165,086
Subscriptions	871,843	907,447
Sundries	1,269	915
TOTAL INCOME	447,282	318,965
DEDUCT EXPENSE		
Advertising	3,894	5,007
Advocacy Cost	52,786	56,602
Annual Leave	2093	(4652)
Audit Fees / Annual Audit	3,000	3,000
Bank Charges and Interest	3,144	3,271
Benefit-Medical, Retirement and Death	393,013	501,850
Capitation and Affiliation Fees	21,020	20,978
Depreciation	71,934	66,165
Divisional Workshops	-	46,654
Donation	5,500	4,046
Honorarium	5,800	5,800
Insurance	18,646	27,491
Legal Fees	1,518	2,304
Ministry Of Education 2.5% Levy	14,862	13,326
Motor Vehicle Expenses (Includes Fuel, Repairs & Maintenance etc)	23,226	17,857
National Elections	1,542	-
Periodicals and Newspapers	1,621	1,338
Printing and Publication	22,397	12,455
Rent and Rates	16,028	10,366
Repairs and Maintenance	67,098	32,786
Security Services	35,523	2,704
Seminar, Conference, AGM and Travelling	187,502	167,914
Sports, Oratory and Fundraising	12,936	12,300
Stationary, Postage and Freight	7,700	9,001
Subsistence & Entertainment	71,902	69,955
Sundries/ General Expense	4,624	2,023
Telephone	16,068	16,631
Wages, Salaries & Associated Costs	204,419	310,212
Water and Light	13,710	12,650
World Teachers Day/Pinktober/Movember	590	4,588
Womens Wing	9,293	9,267
Writing History [Krishna Datt]	-	59,813
TOTAL EXPENSE	1,293,389	1,503,702
NET (DEFICIT) FOR THE YEAR	(846,107)	(1,184,737)

**FIJI TEACHERS' UNION [HEADOFFICE]
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2023**

	<u>Note</u>	2023	2022
		\$	\$
ACCUMULATED FUNDS	(2)	<u>6,861,188</u>	<u>7,692,374</u>
Represented by :			
CURRENT ASSETS			
Cash at Bank and on Hand	(3)	1,957,548	1,372,614
Term Deposit	(15)	1,568,259	3,033,750
Rent Receivable		28,417	56,709
Other Receivables	(4)	71,880	206,985
Prepayments	(5)	4,796	3,707
TOTAL CURRENT ASSETS		<u>3,630,900</u>	<u>4,673,765</u>
DEDUCT : CURRENT LIABILITIES			
Rent Received in Advance		2,050	1,943
Creditors and Accruals	(6)	212,293	423,985
Provision for Employee Entitlements	(1.6)	5,613	3,519
Rebate Payable to Branches	(1.2)	69,402	66,934
Rent Deposits		20,900	20,400
TOTAL CURRENT LIABILITIES		<u>310,258</u>	<u>516,781</u>
WORKING CAPITAL		3,320,642	4,156,984
NON CURRENT ASSETS			
Fixed Assets	(1.3, 7)	3,540,546	3,535,390
NET ASSETS		<u>6,861,188</u>	<u>7,692,374</u>
CAPITAL COMMITMENTS & CONTINGENT LIABILITIES	(14)		


.....
PRESIDENT


.....
GENERALTREASURER


.....
GENERAL SECRETARY

The accompanying notes form an integral part of this Statement of Financial Position

FIJI TEACHERS UNION (HEAD OFFICE)

STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2023

INCOME	Note	2023 \$	202
Donation		7,750	-
Hall Hire		14,351	12,076
Inhouse Insurance (Deficit)/Surplus	(12)	(837,151)	(980,272)
Inhouse Insurance - FTU Administration Cost		42,000	42,000
Interest		8,320	57,941
Rent - Office Complex		100,423	111,432
Rent - Apartments		230,843	165,086
Subscriptions	(1.4)	871,843	907,447
Sundries		121	215
TOTAL INCOME		438,500	315,925
DEDUCT EXPENSES			
Advertising		3,894	5,007
Advocacy Cost		52,786	56,602
Annual Leave		2,093	(4,652)
Annual Audit Fees		1,760	1,760
AGM Seminar, Conference & Travel		117,364	93,906
Bank Charges & Interest		1,978	2,138
Benefit- Medical, Retirement and Death	(8,13)	393,016	501,217
Capitation/ Affiliation Fees		21,020	20,978
Depreciation	(7)	71,928	66,159
Divisional Workshops		-	44,219
Donation		5,500	4,046
Honorarium	(9)	5,800	5,800
Insurance		18,646	27,491
Rent and Rates		16,028	10,366
Legal Fees		1,518	2,304
Light & Water		13,710	12,650
Ministry of Education 2.5% Levy		14,862	13,326
Motor Vehicle Expenses (Includes Fuel, Repairs & Maintenance etc.)		23,226	17,857
National Elections		3,200	-
Periodicals & Newspaper		1,621	1,338
Printing & Publication		22,397	12,455
Rebate to Branches		65,926	65,744
Repairs and Maintenance	(10)	67,098	32,786
Security Services		35,523	2,704
Stationery, Postage & Freight	(11)	7,160	8,115
Subsistence and Entertainment		68,419	63,632
Sundries/ General Expense		3,728	900
Telephone and Fax		15,773	16,631
Wages, Salaries & Associated Costs		204,419	310,212
Womens Wing		9,293	9,267
Writing History [Krishna Datt]	(14)	-	59,813
TOTAL EXPENSE		1,269,686	1,464,771
NET (DEFICIT) FOR THE YEAR		(831,186)	(1,148,846)

The accompanying notes form an integral part of this statement of Income and Expenditure

FIJI TEACHERS UNION

NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2023

1.1 STATEMENT OF ACCOUNTING POLICIES

The accounts have been prepared on the basis of historical costs and do not take into account changing money values or current valuations of non-current assets.

Set out below is a summary of significant accounting policies adopted by the Union in the preparation of the accounts.

1.2 REBATE PAYABLE TO BRANCHES

Rebate payable to branches are provided on the basis of the share applicable to the branches after allowing for the charges on branch expenses

1.3 DEPRECIATION AND FIXED ASSETS

Items of fixed assets are written-off over the estimated useful life of the assets on diminishing value basis. The principal rates in use are:

Buildings	1.25%	per annum
Motor Vehicle	24%	per annum
Other Assets	15%	per annum

1.4 SUBSCRIPTION

Subscription income from MEHA is brought to account on accrual basis. Other Subscription income received is brought to account on receipt basis.

1.5 INCOME TAX

Generally, the Union is exempted from income tax. However, the Commissioner is pursuing to tax income from rental property activities which the Union is aggressively defending. No provision for tax has been made as the executives believe that should such income be conceptually taxable then sufficient deductions (accelerated depreciation on new development) will be available to defer any tax liability.

1.6 PROVISION FOR EMPLOYEE ENTITLEMENTS

Provision has been made in the accounts for benefits accruing to employees in relation to annual leave on the basis of maximum allowable carry forward days. The compensation for accrued annual leave is at the discretion of the Executive Committee. Long service leave is accounted for on payment basis. The cost of sick leave is met as it emerges and unused yearly entitlement lapses.

FIJI TEACHERS UNION (HEAD OFFICE)
NOTES TO AND FORMING PART OF THE ACCOUNTS (cont'd)

	2023	2022
	\$	\$
2. ACCUMULATED FUNDS		
Balance at 1 January	7,692,374	8,841,220
Add: Net (Deficit)/ Surplus for the year	(831,186)	(1,148,846)
	<u>6,861,188</u>	<u>7,692,374</u>
Balance at 31 December		
3. CASH AT BANK AND ON HAND		
FTU Berry Apartment Account - ANZ	465,441	286,989
FTU Mutual Benefit Scheme Account - ANZ	58,791	4,625
FTU General Account - ANZ	682,299	282,775
FTU School Rehabilitation Fund	29,661	32,207
FTU Inhouse Insurance Scheme Account - HFC	720,656	765,318
Cash on Hand/ Petty Cash	700	700
Total Cash at Bank and on Hand	<u>1,957,548</u>	<u>1,372,614</u>
4. OTHER RECEIVABLES		
FEA Refundable Deposit	11,469	9,968
Subscription	-	38,070
Sundries	44,092	88,672
Interest Income Receivable - Term Deposit	3,330	56,504
Inhouse Insurance Fund - Branches	12,989	13,771
Total Other Receivables	<u>71,880</u>	<u>206,985</u>
5. PREPAYMENTS		
Insurance Premium	27	36
Postage	43	42
Rates	4,591	3,535
Periodicals	135	94
Total Prepayments	<u>4,796</u>	<u>3,707</u>
6. CREDITORS & ACCRUALS		
Annual Audit Fees	3,000	6,000
Salaries, Wages & Associated Costs	5,871	7,852
Inhouse Insurance Medical Cost	134,972	344,341
Medical Benefits	28,561	33,694
Electricity and Water	1,308	1,655
Telephone and Fax	1,476	1,104
Vat Payable	1,983	524
Sundry Creditors	35,122	28,815
Total Creditors & Accruals	<u>212,293</u>	<u>423,985</u>

FIJI TEACHERS UNION (HEAD OFFICE)
NOTES TO AND FORMING PART OF THE ACCOUNTS (cont'd)

7. FIXED ASSETS	WDV	ADDITIONS	RETIRE	DEPRECIATION	WDV
Land	110,588				110,588
Building	896,707			11,209	908,058
Apartment Complex	2,277,137			28,465	2,305,960
Labasa Property	113,028			1,413	114,459
Furniture & Fittings	12,455	7,284		2,749	12,923
Motor Vehicle	15,280	28,100		7,039	20,105
Plant & Equipment	73,520	34,342		14,614	77,513
Office Equipment	36,675	7,358		6,439	30,307
Total Fixed Assets	3,535,390	77,084	-	71,928	3,540,546

8. BENEFITS-MEDICAL, RETIREMENT AND HEALTH

	2023	2022
	\$	\$
Medical - Local	276,977	345,824
Retirement	1,800	49,300
Death	24,384	25,116
Private Practitioner Claims	89,855	80,977
Total Benefits	393,016	501,217

9. HONORARIUM

Muniappa Goundar	700	700
Nakul Deo Barman	500	500
Brij Bhan Singh	500	500
Pranesh Sharma	500	500
Pratosh Kumar	500	500
Pranesh Kumar	500	500
Rameshwar Lal	500	500
Rajnesh Lingam	500	500
Urmila Singh	500	-
Ajeshni Nand	-	500
Sashi Mahendra Shandil	600	600
Madhur Prakash	500	500
Total Honorarium	5,800	5,800

10. REPAIRS & MAINTENANCE

Repairs and Maintenance - Building	44,672	18,573
Repairs and Maintenance - Equipment	22,426	14,213
Total Repairs & Maintenance	67,098	32,786

FIJI TEACHERS UNION (HEAD OFFICE)
NOTES TO AND FORMING PART OF THE ACCOUNTS (cont'd)

	2023	2022
	\$	\$
11. STATIONERY , POSTAGE AND FREIGHT		
Postage and Freight	2,114	2,089
Stationery	5,046	6,026
Total Stationery, Postage and Freight	7,160	8,115
12. INHOUSE INSURANCE		
Premium Received	2,055,984	2,137,127
<u>Inhouse Payments</u>		
Capital Insurance - Premium (Term Life)	21,501	23,662
Marsh Pte Ltd - Administration Cost	82,008	82,008
Ministry Of Education 2.5% Levy	50,196	51,038
Fiji Teachers Union - Administration Cost	42,000	42,000
Medical Claims Paid Directly - FTU Headquarters	2,689,532	2,902,212
Premium Refund to Members	7,898	16,479
Total Inhouse Payments	2,893,135	3,117,399
Inhouse Insurance Surplus	(837,151)	(980,272)

In July 2011 Inhouse Insurance Scheme was initiated. In July 2014 the limit for local hospitalisation increased from \$10,000 to \$15,000 and \$250,000 for treatment overseas. In July 2019 the limit for local hospitalisation was further increased to \$25,000 from \$15,000. The cost of treatment overseas remained same at \$250,000. In October 2020 AGM approved increase in single premium to \$442 from \$350 and family cover premium to \$598 from \$450 effective January 2021.

13. RETIREMENT BENEFITS

As at 31 December 2023, the Union has not performed an actuarial valuation to determine the liability of the Union relating to retirement benefit

14. CAPITAL COMMITMENTS AND CONTINGENT LIABILITIES

There were no significant capital expenditure commitment at balance date except that the Union contracted Mr. Krishna Datt on 6th December 2016 to write the History of Fiji Teachers Union. The contracted sum is \$75000. The project was expected to be completed in April 2021. The amounts are expensed in the period payments are being made.

There were no significant contingent liabilities at balance date (2022 -NIL)

FIJI TEACHERS UNION (HEAD OFFICE)
NOTES TO AND FORMING PART OF THE ACCOUNTS (cont'd)

15. TERM DEPOSITS

				2023	2022
	Interest rate	Term Started	Term Expiry	\$	\$
HFC Bank	0.25%	25/03/23	25/03/24	1,568,259	1,533,750
Bred Bank				-	1,500,000
				<u>1,568,259</u>	<u>3,033,750</u>

Term deposits held with Bred bank were not re-invested due to rising cost of medical treatments. The funds were received from Bred Bank in January 2023.

16. SUBSEQUENT EVENT

Since balance date no material event has occurred that has not been brought to account and would have any impact on these financial statements.

World Health Organisation announced the spread of COVID -19 virus to be a pandemic on 11 March 2020. The impact of the spread of this virus is disrupting travel and business in Fiji and throughout the world. It is not clear at the time of finalising these financial statements, the impact this will have on Union's activities during 2020 and beyond.

Union National Executives are monitoring developments on an ongoing basis. Other than this there has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely to affect significantly the activities of the Union, the results of those activities, or the state of the affairs of the Union, in subsequent financial years.

17. ACCOUNTS PRESENTATION

The comparative figures for the previous year have been regrouped where necessary to conform with the current year's presentation.

FIJI TEACHERS UNION WOMEN'S WING 32nd AGM on 8th May 2024

ORDER PAPER

1.0 Quorum for the Annual General Meeting

The National Secretary to move: "That this AGM has the necessary quorum as per charter of FTU- National Women's Wing."

2.0 Notice Convening the AGM

The National Secretary to move: "That this AGM be convened in accordance with the advertisement carried in *The Fiji Times* dated 23rd April, 2024."

3.0 Communication from the Chair

4.0 Confirmation of the minutes

The National Secretary to move:

"That the minutes of the 31st AGM of FTU-Women's Wing held on 17th May, 2023 at Labasa Sangam College, as previously circulated be taken as read and be confirmed."

4.1 Matters Arising

4.2 Adoption of Minutes

The National Secretary to move:

"That the 2023, 31st AGM minutes of FTU Women's Wing reflect true and accurate recording of the proceedings of the meeting."

5.0 Annual Report

The National Secretary to move:

"That the Annual Report of FTU - Women's Wing for the year 2023- till April, 2024 as previously circulated be received for discussion and be adopted."

6.0 Financial Report

The National Treasurer to move:

"That the Financial Report for the year ending 31st December, 2023 be received for discussion and be adopted."

7.0 Recommendations/ Elections

8.0 General



Arti Karan
Secretary



Urmila Singh
Chair lady

MINUTES OF THE 31ST ANNUAL GENERAL MEETING OF THE FIJI TEACHERS UNION -

WOMEN'S WING HELD AT LABASA SANGAM COLLEGE ON 17TH MAY, 2023

Host: FTU Labasa Branch

Theme: "Women in Education Partnership"

Introduction

The Annual General Meeting for The Fiji Teachers Union Women's Wing, 2023, was officially opened by the General Secretary of the Council of Pacific Education (COPE), Sis Neselinda Meta.

1.0 Call to order (Time - 11.30a.m)

The National Women's Wing Secretary, Sis Sima Kumar called the meeting to order.

2.0 Communication from the Chairlady

The FTU Women's Wing National Chairlady sister Urmila Singh welcomed the members and thanked them for displaying solidarity in the Women's Wing. The Chairlady sincerely thanked sister Neselinda Meta for accepting the invitation to be the Chief Guest at the Women's Wing AGM. The Chairlady highlighted that COPE gave a lot of importance to women and women matters. Sister Singh, also congratulated sister Latchmi Devi and sister Deveena Prasad who had accepted the challenge to be on the FTU CTCL board. Furthermore, the Chairlady elaborated that there were uncountable challenges and the women rose from where they were and with that, at the moment there were 15 Women's Wing branches actively being involved with the inclusion of recent revived branches Taveuni, Levuka and Nadroga. Finally, the Chairlady thanked all the branches for their hard work.

3.0 Quorum for the Annual General Meeting

The National Secretary moved that there was necessary quorum to convene the AGM as per the charter of The FTU - Women's Wing.

Seconded by Sis Rukmani Lal - (Labasa Branch)

Quorum - 132

W/W Executives - 8

Total - 140

Apologies from The National Executive - Sis Arti Karan - Navua Branch

4.0 Notice Convening the Meeting

The National Secretary moved that the AGM be convened in accordance with the advertisement published in *The Fiji Times* on 15th April, 2023.

Seconded by Sis Deveena Prasad - (Suva Branch)

5.0 Confirmation of the Minutes

5.1 The National Secretary moved that the minutes of the 31st AGM of FTU Women's Wing held on 17th May, 2023 at Labasa Sangam College, Labasa as previously circulated, be taken as read and be confirmed.

Seconded by Sis Sueta Chaudhry – (Rewa Branch)

5.2 The Secretary took the house through the minutes.

6.0 Matters Arising from the Minutes

There were no matters arising from the minutes.

7.0 Adoption of Minutes

The Secretary moved that the 31st AGM minutes reflects true and accurate recording of the proceedings of the minutes.

Seconded by Sis Ranjani Prasad – (Nasinu Branch)

8.0 Annual Report

The National Secretary moved that the Annual Report of FTU – Women's Wing for the year 2022 till April 2023 as previously circulated be received for discussion and be adopted.

Seconded by Sis Sharyn Chand – (Suva Branch)

9.0 Matters Arising from the Annual Report

There were no matters arising from the annual report.

10.0 Financial Report

The National Treasurer, Sis Latchmi Devi, moved that the financial report for the year ending 31st December 2022 be received for discussion and be adopted.

Seconded by Sis Taina – (Suva Branch)

11.0 Matters Arising from the Financial Report

There were no matters arising from the financial report.

12.0 Recommendations

Sis Sharyn Chand– (Suva Branch), suggested if the National Executive Members could be from different branches as some of the members were from the same branch. The Chairlady then replied that Women's Wing did not have a Constitution, however, there is a policy paper that stated "...Executive members shall be elected from other branches...", it did not specify one rep from each branch.

13.0 General

Since the Vice Chairlady, Sis Ajeshni Nand, had migrated, there was a vacant position. With consultation with the National Executives, in the National, Executive meeting, it was proposed to fill in the Vice Chairlady's position. Therefore, one Committee Member from one executive member to fill in as the Vice Chairlady and the incoming member to be the National Executive Committee member. The Women's Wing anonymously agreed that Sis Sunita Govind would move up as the Vice Chairlady. The Women's Wing had Vice Chairladies from Southern, Western and Northern as well.

The floor was opened to move the name of a Committee Member:

Sis Deveena Prasad of Suva Branch, moved the name of Sis Sharyn Chand – [Suva Branch].
Seconded by Sis Keshni Prasad – [Lautoka Branch]

Sis Padmani Prakashan of Rakiraki Branch, moved the name of Sis Vikashni Gounder – Rakiraki Branch.
Seconded by Sis Shereeni Chand – [Rakiraki Branch]

Sis Rita of Labasa Branch moved the name of Sis Rukmani Lal – [Labasa Branch]
Seconded by Sis Sangeeta – [Labasa Branch]

Sis Sueta Chaudhry of Rewa Branch, moved the name of Sis Yogita – [Rewa Branch].
Seconded by Sis Seema – [Rewa Branch]

Since there were four contestants, the Chairlady read out the procedure. The four sisters were excused to discuss amongst themselves, who would back out and who would be in. While the four sisters were outside discussing, Sis Deveena Prasad – Suva Branch, requested the Chairlady to say a few words to the house. Whilst the discussion amongst the four sisters, Sis Rukmani Lal – Labasa Branch, pulled out. Since the three sisters remained, the sisters were asked to vote with the show of hands, according to the policy paper.

Sis Vikashni – [Rakiraki Branch] – 36 votes + 1 her vote = 37 votes altogether
Sis Sharyn Chand – [Suva Branch] – 14 votes + 1 her vote = 15 votes altogether
Sis Yogita – [Rewa Branch] – 9 votes + 1 her vote = 10 votes altogether

Therefore, Sis Vikashni Gounder filled in the position of the Committee member.

14.0 Conclusion

The Chairlady congratulated Sis Vikashni Gounder – [Rakiraki Branch], as she is the new National Executive member. Furthermore, the Chairlady gave her well wishes to everyone for the sports.

15.0 Adjournment

The meeting was adjourned at 2.00pm.



Arti Karan
Secretary



Urmila Singh
Chair lady

FIJI TEACHERS UNION- WOMEN'S WING

ACTIVITIES REPORT: JANUARY 2023 TO APRIL 2024

1. INTERNATIONAL WOMEN'S DAY

IWD was celebrated by all the branches. WW is thankful to the Branch executives for funding the occasion. All branches celebrated IWD in their branches during the Branch AGM in 2023 and in 2024. IWD was celebrated on **Wednesday 6th March 2024** at the FTU HQ. The Chief Guest was Dr Unaisi Baba, who is the FNU Vice Chancellor. FTU members gathered in numbers to take part in the celebration. Dr Baba delivered a powerful and inspirational address. We thank the branches for celebrating the important day during their branch AGMs.

2. WOMEN'S WING AGM

All the branches had their AGM. The Executives list have been received by the WW Secretariat.

3. TRADE UNION RENEWAL WORKSHOP

This was held at the Peninsula Hotel and was attended by National President, General Secretary, Women reps- Sis Urmila, Sis Salome and Sis Nandita from 18th to 20th August. It was mainly focused on getting the non-union members unionized. The Workshop was facilitated by EIAP/COPE/AEU.

4. WOMEN'S WING FAREWELLED IT'S GENERAL SECRETARY.

Sis Sima Kumar resigned for greener pastures to New Zealand. FTU appreciated her valuable contributions to the Network and FTU. All WW NE along with a few members fare welled her at her family home in Ba. FTUWW wishes her all the best.

5. PINKTOBER

Pinktober was observed in nearly all the branches. There were no expenses involved from WW. Refreshments were funded by branches. WW thanks the Branches for the support throughout the year. Some branches collected funds and presented to Fiji Cancer Society.

6. VISIT TO BRANCHES

The chair and WWNE members continued to visit branches. The sisters have been encouraged on way forward. The chair met Nadi Branch and encouraged members to work in unison with the branch.

7. NATIONAL EXECUTIVE MEETINGS

WW continued to meet quarterly in person. WW met on 2^{1st} March via zoom due to inclement weather conditions. Major discussions were as follows. The meeting was from 1pm to 3.30pm

7.1 Upcoming conference in Nadi. Sis Mohini informed the house on the preparations.

7.2 Industrial matters- GS was invited online and addressed the WWNE.

7.3 Constitution Review- was presented and the consensus was recorded

8. SOUTHERN ZONE

The Chair/ NVP Sis Urmila Singh officiated as Chief Guest during Southern Zone. WW thanks the Working Committee for giving the opportunity to a woman to be the Guest of honor.

9. WORLD TEACHERS DAY

Women's Network - FTU FTA and AUSPS organized a WTD celebration at Tanoa Hotel. It was funded by COPE.

10. "16 DAYS OF ACTIVISM AGAINST GENDER BASED VIOLENCE"

The 16 Days of Activism against Gender-Based Violence is an annual international campaign that kicks off on 25 November, the International Day for the Elimination of Violence against Women, and runs until 10 December, Human Rights Day. It is used as an organizing strategy by individuals and organizations around the world to call for the prevention and elimination of violence against women and girls. This was observed at The FTU HQ and attended by Southern Branch members. The Chief Guest Hon. Sashi Kiran addressed the members on the urgent need to eliminate violence of all forms.

11. TRADE UNION RENEWAL

The Trade Union Renewal workshop, was organised by the Council of the Pacific Education at the Hideaway Coral Coast in Sigatoka. The workshop aimed at renewing trade Union activities, membership drive and organising activities at the branch and national level. Sis Anglene, Sis Shammi, Sis Salome and Sis Urmila represented FTU.

12. COPE REGIONAL CONGRESS

This was attended Sis Urmila Singh, and Sis Mohini Datt (Nadi). It was facilitated by the Council of Pacific Education at the Tanoa International from Friday 1st to Sunday 3rd March.

13. EDUCATORS FOR SUSTAINABLE DEVELOPMENT:

This was marked at the FTU HQ on Saturday 20th April. It was attended by 50 FTU and FTA members. Madam PS Education Selina Kuruleca was the Chief Guest. The workshop was based on Climate Change and how it affects the people of Fiji. A number of issues were discussed. The workshop was funded by COPE.

14. NETWORKING

WW has active Branch WW Viber groups. All sisters share their issues and light moments in their groups.

15. THANKS, AND APPRECIATION

WW is thankful to the NE and WC for the tremendous support during the Year. The NE attended functions organized by WW, COPE, FTUC, EIAP and the entire membership at large.



Arti Karan
Secretary



Urmila Singh
Chair lady

FTU Women's Wing
Financial Report 2023 (31/12/2023)

Total Funds Available

Balance as at 1 January 2023	\$ 70.35
Grant from Fiji Teachers Union	9,293.03
Total	<u><u>9,363.38</u></u>

Expenses

Executive Meetings (04/03/2023)	1,215.00
Executive Meetings (05/08/2023)	1,610.00
Executive Meetings (02/12/2023)	1,250.00
	<u><u>4,075.00</u></u>

2023 International Women's Day Celebration 396.60

Divisional Workshop

16 Days Activism against gender based violence 1,361.00

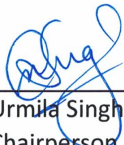
Conference Expenses

FTU Annual Conference 2023 2,824.50

FTU Branch Women's Wing Activism/ Empowerment 550.00

Bank Charges	83.60
Total Expenses	<u>9,290.70</u>

Balance as at 31 December 2023	<u><u>\$ 72.68</u></u>
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Urmila Singh
 Chairperson
 Women's Wing



Latchmi Devi
 Treasurer
 Women's Wing

