



Fiji Public Service Association

79th Annual General Meeting

19th March 2022

Annual Report

2021

Continuing 8 decades of Struggle for Workers Rights, Dignity & Justice

Fiji Public Service Association - Honours Board



FPSA Interim Council. Estab: 23rd Sept 1943. Henry Fryer (*President*), Robert C. Caten (*Secretary*)
Members: *B. Raghvanand, Ravuama Vunivalu, Dwarka Singh, Ulaiasi Vosabalavu*

Year	President	Vice President	Gen Secretary	Gen Treasurer
1943	R. B. Ackland	-	D. Pittman	D. Pittman
1944	E. C. Woodward	R. B. Ackland	D. Pittman	D. Pittman
1945	Henry Fryer	E. C. Woodward	E. J. Hart	E. J. Hart
1946	H. Fryer, E. Woodward	E. Woodward R.B.Ackland	E. J. Hart	J. Amputch
1947	B. Raghvanand	R. B. Ackland	M. E. Embersen	M. E. Embersen
1948	G. K. Roth	J. Amputch	M. E. Embersen	M. E. Embersen
1949	James Taylor	B. Raghvanand	Ateca Vunivalu	W. J. E. Eason
1950	Colin Marshall	B. Raghvanand	Losalini Uluiviti	R. K. Cheta
1951	Colin Marshall	B. Raghvanand	Losalini Uluiviti	R. K. Cheta
1952	Colin Marshall	-	Losalini Uluiviti	R. K. Cheta
1953	Dwarka Singh	-	A. M. Tuidraki	R. K. Cheta
1954	W. J. E. Eason	-	A. M. Tuidraki	R. K. Cheta
1955	Dwarka Singh	-	C. P. Sharma	Deo Dutt Singh
1956	W. J. E. Eason	-	C. P. Sharma	Tamesar Bhim
1957	K. R. Fleischman	-	S. Savu	Deo Dutt Singh
1958	Timoci Tuivaga	M. T. Khan	P. D. Naqasima	Deo Dutt Singh
1959	Timoci Tuivaga	M. T. Khan	P. D. Naqasima	Deo Dutt Singh
1960	Timoci Tuivaga	M. T. Khan	P. D. Naqasima	Dhirendra P. Singh
1961	M. M. Ashraf	-	Sundar Singh	C. P. Sharma
1962	R. H. Bechan	-	K. Kurup	C. Andrews
1963	R. H. Bechan	-	Raja Ram	Lashkar Singh
1964	Jonati Mavoa	Tamesar Bhim	Yashwant Singh	David Peters
1965	Jonati Mavoa, T. Bhim	Tamesar Bhim, J. Artack	Govind Prasad	David Peters
1966	Tamesar Bhim	M. V. Buadromo	Govind Prasad	H. J. Khunkun
1967	Atfoa Varea	Mohd A. Sahib	Govind Prasad	Dhirendra P. Singh
1968	Atfoa Varea	Mohd A. Sahib	Govind Prasad	Dhirendra P. Singh
1969	Charles Walker	Tamesar Bhim	Ken F. Vera	Dhirendra P. Singh
1970	Charles Walker, C.P.Sharma	T. Bhim, W. Bakalevu	Mahendra P. Chaudhry	John O'Brien
1971	C. P. Sharma	Atfoa Varea, W. Bakalevu	M. P. Chaudhry	John O'Brien
1972	C. P. Sharma	Rasik Lal, E. B Waqairawai	M. P. Chaudhry	John O'Brien
1973	Atfoa Varea	Rasik Lal, E. B. Waqairawai	M. P. Chaudhry	John O'Brien
1974	A. Varea, M. P. Chaudhry	Rt O. Gavidi, Jan Mohammed	M. P. Chaudhry	J. O'Brien, S.Chandra
1975	E. B. Waqairawai	J. Mohammed, I. Tuianaqalau	M. P. Chaudhry	Satish Chandra
1976	E. B. Waqairawai	I. Tuianaqalau, D.P. Singh	M. P. Chaudhry	Satish Chandra
1977	E. B. Waqairawai	I. Tuianaqalau, D.P. Singh	M. P. Chaudhry	Satish Chandra
1978	Timoci U. Bavadra	I. Tuianaqalau, D.P. Singh	M. P. Chaudhry	Satish Chandra
1979	T. U. Bavadra	D.P. Singh, J. Leweniqila	M. P. Chaudhry	Satish Chandra
1980	T. U. Bavadra	D.P. Singh, J. Leweniqila	M. P. Chaudhry	Satish Chandra
1981	T. U. Bavadra	D. P. Singh, Laikini Jiko	M. P. Chaudhry	Satish Chandra
1982	T. U. Bavadra	D. P. Singh, Laikini Jiko	M. P. Chaudhry	Satish Chandra
1983	T. U. Bavadra	D. P. Singh, Laikini Jiko	M. P. Chaudhry	Satish Chandra
1984	T. U. Bavadra	D. P. Singh, Laikini Jiko	M. P. Chaudhry	Satish Chandra
1985	T. U. Bavadra	D. P. Singh, Laikini Jiko	M. P. Chaudhry	Satish Chandra



Industria Cum Dignitate

Fiji Public Service Association

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<u>Affiliations:</u>		
CPSU	:	Confederation of Public Sector Unions (Fiji)
FTUC	:	Fiji Trades Union Congress (Fiji)
PSI	:	Public Service International (HQ, France)
ITF	:	International Transport Workers Federation (HQ, London)

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*"What the world needs now is solidarity. With solidarity
we can defeat the virus and build a better world."*

UN Secretary-General Antonio Guterres



Fiji Public Service Association
79th National Annual General Meeting
Saturday 19th March 2022
Preliminary Notice of Meeting

In accordance with Clause 63 of FPSA Constitution, this **Preliminary Notice** is hereby given to FPSA National Councillors and appointed Branch Delegates the **79th 2021 National Annual General Meeting** [NAGM] shall be convened on or about **Saturday 19th March 2022** in Suva.

The exact place, date, time and the nature of business (*Agenda*) shall be published fourteen (14) clear days before the day of the Meeting in a **Confirmatory Notice** [per Form A2] to be issued pursuant to Clause 64 (a). Further details of Motions (*if any*) will also be published in FPSA's Journal *Service Worker*, as required under Clause 64 (b).

This Preliminary Notice also invites Motions (*under Clauses 70 or 96*) that Financial Members may wish to submit for the 79th NAGM.

Motions (*if any*) shall be on the respective Forms C or D provided for the purpose and may be obtained from the Branch Secretary or the General Secretary, FPSA HQ, Box 1405, Suva.

All Motions (*if any*) MUST be received by the General Secretary prior to 04.00 pm on **Friday 04th March 2022.**

(Sgd)

R. Singh

General Secretary

[Published: Friday 26th January 2022]

NOTE: There are no elections due for the 79th NAGM in 2022.

"What the world needs now is solidarity. With solidarity we can defeat the virus and build a better world."

UN Secretary-General Antonio Guterres



Fiji Public Service Association
79th National Annual General Meeting
Saturday 19th March 2022
Confirmatory Notice of Meeting

In accordance with Form A1 and Clause 63 of the FPSA Constitution, a Preliminary Notice on this subject was published on Friday 26th January 2022. Pursuant to Clause 64 (a) of FPSA Constitution, this **Confirmatory Notice** [per Form A2] is given to FPSA National Councillors and appointed Branch Delegates that the **79th National Annual General Meeting** [NAGM] of the Association shall be convened, as follows:

Day/Date : **Saturday 19th March 2022**
Time : 10.30 am
Venue : **Central Cuisine Restaurant, FPSA Sports City.**

The **Agenda** for the 2022 FPSA 79th National AGM shall be:

- 1) Opening: Quorum, Apologies, Presidential Welcome Address.
- 2) Introduction of and Keynote Address by Chief Guest (If any)
- 3) Confirmation of Notice & Agenda for the 2022 79th NAGM.
- 4) Introduction & Roll Call of 2022 Delegates to 79th NAGM.
- 5) Confirmation of Minutes of 2021 78th NAGM & Matters Arising.
- 6) Presentation of 2021 National Activities Report & Matters Arising.
- 7) Presentation of 2021 FPSA Financial Report & Matters Arising.
- 8) Appointment of 2022 Auditors of the Association.
- 9) Motions for the 2022 FPSA 79th National AGM (if any).
- 10) General: Other business (with the permission of the Chair).

As required under Clause 64 (b) of the Constitution, details of the valid Motions (if any) for the 2022 79th FPSA NAGM will be published in FPSA's journal Service Worker [Vol 45, No.2022/01] for your information and attention. The balloting schedule for the Motions (if any) will also be notified in the Service Worker, as necessary. All National Councillors and Branch Delegates are urged to attend. (Refreshments will be provided)

(Sgd)
R Singh
General Secretary

[Published: Wednesday 02nd March 2022]

**2021 FPSA 78th National AGM,
Saturday 20th March 2021.
CCEC, FPSA Sports City, Suva.**



FPSA Principal Officials at Head Table



Members attending the 2021, 78th AGM

Civil Disobedience Becomes A Sacred Duty When the State Becomes Lawless Or Corrupt"- Mahatma M.K.GANDHI



Fiji Public Service Association
Minutes of 78th National Annual
General Meeting [2021]
Saturday 20th March 2021
Central Cuisine Events Centre, FPSA Sports City, Suva.

1.0 Agenda Item 1: Opening & Commencement

1.1 Present: Principal Officers

Sis Judith Kotobalavu	- National President [NP] - Chair
Sis Shaleeni P. Singh	- National Vice President [NVP-W]
Bro Vishwa Deo	- National Vice President [NVP]
Bro Kamlesh Chand	- National Vice President [NVP]
Bro Rajeshwar Singh	- General Secretary [GS]
Bro Ramesh Chand	- General Treasurer [GT]

National Councillors:

National Councillors – General	= 04
National Councillors – Youth	= 02
National Councillors – Branches	= 10

Appointed Branch Delegates:

Labasa Branch	= 10
Savusavu Branch	= 04
Western Branch	= 21
Suva Central	= 55

1.2 Apologies: Bro Nirbhay G. Singh - IRC & Life Member

1.3 In Attendance: FPSA Secretariat Staff

1.4 Preliminaries

1.4.1 Quorum: After the presence of a quorum was confirmed by the Registration Committee, the MC, National Vice President, Bro Vishwa Deo, welcomed the Principal Office Bearers, National Councillors, Branch Delegates to the 78th FPSA National Annual General Meeting [NAGM] and called the meeting to order at 10.30am. He invited members to advise of apologies, if any, which may have been forwarded by Councillors or Delegates to be duly recorded. A devotional prayer was delivered by Bro Malakai Maba from Water Authority of Fiji [WAF] Ba.

1.4.2 Presidential Address: The National President [NP] Sis Judith Kotobalavu commenced her Welcome Address by observing that Members were able to travel to attend the 78th NAGM but subject to restrictions and delays arising from COVID 19. She appreciated the mandate given and support shown by Members and FPSA officials to her as the National President of the Association and the Chairperson of the National Council over the past several years. The Chair commented that she will attempt to keep her address brief, and called on Delegates to also observe brevity during the meeting in like manner.

1.4.3 **Major Topics:** The National President, in her address, covered some major subjects that deserved the attention of the Delegates. She highlighted the two (2) major disasters TC Yasa and Ana and also on the suffering of people in Fiji caused by COVID 19.

1.4.4 **Conclusion:** Sis Judith remarked that in addition to the Members and their families, virtually all Fiji citizens and the whole world was affected seriously by the one-in-a-century pandemic. Due to the seriousness of the subject, there was unlimited dissemination of news globally on this scourge, especially over the internet. Our Annual Report also commented on this major subject. The President concluded with her personal acknowledgment and appreciation to all who had joined her and the National Council in guiding the FPSA ship through both unsettled and tranquil waters for another year.

[The full text of the 2021 Presidential Address is published as [Attachment A](#) to these Minutes]

2. Agenda Item 2: **Notice of 2021 Meeting & Agenda**

2.1 **Confirmation of 2021 78th NAGM Notices:** At the Chair's invitation, the General Secretary (Bro R. Singh) read out the Preliminary and Confirmatory Notices and Agenda for the 78th NAGM as published on 26th January 2021 and 13th March 2021 resp. They were published in *Fiji Times* within the prescribed times, followed by similar Notices issued per the FPSA Service Worker issue Vol 44, No. 2021/01.

2.2 At the four 2021 Branch AGMs over the past two weeks, the rank and file Members of FPSA were also informed of the salient details of the 78th 2021 NAGM by the HQ officials who attended the BAGMs. The Chair then called for a motion from the floor to confirm the Notice and the Agenda, as published.

2.3 **MOVED** Bro Prem Chand (Suva) **SECONDED** Bro Deo Dutt (Savusavu), **THAT** the Preliminary and Confirmatory Notices & Agenda for the 78th 2021 FPSA NAGM, as published and circulated be **CONFIRMED and ADOPTED**. The Motion was **CARRIED** on voices.

3. Agenda Item 3: **Observations & Roll Call 2021 NAGM**

3.1 **Introductions:** At the request of the Chair, MC Bro Vishwa Deo introduced the Association's Principal Officers and National Councillors to the meeting. He thanked all Delegates for making the effort to attend BAGMs and also those travelling for this NAGM.

3.2 **Roll Call of Delegates:** The MC then conducted a roll call of the appointed Delegates from the four FPSA Branches who were recognised by the house.

[The 78th NAGM Delegates Attendance Register is shown in [Attachment B](#) to these Minutes]

4. Agenda Item 4: **77th 2020 NAGM Minutes & Matters Arising**

4.1 **Presentation of 77th NAGM Minutes:** The National President, Sis Judith Kotobalavu tabled the Minutes of 2020 77th NAGM, held on Saturday 3rd October, 2020 at the Central Cuisine Event Centre [CCEC] at FPSA Sports City (Stage 5) complex. They are printed in the 2021 FPSA Annual Report, on pages 5 to 11 incl, including Attachments A to F. The Chair called for corrections or amendments, if any, from the Delegates to the 2020 Minutes. As there was none, the Chair then called for a motion to confirm the record of 2020 Minutes.

- 4.2 **MOVED** Bro Prem Chand (Suva) **SECONDED** Bro Mahendra S. Goundar (Savusavu), **THAT** the Minutes of 2020 77th FPSA NAGM as presented be taken as **READ** and **CONFIRMED**. The Motion was **CARRIED**.
- 4.3 **Matters Arising**: The Chair invited Bro R. Singh to report as necessary on the *Matters Arising* from the 2020 Minutes. Bro GS stated that the contents of the Minutes covered the events upto the last 2020 AGM date, thus due to the passage of time and other reasons, some matters may be deemed disposed of. Other topics may be superseded, and/or results are covered elsewhere in the current Agenda, as far as relevant. The Attachments (A to F) are to be read in conjunction with the main Minutes.
- 4.4 **Discussions**: The Chair opened the 2020 Minutes for comments from the floor. She reminded the house that the 77th NAGM Minutes were also available at all four 2021 Branch AGMs via the *2020 Annual Report* for perusal by Members at large. Comments (if any) as offered by the general Membership in the Branches would be made by the nominated Branch Delegates to the 78th NAGM, under respective Agenda items. Finally, the Chair called for the adoption of the 2020 Minutes after various comments or queries etc were responded to.
- 4.5 **MOVED** Sis Oripa Vukeiono (Suva) **SECONDED** Bro Narayan Swamy (Savusavu), **THAT** the Minutes of 77th 2020 NAGM and **Matters Arising** be **ADOPTED**. The Motion was **CARRIED**.
5. **Agenda Item 5: FPSA 2020 Activities Report**
- 5.1 **Presentation**: The National President introduced Agenda item 5 (*pages 29 to 46 incl*) and requested the General Secretary to present the FPSA 2020 Activities Report. The General Secretary joined the National President to welcome the members as well. He informed the meeting that the FPSA Activities Report is the most important report where details of how the Association fought for the betterment of its members with the government and other employers, including trade union rights, human rights, individual rights and other issues that arise, whether it is for public interest where the Association makes its views known. He reminded the Delegates that the FPSA *2020 Activities Report* was distributed in advance and later formally tabled at each 2021 Branch AGMs. In this manner, the rank and file Members at the four (4) Branches could read, discuss and air their views on the contents. Bro GS further informed the Delegates that though the Report has been presented in the four (4) Branch AGMs, he would also present further supplementary detailed report and other clarifications as necessary.
- 5.2 **Address by FPSA GS**: Bro R. Singh then delivered a *wide-ranging Secretariat Address* which supplemented the *2020 Activities Report*. The full text of the Address by GS is contained in **Attachment C** to these Minutes. At the conclusion of his Supplementary Address, Bro R. Singh reiterated the oft repeated need for solidarity from the Membership in light of our ongoing recovery from various adversities in the IR field. As several major IR issues remained unresolved, he called for dedication and understanding by Members. Bro GS then referred the Delegates to the main *2020 Activities Report* (*pages 32 to 66 incl*). He quoted the main titles and highlighted some of the items in brief. Various subjects in the 2020 FPSA Annual Report needed additional explanatory, statistical and supplementary details on relevant issues. They are presented in ten *Appendices* (*pages 67 to 82 incl*).
- 5.3 **Discussions**: In conclusion, Bro GS commended the Report to the NAGM, adding his personal thanks to the Members for their patience. The Chair invited the Delegates to raise queries or

comments and to seek explanation on the whole Activities Report as necessary and to the additional remarks by the General Secretary, Bro R. Singh.

- 5.4 **Adoption:** After queries from the floor were answered, and as there were no further discussions, the President called for a Motion to adopt the comprehensive 2020 Activities Report and the Matters Arising.

- 5.5 **MOVED** Sis Losana Tarau (Suva) **SECONDED** Sis Sandhiya Sunaina (NFA-Suva), **THAT** the 2020 Activities Report and Matters Arising be **ADOPTED** with a note of commendation to the Secretariat for the excellent and high quality presentation of the Report. **CARRIED**.

6. **Agenda Item 6: Audited Financial Report 2020**

- 6.1 **Presentation:** The NP called on the General Treasurer [GT] to present the FPSA Financial Report. GT Bro Ramesh Chand drew attention to the pages of the 2020 Financial Report printed from page 65 onwards (*which had a separate page numbering inserted by the Auditors at top right*). First, he commenced with FPSA Principal Officers' Statement (Audit page 2) and then Auditor BDO's Certificate (pages 3 & 4). He advised that the 2020 Audit met the Fiji accounting practices. The full audited report was submitted at all four 2021 Branch AGMs earlier for the benefit of the FPSA rank and file Members. The observations and responses (as warranted) from Members at the Branch level would be tabled by their nominated Delegates, as necessary, to this NAGM, as it is allowed under our Constitution.

- 6.2 **Address by GT:** Bro GT briefly discussed the financial report for the year 2020 which was also presented at the 4 Branch AGMs. He commented on various pages, e.g. on summary and breakdown details, etc and highlighted the significant issues such as Investment, Details of Surplus, Statement of financial position as at 31 December 2020. The audit gave a fair report of our financial status and the Members were assured of the best decisions from the Executives to uphold the trust given despite the difficult times. However, he urged Members to be prepared for sudden changes that may affect our overall financial status and resultant services.

- 6.3 **Discussions:** After queries and comments from the Members were attended to, and noting the Financial Reports have been presented at all four 2021 Branch AGMs, the GT called for a Motion to adopt the 2020 Audited Financial Reports and Matters Arising.

- 6.4 **MOVED** Bro Ramesh Chand (Suva) **SECONDED** Bro Mahendra Sami (Savusavu, **THAT** the 2020 FPSA Audited Financial Reports, as tabled be **ADOPTED**. **CARRIED**.

7. **Agenda Item 7: Election of FPSA Auditors**

- 7.1 **Introduction:** The Chair called for nomination for the election of Auditors for the next financial year as required under Clause 39 (a) of the FPSA Constitution. On behalf of the Council, the General Treasurer, Bro Ramesh Chand advised that as per the resolution of the last NAGM, the Association had sought tenders for audit services. After receiving quotations, the FPSA Secretariat recommended that the firm of BDO, Chartered Accountants, be again appointed as Auditors for the Association for year 2021. This arrangement would provide continuity and stability and maintain our long relationship with them. As no other audit firms were nominated from the floor, the Chair called for a motion to adopt the Council's nomination.

- 7.2 **MOVED** Bro Ramesh Chand (Suva), **SECONDED** Bro Sandeep (WAF) **THAT** Messrs BDO & Co be appointed as Auditors for the financial year 2021. The motion was **ADOPTED** on voices.
8. **Agenda Item 8: Motions for 2021 - 78th FPSA NAGM**
- 8.1 Bro General Secretary informed the meeting that there were two Motions and three (3) Resolutions submitted, discussed adopted by the National Council. The full text of the Motions and Resolutions which was presented by the General Secretary is shown in **Attachment D**.
- 8.2 **MOVED** Bro Rajeshwan Pillay (Labasa) **SECONDED** Bro Ropate Pareti (Suva) **THAT** the Motions and Resolution for 2021 AGM be adopted for the attention by the National Council. The Motions and Resolutions was **ADOPTED** by the house on voices.
9. **Conclusion:**
- 9.1 **Appreciation & Adjournment:** The Chairperson, Sis Judith Kotobalavu congratulated Bro K. C. Bidesi on his election as a FPSA Lifemember. She thanked the Delegates and fellow National Councillors for their support and encouragement to her over the years as FPSA President. She concluded by urging all members to continue to maintain solidarity for the advancement and success of the Association, so that FPSA remains in a solid position to serve its Members into the future. There being no further business, the National President then called for a motion to formally close the proceedings.
- 9.2 **MOVED** Bro Ropate Pareti (Suva) **SECONDED** Bro Mahendra Sami Goundar (Savusavu) **THAT** the 78th 2021 FPSA National AGM be adjourned with a **Vote of Thanks** to the Chair. As there were no proposals to contrary, this Motion was put to the house and **ADOPTED** on voices.
- 9.3 **Closure:** The Chair then declared 78th 2021 NAGM of the Association **closed** at 12.25pm and wished the Delegates a safe journey home.

Confirmed Correct:

.....
National President

.....
General Secretary

Dated: 19th March 2022



FPSA & SWCU HQ Staff manning the Registration Desk at 2021 78th NAGM.

L-R: Kuar Singh, Ilisapeci Vurai, Devika Singh, Apinito Raganivatu, Sakiusa Kenawai, Julia Mavoa, Cilia Nasarova

FPSA 78th NAGM, 20th March 2021



Branch Delegates arriving to register for the 78th FPSA NAGM



Delegates at the 78th FPSA NAGM at the CCEC – 20th March 2021



Fiji Public Service Association
Address by National President
78th FPSA NAGM 2021
"Celebrating 78th Year of Service to Members"



By FPSA NP - Sis **Judith Kotobalavu**
Central Cuisine Events Centre, Saturday 20th March 2021

Fellow FPSA National Councillors, Branch Delegates, Members, Staff,
Sisters, Brothers and Friends.

Namaste, Ni sa Bula Vinaka, & Greetings.

At the outset, please allow me to record my personal appreciation, for your support and solidarity over these past many years, not only to me as National President, but also to other National & Branch Officials, and Secretariat Staff. I remain grateful to all FPSA Members, who have bestowed the honour on me to serve you. I also wish to convey the good wishes from the National Council, and the Secretariat to you at NAGM.

During previous AGMs, it was not possible to omit mentioning major disasters that had affected Fiji in past years. Regrettably, this past year we have recorded many natural and man-made disasters. I am mindful that the citizens of Fiji are also concerned about the nation's financial debt level and the impending draconian Draft Police Bill. There are bound to be many more deep and serious discussions on these matters in the months ahead. But we take heart that two controversial hastily prepared Bills have now been withdrawn, thus giving us a breathing time for the interim.

Talking of disasters, in early 2020, we had Tropical Cyclone [TC] Harold which cut a deadly path through our nation. Later in the year, we also had visits from TC Yasa, Ana and Dina – once again causing flooding and extensive damages, with which we are all too familiar. Steps to recover from them all are still underway. These phenomena have been described by scientists to arise from the deteriorating environmental damages, i.e. climate change.

At the same time, a much more widespread and stealthy Coronavirus Covid 19 pandemic erupted all around us, striking one nation after another. Before long, it was imported into Fiji by travellers from abroad. This subject has been well covered in our reports.

Though comparatively speaking, Fiji was spared the worst of it, the potential for a major disaster was always there. Swift action by the authorities to introduce precautionary measures, and fair compliance from citizens resulted in a somewhat hesitant containment of the scourge. But by all accounts we may not be out of the woods yet.

But in the process of combatting the pandemic, lives, businesses, travel and education were halted or severely disrupted. Night time curfew was introduced to ensure people complied with social

distancing. As a result of the lockdown, two of FPSA AGMs were delayed by six months, which we had reported at last year's NAGM.

There were general grumblings by some citizens from many sectors on these impositions, but in the end the actions justified the objectives in that the number of infected cases remained low in Fiji, while only two deaths were recorded. All of these were imported cases.

The story around the world is much worse than in Fiji, while only a few nations escaped the full brunt of the pandemic and the states contained the disease as best possible. The unending daily Covid 19 statistics and related stories from around the globe would continue to fill huge volumes of books, media, airwaves and internet databases for generations to come. There are numerous lessons to be learnt.

Only dedicated attention via testing, treating and vaccinations – not to mention better health practices – would ensure proper recovery by all nations to eradicating this virus. But like all such diseases, we cannot ignore the fact that another virus, or its mutated variants, will surface again in future. The whole global population needs to be prepared and eternally diligent at some cost.

The global flow on effect from Covid 19 resulted in misery all around – death by millions, decimation of health services, loss of jobs, decrease in revenue, collapse of business etc. To mitigate and recover, governments around the world have been driven to raise loans which have added to the already high public debt, and some cases may be beyond control.

Most of what is described above also occurred in Fiji, but to a lesser scale. However, to us in the union movement, the direct loss of existing livelihoods, and the curtailment of creating new jobs, and the resultant misery upon workers and their families has been very painful. Covid, climate change and draconian decrees in recent decades have mounted huge pressure on the Fiji trade union movement progressively. This is reflected in our recent Annual Reports for your attention.

Brothers & Sisters, the Fiji trade union movement has also suffered from Covid 19, both directly and indirectly. This was in addition to the contraction of trade union rights which have been undertaken by the authorities for over a decade. We have to face the reality of the loss of approx 140,000 Fiji jobs, mainly in tourism and public sector.

Though Fiji Govt has not yet introduced pay reductions arising from Covid19, there have been many rumblings in Statutory bodies and GCCs, e.g. Fiji Airports, FRCS and LTA etc. The Association has tackled these issues as best possible. Such matters are in the Report, and they will be further highlighted by Bro GS. He will also brief you on other important aspects of our union's activities, investment plans and their progress.

Colleagues, the regular agenda for this AGM has been published in the press and the Service Worker. With the guidance from your HQ executives, and Branch Delegates, we hope to conduct and conclude the meeting in an adequate manner. There are no FPSA elections to be held this year. Our last elections took place in 2020 which was conducted by Fiji Elections Office. Our views on the election results are also printed in the 2020 Annual Report.

On behalf of the National Council, I record our gratitude to our rank and file Members for your solidarity, devotion and perseverance this year and also over the past years. We sympathise with those Members, whose grievances remain unresolved at this stage, and again call for your understanding and perseverance.

Dear Colleagues, thank you for listening to this address with patience. We truly value and appreciate your presence here today. Please continue to contribute to the running of your union at all levels. We also record our appreciation to the other officials, and volunteers who contributed to the successful staging of this 2021 NAGM.

I reiterate my gratitude to all Members of FPSA for entrusting this heavy duty on me. With your continued support and encouragement, we will recover from any disaster or adversity, and continue to serve our union to the best of our abilities.

Let me close this address, by quoting our Platinum Jubilee theme:

***"FPSA, Celebrating the 8th Decade Years
of Struggle & Achievements
for Workers' Rights, Justice & Dignity !!"***
Vinaka Vakalevu, Dhanya Baad, and Thank You



2021 Delegates listening to the Presidential Address



Fiji Public Service Association
78th NAGM – 20th March 2021
Branch Delegates Attendance Register

	Savusavu Branch		Suva Central Br.		<i>(Suva Central Branch - Cont'd)</i>
1	Matanisiga Navunisalevu	51	Losana Tarau	106	Iliesa Vakatale
2	Deo Dutt	52	Prem Chand	107	Iowane Soko
3	Mahendra Sami Goundar	53	Alumita Tamanikaiyaroi	108	Isikeli Qasenivalu
4	Divnesh Kumar	54	Anaseini Rabuku	109	Jeremaia Kalokalo
5	Atelaite Bukacadre	55	Elena Volavola	110	Jimione Varea
	(5)	56	Laisiasa Luke	111	Joji Cabenapaipo
	Labasa Branch	57	Lavenia Lalanabaravi	112	Joji Dansey
6	Sheik Yusuf	58	Lavenia Radovu	113	Jona Coka
7	Sanjay Chand	59	Miliakere Qiokati		Observers
8	Rajeshwan Pillay	60	Raijeli Naborisi	114	Jone Rokowaqa
9	Silvanas Chetty	61	Ruci Tamanisau	115	Josefa Temo
10	Ganesh Mudaliar	62	Silivia Nadaku	116	Kelevi Mosese V
11	Kamendra Naidu	63	Wame Tokia	117	Kinijoji Naceba
12	Kaviava Francis	64	Olivia Vatubre	118	Maika Lakaba
13	Julianne Simmons	65	Sainimere Vosilotaki	119	Marika Nataga
14	Rishneel Rahul Chandra	66	Seruwaia Luveniyali	120	Marika Salauca
15	Kasaya Bukasasa	67	Kinivuwei Rasigatale	121	Misaele Temo
16	Feroz Nadeem Sattar	68	Sakimi Saverio	122	Oveti Naisua
17	Sumal Kumar	69	Merebuli Gadebalavu	123	Paula Buksh
	(12)	70	Mere Waqalevu	124	Peniasi Rabuka
		71	Aisai Saidora	125	Rarawa Duri
	Western Branch	72	Anareta Senimakasoi	126	Ratu Vakaruru
18	Mesake Navugona Buka	73	Aporosa tubalavu	127	Sairusi Gokonione
19	Reapi Nayacakalou	74	Edward M	128	Saiyasi Baleimoala
20	Osea Vuniyayawa	75	Henry Kaibadi	129	Samisoni Duritagala
21	Josua Lewaqila	76	Osea Bolakalele	130	Sitiveni Vosarauka
22	Joeli Cama	77	Rusiate Lomani	131	Soko Jikoisabeto
23	Milika Saunivalu	78	Saiasi Buluta	132	Tarisi Ganilau
24	Ratu Kaveni Nokelevu	79	Satini R	133	Ulisavani Mei
25	Anand Prakash	80	Saula Waqa	134	Vereimi Takabakaba
26	Tevita Seru	81	Ateca Bauli	135	Anare Tawake
27	Unaisi Domonakibau	82	Siliva Koro	136	Karoliga Turaga
28	Mosese Gukivuli	83	Susana Tuiloma	137	Latileta Rokocoa
29	Pita Rauri Niumataivalu	84	Aminio Baledrokadroka	138	Maria Marama
30	Kini Leweni	85	Apote Tuilovoni	139	Mereia Sovarua
31	Loraini Nairavu	86	Avorosa Valevou	140	Osea Tuanimata
32	Sunia Cama	87	Baletino Niumatawalu	141	Sera Koro
33	Kinisimere Liku	88	David Morrell	142	Siteri T
34	Jone Raivonati	89	Eroni Mateisuva	143	Sovaia Nairai
35	Sovia Tekina Turuva	90	Goerge Pickering	144	Torika T
36	Siteri Maramanikaiyale	91	Iliesa Vakatale	145	Veniana Tukana
37	Sera Buredrau	92	Iowane Soko	146	Diana Fisher
38	Aseri Momoivalu	93	Isikeli Qasenivalu	147	Inoke Vakarakawa
39	Watisoni Bolaitamana	94	Jeremaia Kalokalo	148	Joseva Banivalu
40	Filiti Senivau	95	Jimione Varea	149	Luisa Tunidau
41	Dionisi Veibete	96	Joji Cabenapaipo	150	Makereta T
42	Ema Toranibau	97	Joji Dansey	151	Olita Kautoga
43	Losana Tagilala	98	Jona coka	152	Oripa Vukeiono
44	Seremana Tinai	99	Jone Rokowaqa	153	Rigietia Sauliga
45	Litiana Naqilai	100	Josefa Temo	154	Sailosi Kadi
46	Maika Rabonu	101	Kelevi Mosese V	155	Silipa S
47	Reijeli Misikivosa	102	Kinijoji Naceba	156	Virisila Seru
48	Ateca Kaloumaira	103	Maika Lakaba	157	Waisea Guwere
49	Meli Tailau	104	Marika Nataga	158	Anaseini Raikoti
50	Unaisi Tamanisigace	105	Marika Salauca	159	Kaminieli Tamani



Fiji Public Service Association
Address by FPSA General Secretary
Bro Rajeshwar Singh
78th FPSA National AGM 2021
20th March 2021, Central Cuisine, Sports City, Suva



SUPPLEMENT to 2020 FPSA Annual Activities Report

Agenda Item # 05

*National President Sis Judith Kotobalavu, FPSA Executive Board Members,
National Councillors, Branch Delegates, Secretariat Staff, Brothers and Sisters.*

1. Introduction

Dear Colleagues, I join our National President and the FPSA Executive Board Members to welcome you all. Your presence at this 78th National AGM [NAGM] is very reassuring. I specially appreciate the efforts of the Delegates who travelled long distances to show their solidarity for the cause that our Association stands for.

Under Agenda item 5, the **2020 FPSA Activities Report** is now open for discussion. Allow me to present this **Supplementary Address** to you. The Report was also tabled, with additional comments from the Secretariat, at the four (4) FPSA Branch 2021 AGMs, and adopted by them.

2. 2020 Delegates Convention

It is now an undeniable fact that during 2020 and 2021 we operated under the shadow of the Corona Virus Covid-19 pandemic around the globe and here at home. The lives of untold millions have been upended in many drastic ways. Though the casualty rate in Fiji is low, as compared to larger countries, nevertheless you would be aware of many friends and families who were impacted by the ongoing fallout from Covid-19. Many thousands of jobs are permanently lost, while some further 100 thousand are waiting for the revival of the key sectors of the Fiji economy and for a return to work. Once again, it was the lowly worker who shouldered the larger burden.

Nevertheless, the work of the Association continues as per our Aims & Objectives, as we face the regular, left over and many new problems and adversities ahead. Permit me to address some of them briefly, in addition to what is published in the 2020 Annual Report.

3. PUBLIC SERVICE COMMISSION [PSC]

It is very distressing to us that the effectiveness of the current Commission has plummeted so low that we strongly feel the PSC Commissioners should be sacked for dereliction of duty. They have failed to discharge their constitutional duties. Therefore, new appointments of qualified independent people who have valid qualifications and experience should be made and who would contribute in making the right decisions in the best interest of the Fiji Public Service. The records available show that the PSC has failed to exercise its powers diligently, as provided under Section 127 of the Constitution. The Minister responsible for the Civil Service is called upon to re-constitute a Commission with the persons possessing the knowledge and experience to make far reaching decisions on how the Civil Service will efficiently function. What is required now is to immediately instil confidence into the work of civil servants who are tasked to perform under trying circumstances.

But the Minister for Fiji Civil Service, also dubbed as "*Minister for Everything*" is currently residing overseas, presumably awaiting medical treatment. Therein lies one of the problems – an individual from the private sector, wearing multiple hats, and behaving dictatorially, and spreading himself and his responsibilities thin. No wonder, the Service is suffering accordingly.

The Commission's role in recruitment of Permanent Secretaries [PSs] has been a dismal failure. For some years, they opted to import expatriates – thus their whole package was dictated by overseas market prices. The Australian agency that recruits the Permanent Secretaries for Fiji are known to charge at least \$60,000 for each appointment that they recommend to PSC. Then comes the built in local charges which are inflated by overseas market and inflationary pressures.

It is public knowledge that many such expat PS incumbents do not last even half of their contract period and they depart well before the expiry date. Thus each such recruitment becomes a total disaster for Fiji. It will be interesting to find out how much money was paid to the Australian head hunting contractor. We suggest that the Auditor General-Fiji carry out an exercise and determine how the public funds were spent for such disasters and make public his findings.

The Commission with its Constitutional powers was assigned by the Government to once again review the Performance Management Framework (PMF) early last year. But regrettably, not a whimper has been heard from them about any progress that was achieved or what the causes are for the delay. It is similar to many such PMS schemes that had been hatched by the authorities in the past and which suffered the same fate year after year.

Thus the civil servants are deprived from getting a merit increases under the PMF. The Govt cannot overlook the good performers in the civil service and expect better results, and at the same time ignore the efforts of hardworking officers. The Commission is totally unfit to do justice to the task entrusted to them under the 2013 Constitution.

We again question the expertise of the PSC to sit in judgment and make decisions on matters in the Civil Service to the varied and wide operational areas including highly technical and professional services that are provided by the ministries and departments. A cursory glance at the experience and expertise of the present members of the Commission would show that hardly anyone of them had been through the system to understand the intricacies of the service workers. And yet the Chairman, who was an expatriate in Fiji, is now known to reside thousands of miles away in the Northern Hemisphere.

The policies, procedures and various legislations and regulations need to be understood by each member of the Commission and this require persons who have a grasp of mechanics and stratagem and local conditions required in the Fiji civil service. Our serious grievance which has been brought to the attention of the PSC has fallen on deaf ears. We still await a substantive reply from the PSC Chairman for last five (5) months regarding a complaint FPSA filed against a Permanent Secretary.

In fact the complaint was so serious that we requested PSC to suspended the PS and an enquiry be conducted. But not a whisper has been heard from the Chairman or the Commission and it appears that this Constitutional authority is a waste of tax payer's funds.

In another incident recently, a serious accusation was made against another PS who had the audacity to question the authority of the staff of the Auditor General's office, which was carrying out their statutory functions. The matter was reported to PSC but it met the same fate like other complaints which are swept under the carpet. This PS, who was found heaping praise on the Govt through his Twitter account regularly, has now been given a clean chit. We ask on what basis has the Commission found this PS not guilty when one reads the initial letter which was written to him - courtesy of Facebook. It was patently clear that it was a serious offence under the Public Service Act. However, a bombshell was dropped a few weeks later that the PS was declared innocent in the whole saga. The Commission has miserably FAILED in its constitutional function.

Under the 2013 Fiji Constitution, PSC has a responsibility for monitoring the performance of the Permanent Secretaries and also to take necessary disciplinary actions for inefficiencies, misbehaviour or misconduct. The Association calls on the Govt to set up an Inquiry in the abovementioned case of the PS to ascertain whether the PSC is exercising its constitutional powers given to it under Section 127 of the Constitution without bias, fairly and impartially.

The Commission has also been seen lacking in the exercise of its powers when their very own decisions are not implemented. One of our member's Appeal was rightly upheld by the Commission but the concerned Ministry has until now ignored the PSC ruling and has denied legal and natural justice to our member. It is a clear case where the PS made a glaring error in confirming appointment of a provisional candidate hurriedly for whatever reasons, whereby breaching the Appeal period allowed under the public service policy. This is by any standard a case for a full surcharge action against the Permanent Secretary to recoup the funds of the tax payers of this country since the provisional candidate cannot now be removed as the errant PS has given her a confirmed three (3) year contract. If an HR Officer in a Ministry would have done this she/he would have been summarily dismissed.

Continuing with this saga, the offending PS did not stop there. In a vengeful action, he had the audacity to write to our aggrieved member just recently informing her that her case had gone under Audit process without revealing the basis and type of scrutiny. Furthermore, he informed her that he has already consulted with the Ministry of Civil Service and the Solicitor General's office to gain support for his original decision on the appointment he had made for the position and cover his misconduct.

This is the most dangerous situation arising in the civil service against our members and a precedent is being created to deal with grievances of our members. The issue here is that a higher office (PSC) upheld the appeal of our member, and then it was sent to the Ministry to implement the same. Because the PS had made a colossal blunder by giving a 3 year appointment to a provisional promotee, before the appeal period expired, and for whatever reason, hurriedly awarded her the contract. Now with the Commission upholding the appeal of our member the PS is caught red-handed with his erroneous decision. He has tried to involve the PS Ministry of Civil Service and the Solicitor General with some make-believe excuses and to receive their support on whatever basis is unknown to us.

The frightening question now is that the Permanent Secretary can manoeuvre his way with the PSC's decision by involving another PS who serves the Commission, and the Solicitor General who is the legal advisor to the Govt, and prevail over constitutional body like the Public Service Commission. This is a classic case which should receive the highest level of attention by the Govt and particularly the Prime Minister and the Minister for Civil Service.

We ask the question, where this Permanent Secretary derives his authority to overrule the Commission, which is his supervising authority. He used the PS of Ministry of Civil Service and the Solicitor General to circumvent the process. All of three officers must be formally charged under the Public Service Act for collusion and injustice against another officer. Our members' rights have been trampled with impunity. This is a scenario which gives us an idea of how the justice will be served in this country. The situation discussed here is just as worse than the Police Bill that is in circulation in the country.

**IN LIGHT OF ABOVE, WE HAVE THE RIGHT TO EXPRESS OUR VIEWS VERY STRONGLY.
FOR THAT PURPOSE A RESOLUTION ON PSC IS BEING PRESENTED TODAY.**

4. DRAFT POLICE BILL

To add to all the confusion currently going in the country, the draft Police Bill is becoming a jigsaw puzzle for the citizens of this country. It is surprising that financial backing for the drafting had some diplomatic support. Early this week two media platforms and social media sites carried the news that the Prime Minister has now instructed the Ministry of Defence to withdraw the draft Bill. The supposed statement from the PM that his Govt was not aware of the issue and lack of consultation on the draft Police Bill is akin to telling "a story to the marines".

It is common knowledge now, that the draft Bill was launched by the Minister for Defence at GPH on 4th March with great media fanfare, in the presence of Acting Chief Justice of Fiji, NZ High Commissioner, an UNDP representative, Acting Police Commissioner and Director of Public Prosecutions, including senior Police and RFMF officers. A group photograph of the dignitaries with the garlanded Defence Minister and VIPs, and their speeches, were plastered in the media, which cannot be a better proof of the Govt's intention to launch the Bill.

The Government's back tracking from their original intention of the draft Bill appears that the right hand does not know what the left is doing. Their ruse to fool the public has been revealed. NGO's including the Fiji Law Society, are now rightly demanding to see an official statement from the government on the formal withdrawal and burying of the Bill.

5. FIJI ECONOMIC REVIEW

Due to decrease in revenue, Govt has borrowed \$2.3billion; (\$1.4 billion externally and \$940million domestically). Its expenses in the last 6 months have been \$1.5 billion against a revenue collection of \$964.8 million, a short fall of \$535.2 million. At this rate by the end of the year government could add additional debt of \$1 billion, reaching to the last given figure of approximately \$8.3 billion which would be 83% of the GDP. Anyone with simple economic understanding would say that a debt of over 50% GDP is a sure sign that the economy is sick. Our future generations will be left a crippling debt to repay. It is surprising that Govt will now borrow more to pay for operational expenditure including salaries of Civil Servants.

6. FIJI NATIONAL PROVIDENT FUND [FNPF]

FNPF is another organisation which needs to be cautious where it is venturing with its financial control situation. A statement released by Govt revealed that FNPF paid \$205 million to people affected by COVID-19, of which \$102 million was provided by the Govt. However, FNPF figures tell us that 69,000 workers have nil balance in their account and this would mean that they will not have enough savings for retirement pension even if they have remaining working life of 15 to 20 years.

Lately it has been revealed that several thousand existing Members, who utilized their savings for disaster relief and Covid19 related matters, are also approaching the "zero balance" in their accounts. This is a grave indictment of the handling of Members' heritage by the imposed FNPF Board, who has drifted away from the original objectives of the Fund.

The worry is that approx 115,000 workers who lost their jobs are no longer contributing to the Fund and are moving into the informal sector. Before COVID-19, informal sector workers made up 66.2% of total workforce. Now some formal sector workers, after losing their jobs, have moved to informal sector and increased the percentage there to between 80 to 90%. The question that needs to be answered by FNPF is as to what is its current percentage of the contribution coming in compared to pre-COVID-19 time.

I am sure the figures would be startling. It would be foolhardy for the Fund to expect that informal workers will suddenly become members and make voluntary contributions. Ironically FNPF management staff are busy holding Social Security Workshops when they know that their COVID-19 strategy has mostly siphoned off the members retirement savings. Workers, as stakeholders need to keep a strict watch on FNPF strategies.

The Government, by bringing down the employer's contribution to 5%, is giving them a bonanza. In case of the Civil Service alone, the Govt will save approx \$50million on the \$1billion Civil Service Salaries per annum. The workers are further losing 3% by reduction of their contribution from 8% to 5%.

7. POVERTY

There is no denying that poverty has dramatically increased in the country after COVID-19. The 2019-2020 (Feb to Feb) Household Income and Expenditure (HIES) report has established that national poverty rate stood at 29.9% almost 30%, which means 260,000 Fiji Citizens live in poverty. It doesn't need a rocket scientist to tell anyone that poverty could be hitting nearly 40% to 50% by June this year, if by then the international borders do not open for Fiji to start getting tourist in large numbers. With current slow progress in winning the COVID-19 fight, together with the current public debt crisis, we are looking at a possible poverty rate as much as 50%. This is a wake-up call for the Government.

The accepted national poverty line is \$200 per week for a family of four and 69,000 of FNPf members have zero balance in their accounts. The main reason for poverty still is the same as Father Kevin Barr has always said "the reason for poverty is sweat shop wages". The current minimum wage of \$2.68 an hour works out to a take home pay of \$110 per week. A family of four cannot survive on this kind of wages.

8. COVID RELATED CAMPAIGN BY PSI

Pacific Island Countries Public Sector Unions Calls For Support On Covid 19 To The World Trade Organisation [WTO] Agreement On Trade Related Aspects Of Intellectual Property Rights [TRIPS] Waiver Through The Public Services International [PSI]

Members would recall that at the 77th Delegates Conference on 3rd October 2020 I had said that FPSA as an affiliate of PSI, a Global Union Federation for solidarity and strategic support on important matters including global issues. The PSI takes our voices to the UN, ILO World Health Organisation (WHO) and other regional and global organisations.

The coronavirus economic impact from lockdowns and sustained international border closures has been devastating, especially where economies are reliant on tourism. Countries face a serious economic crisis, with growing unemployment and governments are forced to introduce harsh austerity policies. As such the timeline for vaccination and the reopening of international borders is of great consequence. The small island sub regional countries in the Pacific like Fiji, Tonga, Samoa and Vanuatu have chronic shortages of basic consumables and medicines are an ongoing challenge and underfunding of public health systems is rife.

It is of greatest concern that Pharmaceutical companies through WTO, TRIPS will be able to prevent other manufacturers from producing COVID-19 vaccines by holding back the production of vaccines for their own individual profit. The big question is: will the WTO rules allow big Pharmaceutical companies who have a monopoly over the market to dictate prices even to governments that will consume public finances required for health recovery.

9. ILO REPORT ON FIJI

Fiji was criticised once again in a new ILO report of 2020. The Report of the Committee of Experts on the Application of Conventions and Recommendations, released in February 2021, addresses several issues that Fiji unions have raised with the ILO. "The Fiji Government has not engaged in good faith to amend the legislation (ERA 2016) to bring it into conformity with the Convention, and the ERAB (Employment Relations Advisory Board) has not held meetings as agreed and has now been shut down without any review of the legislation or legislative amendment," the ILO report notes. It also noted on the restrictions placed on unions to organize demonstrations and hold meetings.

The report states that resolving disputes has become difficult, if not impossible.

"The Committee notes with concern the allegations that the Government has systematically dismantled Tripartism by removing and/or replacing the tripartite representation on a number of bodies (including the ERAB, the Fiji National Provident Fund, the Fiji National University's Training and Productivity Authority of Fiji, the Air Terminal Service and the Wages Councils) with its own nominees," the ILO reported. The ILO's Committee is urging the Fiji Govt to take all necessary measures, including the reconvening of the ERAB.

ILO has also stated on the prohibitions to organise meetings and rallies. "The Committee notes the FTUC's allegations that permission for union meetings and public gatherings continues to be arbitrarily refused. It once again requests the Fiji Govt to take the necessary measures to bring section 8 into line with the Convention by fully repealing or amending this provision.

10. CIVIL SERVANTS RIGHTS TO STRIKE

In 2011 ENI Decree brought Telecom, Civil Aviation & Public Utilities as National Industries under the "essential" banner. This effectively meant that the right to strike was taken away. The ILO Convention allows Civil Servants, who are not in the position to exercise authority in the name of the state, can be allowed to take industrial action. ILO recommends the Government to review the list of Essential Services in industries and allow public servants the right to strike.

11. POLITICAL PARTIES DECREE

The ILO recommends Fiji Govt to amend Section 14 of the Political Parties Decree which prevents trade unionists and those working in trade unions from being a member of a political party or even expressing support to a political party. The Committee further noted that the political parties decree was unduly restrictive in prohibiting membership in a political party.

12. RIGHT TO ASSEMBLY

The Public Order Amendment Decree (POAD) requires approval from authorities to participate in a rally or be allowed to assemble. It has been found that the authorities are arbitrarily refusing the right of assembly and on several occasion, it has refused the FTUC for their application to march in Suva. Another application is with the authorities for a march on 2021. The ILO recommends to the Fiji Government that POAD be amended into line with ILO Convention so that right to assembly is freely exercised.

13. CONCLUSION

In 2018, we celebrated our 75th Anniversary, FPSA has substantial assets and resources which collectively belong to the financial members and are held and administered by the National Council on your behalf. We will continue to move forward to serve our members with pride and diligence. Your solidarity and strength is the cornerstone of our success.

With expressions of appreciation for your cooperation, I have pleasure in commending this 2020 Activities Report to the house.

VINAKA

20th March 2021



Fiji Public Service Association **2021 78th National Annual General Meeting**

Saturday 20th March 2021, Central Cuisine Restaurant, Sports City, Suva

MOTION No. 2021/01 **ELECTION OF LIFE MEMBER**

In accordance with Clause 6(e) of the Constitution of the Association, the National Council recommends that the Association confer Life Membership to Bro Karam Bidesi who served our Association as a General Treasurer for an unbroken period of 26 years. Therefore, this motion is submitted for the consideration and adoption by the 78th AGM as follows:

“THAT in recognition of his loyal membership of the Association during his service in the Public Sector and his to dedicated contribution to the establishment of a strong, progressive and prosperous trade union, his example and leadership qualities, and for demonstrating selfless service as a committed official of our union, the 78th AGM gratefully confers *Life Membership* to Bro Karam Chand Bidesi, FPSA General Treasurer from 1994-2020.”

The Association is happy to wish the immediate past General Treasurer a happy second retirement and hope that the Almighty keeps him well. Bro Karam is also an ex-Senior Auditor who served at the Office of Auditor General for more than 25 years and remained our dedicated member throughout.

He participated in many struggles of the Association for workers' rights and never lost the vision of serving his follow members. We regard him as a perfect, example to us all as a voice in our decades of STRUGGLE for WORKERS RIGHTS, DIGNITY and JUSTICE.



Fiji Public Service Association **2021 78th National Annual General Meeting**

Saturday 20th March 2021, Central Cuisine Restaurant, Sports City, Suva

The Annual General Meeting of the Fiji Public Service Association held on Saturday 20th March 2021 received, discussed and adopted the following resolution:

MOTION No. 2021/02

TROPICAL CYCLONES (TCs) YASA & ANA

- RECALLING** : The heart rending and extensive destruction caused by Tropical Cyclones YASA (Cat.5) on 17th December 2020, recording winds of 345km per hour that lashed Fiji's Northern Division which bore the brunt of the devastation, followed by TC Ana on 31st Jan 2021 the second within 6 weeks;
- OBSERVING** : The horrendous losses, suffering and injuries which reflected the severity of the plight faced by our people in the North;
- SYMPATHISING** : With the tragic helplessness of thousands of victims, including FPSA members and their families, in the aftermath of the devastation.
- WITNESSING** : The goodwill, empathy and assistance offered by many organisations and individuals, both local and from abroad, and the state institutions to the plight of the sufferers;
- PRAISING** : The widespread spirit of giving, care and generosity shown by all towards our grief stricken community;
- COMMENDING** : The resilience of the affected people rising from the depths of the disaster, with the gratitude and able assistance of philanthropic organisations and numerous donors;
- REALISING** : That the weaknesses in the infrastructure, absence of reasonable and workable standards, and the vulnerable construction method of the dwellings, particularly in the rural areas, may have contributed to the high level of destruction;
- RESOLVES** : The Unions and the NGOs should collaborate and consider initiatives to discuss with the authorities that the construction sector be encouraged to plan, and implement suitable measures as affordable but cyclone and earthquake resistant housing for the less fortunate;
- FURTHERMORE**: The government must ensure that it has enhanced emergency and relief services readily available to forestall and/or alleviate such tragedies in future.



Fiji Public Service Association **2021 National Annual General Meeting**

Saturday 21st March 2021, Central Cuisine Restaurant, Sports City, Suva

Agenda Item 06 – National Activities Report

The 78th FPSC National Annual General Meeting [NAGM] held on Saturday 21st March 2021, received, discussed and adopted the following resolution:

Resolution 2021/01 – FPSC National Women's Committee

Pursuant to Rule 50 of the Constitution of the Association, the National Council has powers to appoint committees with such powers and authorities as deemed necessary and may at any time dissolve such committee or vary their composition or objectives. The 78th FPSC Delegates Convention, held on 21st March 2021, hereby resolves and directs the FPSC National Council to establish a **FPSC National Women's Committee**, as follows:

THAT, after each 3-yearly FPSC Delegates Convention, a FPSC National Women's Committee is appointed with the following scope, aims and objectives.

1.0 AIMS & OBJECTIVES

- (a) To secure the membership into the Association of eligible women workers.
- (b) To promote and engage in activities, which will attain and enhance participation of women members in the activities of the Association at all levels.
- (c) To make representations to the Association on specific employment connected issues affecting women members, particularly, those issues, policies and actions of the employers and members which discriminate against women at the workplace.

2.0 TERM & COMPOSITION

The Committee's terms shall be for three (3) years and shall comprise of:

- (i) Chairperson
- (ii) Vice Chairperson (2)
- (iii) Secretary
- (iv) Treasurer
- (v) Committee members (4)

3.0 EX-OFFICIO MEMBERS

The positions of Chairperson, Vice Chairpersons, Secretary and Treasurer shall be appointed from among women members elected to the FPSC National Council.

4.0 MEMBERS

The other members of the Women's Committee shall first be co-opted from the remaining elected members of the FPSC National Council. Any vacancy arising in the Committee shall be filled by the National Council.

5.0 BRANCH WOMEN'S COMMITTEE

The National Women's Committee shall be responsible for organising Women's Committee in Branches and providing the necessary guidance, advice and assistance to such Committees to enhance the aims and objectives as specified above at Branch level."



Fiji Public Service Association **2021 National Annual General Meeting**

Saturday 20th March 2021,
Central Cuisine Events Centre, FPSA Sports City, Suva
Agenda Item # 05

The 78th FPSA National Annual General Meeting [NAGM] held on Saturday 20th March 2021, received, discussed and adopted the following resolution:

Resolution 2021/02 – SACK the INCOMPETENT PSC CHAIRMAN & MEMBERS

- RECALLING** The important responsibilities placed on the Public Service Commission by the Fiji Constitution, in particular via sections 125 to 127, to appoint, direct, monitor and discipline Permanent Secretaries [PS], for the express benefit of the Fiji Public Service.
- NOTICING** The serious deterioration of decision-making capabilities by the Public Service Commission on numerous occasions. A case in point is that a draft FPSA/MCS Collective Agreement has been languishing with the PSC and the Ministry of Civil Service and despite a dispute on this matter filed in the Arbitration Court, no action has been forthcoming from the Commission or the Ministry and their failure to control and discipline the offending Permanent Secretaries [PS's] is a serious indictment of their performance.
- FAILURE** To act on a Dossier submitted by the Association to PSC on serious misconduct of a Permanent Secretary bordering on criminal offences remains unanswered for the last 5 months.
- WITNESSING** That though the Commission rightly allowed a justifiable appeal by an officer, the relevant PS knowingly contradicted the appeal ruling by PSC and had rushed to confirm the provisional appointee to a lengthy contract period, and the PSC remained powerless to intervene where a serious disciplinary charge was warranted. In fact for all intent and purposes, the PS overruled the Commission by not upholding the appeal decision of the commission, and further involved in his malfeasance and unlawful act another PS and the Solicitor General. This particular PS had the gall to write to our member informing her that his earlier decisions stand despite PSC awarding her appeal. That letter was also copied to the involved PS and Solicitor General.
- COLLUSION** The Association calls upon the Prime Minister as the Chairman of the Constitutional Offices Commission to investigate the conspiracy by the two Permanent Secretaries and the Solicitor General in order to institute disciplinary actions against them.

- OBSERVING** The subsequent action by the same PS to institute an uncalled for audit on her job performance, thus further discriminating against the same dedicated officer and endangering her just and deserved advancement.
- FURTHER** Noting the case of another PS who made an utter fool of himself by behaving in a despicable manner when he publicly abused and denigrated a subordinate officer from another Ministry. The latter department, which is established under the independent Constitutional Offices Commission, are authorised to have unfettered access to all government records, including the custody or control of any person or authority. Though this matter was reported internally and widely in the media, the Commission failed to discipline the PS for his disreputable behaviour.
- IN ADDITION** The recruitment of overseas personnel to fill local PS positions, costings thousands of dollars each via overseas consultants, and resulting in a constant turnover of PS's through early departure or termination of their tenure and subsequent loss of revenue. The whopping \$60,000 fees for each appointment by the Australian Consultancy firm is another damning indictment of the calibre of current PSC Commissioners.

RESOLVES TO CALL UPON THE PRESIDENT AND THE CONSTITUTIONAL OFFICES COMMISSION

To terminate the appointment of the non-Resident Chairman and the Commissioners for failing to discharge their Constitutional duties as required of them, henceforth, based on reason of their dereliction of duty, and to appoint five (5) new and qualified Fiji resident persons with relevant qualifications and experience in the Public Service matters, as new Commissioners, with the Constitutional objective to introduce and maintain an effective and high calibre of decision making processes for the Fiji Civil Service so that civil servants serving in Govt Ministries and departments have confidence in the central personal authority for the public service.

*"Our lives begin to end the day we become **SILENT** about things that matter."*

- Dr Martin Luther King Jr, US Civil Rights Leader & Orator.



Fiji Public Service Association
2021 National Annual General Meeting

Saturday 20th March 2021,
Central Cuisine Events Centre, FPSA Sports City, Suva
Agenda Item # 05

The 78th FPSA National Annual General Meeting [NAGM] held on Saturday 20th March 2021, received, discussed and adopted the following resolution:

Resolution 2021/03 – INEFFECTIVENESS OF ARBITRATION COURT

- NOTING** That the Arbitration Court has been unable to deal with an important dispute filed with the court by the Association and which case has been languishing for years.
- OBSERVING** That the Panel Hearing has been taken only in few disputes and several matters are waiting to be heard and disposed of and the delay is affecting the members of the Association.
- FAILURE** The Association's log of claim on the FPSA/MCS Draft Master Collective Agreement, which was filed in 2020, has not received a first call from the Court and no explanation has been received from the delay.
- NOTICING** That the Association's log of claim on the draft MCA between FPSA and MCS involves the government could be seen as one of the reasons for the lack of progress in this important matter.
- RECALLING** That the Arbitration Court is temporarily accommodated with the Judiciary and in the current format, does not serve the interests of the workers as it requires a full time Chairman of the Court and a set of independent administrative staff who could devote their full time to disposing off several cases awaiting the results of the disputes.
- RESOLVED** THAT we call upon the Govt to immediately provide the necessary full complement of staffing and adequate resources to the Court in order that the rights of the workers are safeguarded without hindrance as currently being experienced.

**2021 FPSA 78th National AGM,
Saturday 20th March 2021**



2021 Delegates registration



2021 NAGM underway



Fiji Public Service Association
79th National AGM, 19th March 2022
FPSA Activities Report 2021



[Agenda Item 06]

1. INTRODUCTION

- 1.1 **Presentation:** Under Agenda item #06, the FPSA Secretariat hereby submits, this 2021 Industrial & Activities Report to the 2022 79th National Annual General Meeting [NAGM] on behalf of the National Council. Pursuant to Clause 73 of the FPSA Constitution, it is essential that a proper Annual Report on year 2021 be presented to our 2022 Delegates Convention for your consideration. This report contains topics and activities that your Association engaged with and attended to over the report period, some of which were unsettling.
- 1.2 **FPSA Annual Reports:** Annual Reports always forms part of our ongoing historical account on the status of our Association, and it registers the events, struggles and the achievements. By extension, it may also cover the essential human rights climate in Fiji, and ancillary industrial relations [IR], due to reasons by and large they result in an unavoidable impact on our existence and operations. The last such presentation was made at the 78th NAGM held on 20th March 2021, at the Central Cuisine Events Centre [CCEC]. By today, this IR report has already been presented and discussed at the four FPSA 2022 Branch AGMs at their advertised times and venues.
- 1.3 **Other Salient Comments:** At these AGMs, opportunity is taken to comment on some other national or global topics that are relevant to our situation and operations. Over past four decades, this country has faced political debacles which expressed itself into near disaster for Fiji trade unions and their members and more drastically abridged the human rights of all the citizens. It remains an undischarged onus by decent citizens, not just the union Members and their officials, to reverse and recover the breaches of human rights and to alleviate the wrongs. News and reports on them are easily found in the printed press, airwaves or on the internet. Hence, such matters find space in our annual reports for your enlightenment, however briefly.
- 1.4 **FPSA HQ IR Division:** Under the prevailing conditions, the IR Division undertook its assignments to attend to old and new IR disputes and grievances as best possible. During 2020 & 2021, the sudden arrival of the virus Covid 19 created havoc which continues to this date. As a result, the nation, along with the globe, suffered severe setbacks in various forms. In brief, Covid-19 produced serious downturn in most economic sectors, resulting in losses, business failures and other collapses. Fiji nationals kept abreast of the major changes via the media and Govt announcements. For FPSA, there was a reduction in operations and related services, resulting in an unavoidable shortened operational year. However, for some short periods, due to the adverse effects arising from Covid-19 causes, the IR Section activities were briefly curtailed. This is reflected in our report.
- 1.5 **Government Decrees:** Since 2006, the Decrees had disrupted the standing of our Members' cases by cancelling many lodged and pending matters. Harsh actions by the authorities thereafter placed our justified cases beyond all appeal process or relief due to the punitive dictates of the Edicts, which basically shrank most such rights. The campaigns by the Fiji trade unions in this regard have been well recorded in past reports and no doubt in future years we may still be reminded of them.
- 1.6 **FPSA HQ IR Staffing:** Bro GS directed the IR Division with able support from other staff: Bua Vuli (Senior Industrial Officer, HQ), Mohnish Dutt (Executive Officer, Lautoka), Abilash Chand (IR Research Officer, Suva) and Shaneel Chandra (Clerical Officer, Labasa). And, at the express behest of the Council, our still active Life Member (a former Member since 1960's, and later FPSA PIO) Bro Nirbhay G. Singh ["N.G."]

provided valuable support to our IR activities via remote consultations and inputs in areas of analysis, preparation of selected reports and production of FPSA Annual Reports.. We remain indebted for his frequent contributions to our causes and for his willingness to impart his skills, knowledge and experiences for the benefit of FPSA Members.

- 1.7 **FPSA Aims & Objectives:** As mandated by our Constitution, the Council has steadfastly upheld the Association's *Aims and Objectives* despite the negative events in the country over past decades. The latter episodes severely tested and strained our resolve. Some adverse situations were not always avoidable and need to be viewed in a proper perspective. Thus, the obligation remains for us all to be grateful for the ready cooperation, contributions, diligence and determination by the Councillors and staff, past and present, and for the resoluteness of the Membership during the past and current difficult times. For the benefit of our Members – old and new – we consider that it is proper to highlight again our Objectives in Clause 4 of the FPSA Constitution, summarised herein **Figure 01** in brief (*while the full Article 04 of the Constitution is reprinted in full on the last page*).



A Summary of FPSA Objectives [Clause 4]



★ Organizing Membership of public sector & other workers	★ Promoting, enhancing and Safeguarding Members Rights
★ <i>Serve as an Official Medium for Members</i>	★ Promote Legislation for Members' welfare
★ <i>Be the advocate for Settlement of Disputes via lawful means</i>	★ <i>Regulate Inter-Member relationship amicably</i>
★ <i>Practically promote Welfare of Members and their families</i>	★ <i>Undertake Lawful Ventures to further FPSA interests</i>
★ <i>Provide Benefits to Members (MABS)</i>	★ Solidarity and cooperation with other unions
★ <i>Promote Public Services for the interest of the community</i>	★ Furtherance of these Objectives via legitimate means

Fig. 1: Summary of FPSA Aims & Objectives

2. **GLOBAL ISSUES**

- 2.1 **Natural Disasters:** A feature that continues to repeat in history is the spate of natural disasters in the form of hurricanes, flooding, volcanic eruptions, earthquakes, tsunamis, and other destruction with various degrees of resultant losses. These phenomena occur all over the world now but with increasing frequency. A report indicated that over Atlantic Ocean, the number of hurricanes recorded exceeded the letters of the alphabet in one year. Recently, our own Pacific region had visitations from Tropical Cyclone [TC] Harold, TC Yasa, TC Ana, and TC Bina, and lately TC Cody. As they affected all parts of our country, our Members and their families have had personal experiences to relate. These events are also covered in the Fiji media and Govt sources, even in the Parliament, and the recovery work continued. In a few areas, shelter for families and schools for children remain outstanding, some relating to or originating as far back as TC Winston in 2016.

2.2 **CORONA-VIRUS CoV-2** **COVID-19 : A Global Pandemic**

Since January 2020, a monstrous pandemic named **COVID-19** has swept the world, with new variants mutating, ebbing and re-surgings in various waves. Because of its swift global spread, there has been constant, urgent and ceaseless reporting by nations or world organisations on its affliction rates, the resultant deaths etc, and the ensuing havocs. If left unchecked, Covid19 is more horrendous when compared to other such recent scourges (e.g. HIV/AIDS, SARS, Avian Flu, MERS, Ebola and Zika etc).

It is comparable to the 1918 Spanish Flu Pandemic a hundred years ago, which took approx 50 million lives world-wide over a three year period. However, due to advances in medical science a century later, the total death toll from Covid-19 is currently lower, but still a matter of grave concern. See **Figure 02** for General Virus terminology.

"Endemic"	= A disease or condition found regularly in one area.
"Epidemic"	= A widespread occurrence and circulation of disease in a larger community and beyond at a particular time.
"Pandemic"	= A disease spreading quickly over a whole country, continents or the globe.

For more details visit WHO: <https://www.who.int/health-topics/coronavirus>

Fig 02: General Virus terminology

- 2.3 Effects on Population: Covid-19 has spread and mutated into various new strains, and caused repeated lockdowns in hundreds of nations, including the more advanced countries. The new variants are harsher and deadlier. Current global total of C-19 cases exceed 390 million, from which nearly 6 million deaths are recorded. These statistics indicate a three-fold increase in afflictions in just one year. The rate of spread eased and ebbed up or down in several cycles, especially as a result of large un-controlled public gatherings and national sports or holiday events, also at times aided and abetted by groups called virus-sceptics, anti-vaxxers, or for plain political purposes.
- 2.4 Global Responses: The best practical method to counter Covid-19 is isolation of affected persons and social distancing when citizens are out in public, with the wearing of face masks and observing strict health requirements. Serious cases are hospitalized for therapeutic treatment. Based on data collected from worldwide health authorities, special guidance was issued by World Health Organisation [WHO] which was adopted by most member states. These preventive responses resulted in the necessary, but highly unpopular, lock-down orders which directly brought to standstill many nations, their economies and travel/tourism or hospitality industries. Airlines were grounded and ocean liners berthed as they proved to be dangerous and concentrated virus spreaders.
- 2.5 Vaccination: Naturally, rush for a vaccine against future spread of C-19 commenced almost immediately in 2020 by health authorities and private producers and approved supplies became available in early 2021. The transportation, storage and dispensation by medical staff of the vaccines placed some pressure on existing medical facilities, but the vaccination rate in most countries has increased steadily. WHO organized the COVAX project for coordinated vaccine distribution which came to the assistance of lower income countries. Since then, new versions of the vaccine, aimed at populations of certain age groups have come on market. In future standard medicine for the same may become viable to be prescribed, as like other past scourges, Covid-19 may become and remain "endemic", and that is part of our regular health conditions in ordinary life.
- 2.6 C-19 Status in Fiji: The imposition of corrective measures showed positive results in many cases, but were often breached by sections of uncooperative, frustrated or misinformed citizenry. As a result, second and third waves of the C-19 spread in many countries, including Fiji. After largely containing the outbreak in Fiji (2020 = only 2 deaths), our country was devastated by the Delta variant (origin India), which news reports tracked to travellers from the sub-continent to Fiji in April 2021. Regrettably, after the invasion of the OMICRON variant, Fiji now has the dubious label of being the Pacific island nation with highest Covid rates of cases and deaths. As this topic is so widespread, and reports on it are widely and constantly available in local or world media, it may be redundant to dedicate more space to it at this stage. Therefore, some general local, regional and global statistical data on Covid-19 is presented in **Appendix 01**. For past two years, the presence and incidence of Covid-19 has overshadowed Fiji's other long present health-related problems, e.g. NCD's, leptospirosis etc.

2.7 **Other Global Items**

- 2.7.1 **Energy Issues:** Covid-19 affected most industries, including the fuel market due to the suspension of transportation, factories and other operations. For a few months in 2020, the harmful emissions from industries dropped to near zero, until operations resumed later. Due to loss of facilities, capacities and logistics, the global supply chain of goods, shipping and trading were severely affected. Sales of refined fuel dropped while the market for future crude oil export also was forecast to be near zero. Generally, as operations resumed, gas prices for consumers have remained steady.
- 2.7.2 **Environmental Issues:** The lockdowns also affected the various plans and public events designed for this worldwide climate crusade. COP26 conference scheduled for 2020 in Scotland was deferred and held in November 2021. Regrettably, as it happened at 25 previous meetings, the final outcome from COP26 was a feeble show and compromised of promises only. In like manner the 2020 Olympics Games set for July 2020 in Japan was also deferred by one year and completed in 2021. Though cleaner air was recorded briefly around the world due to industrial shutdowns caused by Coronavirus, economic pressures have resumed in such a manner that we are soon back to previous status.
- 2.7.3 **Economic Woes:** As expected, the widespread lockdown of industries around the globe due to the Covid-19 pandemic also affected the financial and budgetary markets of nations small and large. As a result, countries undertook counter measures to shore up their industries, particularly for jobs in danger. Huge subsidies were contemplated, announced and implemented. However, the funds soon ran dry, resulting in protests and more demands. Thus nations geared up with more loans which contributed to translate into higher national debts. The World Bank and IMF gave reports and forecasts which drew grim pictures for upcoming years. Thus Fiji also finds itself with deeper debts, as was forecasted and analyzed by various experts, including some comprehensive and searching articles by Prof W. Narsey, et al. Just lately, ADB has revised the rating for Fiji which indicates drastic change in our economic status.

3. **FJI PARLIAMENT**

- 3.1 **Fiji General Elections:** Under the 2013 Fiji Constitution, general elections are held every 4 years, the first poll was held in August 2014 and then repeated in late 2018. The next election is due in late 2022 but some indications are that it may spill over into year 2023. Already local parties are gearing up for the event with numerous public statements and writings, however direct public campaigning appear to be limited or restricted. In the meantime, the Parliament sessions continue with frequent acrimony over Govt policies. At times, subjects that are not permitted or denied on the house floor crop up in the social media.
- 3.2 **Fiji Decrees & Parliamentary Acts:** From year 2007, the regime issued a series of Decrees, the direct effects of the same on Fiji trade union movement was well reported in previous Reports. After 2014 new laws required the conversion of Decrees into "*Acts of Parliament*". The number of such Decrees & Acts over past 16 years are summarised in **Figure 03**.

Fiji Govt Decrees & Parliamentary Acts

Year	No. Issued	Type	Year	No Issued	Type
2007	53	Decrees	2014	16	Acts
2008	37	Decrees	2015	32	Acts
2009	56	Decrees	2016	32	Acts
2010	70	Decrees	2017	48	Acts
2011	53	Decrees	2018	33	Acts
2012	80	Decrees	2019	30	Acts
2013	40	Decrees	2020	40	Acts
2014	29	Decrees	2021	47	Acts
(Totals)	418	Decrees	(Totals)	278	

Fig 03: Fiji Decrees, Promulgations & Parliamentary Acts issued 2007-2021.

4. **FJI ECONOMIC OVERVIEW**

4.1 Economic Review & Forecast: The *Reserve Bank of Fiji* [RBF] is the premiere public institution overseeing the financial health of the nation. They regularly produce reports on Fiji economy in standard formats and terminology. They show the status of global commerce and other data based on the scenario and outcomes of the larger trading blocs. The costs of fossil fuel and some essential goods are noted and applied to the local Fiji scene. On the domestic front, RBF previously forecasted that in 2019 the Fiji GDP would return a lesser rate than in past forecasts. A year later in 2020 their data show a **minus 0.4%** decrease for 2019. Then RBF had also forecasted a somewhat similar picture for **2020** with a projected growth of only plus **1.7%**. However, the latest release shows a provisional downturn of **approx minus 20%** for 2020 with real GDP figures for 2021 not finalized yet. As expected, the Covid-19 factor accounted for a serious reduction in all economic sectors in Fiji. In **Figure 04** their projected financial statistics for period 2020-21 is depicted.

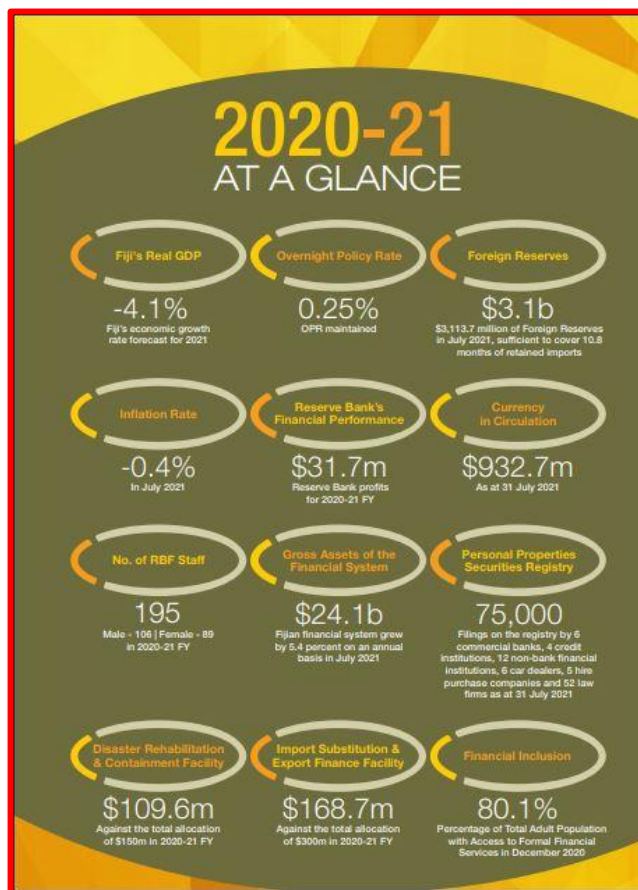


Fig 04: Fiji financial data by RBF

4.2 Fiji 2021-2022 National Budget: The Govt's fiscal year runs from August to July next year. The full Budget papers cover hundreds of pages and they are widely distributed and discussed in the media. Our Members in the Public Service would have come across them easily via Gazette issues. Selected copies of the salient documents are also retrievable from the website of Ministry of Economy and other sources. No doubt, the far reaching negative effects of Covid-19 pandemic played a significant role in the general national economic downturn. As a result, the Govt issued a revised *Covid 19 Response Budget* estimates in March 2020, and later *Covid Safe Economic Recovery* or *Stimulus Package*, to cater for extra expenses arising from Covid 19 factors was adopted in July 2020. Special loans for business recovery were planned and workers' losses of income were catered by payments via their own FPNF accounts in several stages. As the approved Budget is already in place, further comments are not necessary at this stage, except to present a snapshot views in **Figure 05** to this Report. A striking feature is the ballooning of the Fiji's national debt, which has had an upward trajectory for decades.

2020-2021 Budget Estimates: Snapshot	
	2020-2021 Budget
Estimated revenue (\$ million)	1,673.6
Estimated expenditure (\$ million)	3,674.6
Estimated Net Deficit (\$ million)	(2,001.0)
Debt repayments (\$ million)	(749.5)
Gross deficit (\$ million)	(2,750.5)
Net deficit as a percentage of GDP	-20.2%
Nominal GDP (\$ million)	9,905.3

Source: Supplement to the 2020-2021 Budget Address

Fig 05: Fiji Budget Snapshot by PWC

5. **TRADE UNION RIGHTS IN FIJI**

- 5.1 **Collective Bargaining:** Chapter 2 of the 2013 Fiji Constitution contains "The Bill of Rights" which is largely identical to the principles in the 1948 *UN Universal Declaration of Human Rights*. But it still contains some noticeable faults. Section 20 on Employment Relations provides workers the right to collective bargaining, but they are curtailed in Section 5 of the same clause. Parts of older Decrees remain embedded without change in the Constitution, with little possibility for a legal challenge. The workers are denied their full human rights into the future until such articles in the Constitution are properly reformed. These wording violates other clauses of the Constitution itself and also relevant global protocols. In such circumstances, it was obligatory on Fiji union movement to continue their crusade against the glaring inequities. The results or achievements to date of our campaign have been reported extensively in previous reports.
- 5.2 **ILO Interventions:** The 2015 & 2016 ILO Tripartite Fiji Agreement provided some relief to our grievance, still Fiji Govt reneged on some aspects thus our Workers Group re-launched the campaign on the delayed or overlooked subjects. ILO re-dispatched more missions to Fiji to monitor and report on the status of workers' fundamental rights. As a result Fiji has been in constant public view of this world body due to its non-compliance with ILO conventions and other agreements it publicly signed. The situation continues unresolved and our hopes are pinned on ILO and friendly NGOs to keep the shortcomings alive for future resolution. The passage of the Covid pandemic should not dampen our resolve, as depicted in our Aims & Objectives. Every year, UN Human Rights Commission conducts a *Universal Periodic Review* [UPR] of a number of states, and Fiji has been featured prominently for several past cycles.
- 5.3 **UNHRC UPR on Fiji:** From 2010 to 2019, UNHRC has investigated the Fiji political and human rights situation and invited the Govt and other stakeholders to submit their views. In addition many other nations have bombarded Fiji with valid questions of their own. There are voluminous documents produced and stored on such subjects, containing the questions, answers and reports and outcomes of meetings. Fiji stakeholders, including trade unions and other social actors have submitted their inputs regularly, including a separate report by FPSA in 2014. Needless to say that the Fiji Govt has managed to prolong the resolution of various incidents as brought to their attention.
- 5.4 **Recent UNHRC Outcome:** While ILO & UNHRC continued to scrutinize Fiji's record in the sphere of human and trade union rights, a rotational change in UNHRC membership occurred in October 2020, when Fiji & 17 other nations were appointed to the Council for a three year term. Even while many of Fiji's unsatisfactory HR reports remain on its agenda, in January 2021 via a change in its Chairmanship, Fiji's permanent Rep to UN in Geneva was elected as Chairperson. Though it may appear to be a political victory of sorts, the prospects of presiding over the unresolved human rights issues in Fiji would normally appear to be untenable. Many civil rights groups in Fiji and abroad have highlighted this conflicting issue and they hope for the right minds and hearts to prevail.

6. **EMPLOYMENT RELATIONS ACT [ERA]** [Formerly ERP 2007]

- 6.1 **Origin of ERP 2007:** The original Employment Relations Promulgation [ERP] was issued in October 2007 after lengthy decades long consultations between the stakeholders conducted from mid-1980's to 2006. The ERP revised and amalgamated several former Acts relating to industrial relations (except for Workmen's Compensation Act, which is now part of ACCF). In 2017, the Govt changed all existing Decrees to be called "Acts" of Parliament, even though they were not voted on by a legitimate Fiji Parliament. Thus the 2007 ERP became known as 'ERA' still in its questionable state.
- 6.2 **Fiji Labour Laws:** The ERA is considered the supreme industrial relations labour law in Fiji and it is incumbent on the tripartite partners involved to abide and support it and further to strive persistently to upgrade the IR environment. However, the past unsettling events described elsewhere, and the continued opposition by the Govt and Employers to act in the true spirit of Tripartism has frustrated its full attainment. But the Fiji union movement had persisted and two major amendments to ERP per Acts #04/2015 and

#01/2016, as described previously, are entirely the result of our ongoing campaign. Yet more work in this area is required.

- 6.3 Future Amendments to ERA (formerly ERP): As some flaws exist in all legislation, the same applies to the ERA. Thus there exists a Law Reform Commission as a separate national entity. The 2016 Fiji JIR arrived at with full backing from ILO, which again stipulated that the parties should embark on refining other ERA matters that are still pending. These include items such as, the definition of union officials as "public officers", removing the ban on union officials to enjoy the free political process, minimum wage, and the rationalization of list of "Essential Services" etc. The latter, as per Act #04/2015 amendments, was expanded to cover virtually the whole of Public Service. The original 2007 text issued as Schedule 7 of the ERP 2007 has not been upgraded or issued.

7. **FII NATIONAL PROVIDENT FUND [FNPF]**

- 7.1 A Financial Safety Net for Fiji Workers in Retirement: FNPF was founded in 1966 for the noble objective to provide peace of mind to Fiji workers, who did not have the comfort of another retirement or pension plan. The majority of Fiji workers in both formal and informal sectors were eligible to join. Later Civil Servants on pensionable posts were permitted to join. Joint contributions to FNPF by workers and their employers were compulsory by law for the past 55 years. From its inception, the Fund was managed under a tripartite system (i.e. Workers, Employers & Govt) which format performed admirably well in the past. But after the last political upheaval, the regime snatched control of its operations and resources via a unilaterally imposed Decree in 2011. Then the right to administer the Fund and establish benefits to the legal Beneficiaries was transferred by force to others. The Workers Reps are no longer appointed on the FNPF Board over past decade until today, despite our protestations. All Board Members are from the corporate sector, appointed by a Minister. We have made numerous critiques on this in our Annual Reports and via special Resolutions at NAGMs.
- 7.2 FNPF 2021 Annual Report: The 2021 report is now available on the FNPF website. It reveals that there were **7901** Active Employers in 2021 (vs 8677 in 2020). The total FNPF membership stands at **446,658** (vs 447,635) – a slight drop. The interest credited to each Member's account in 2021 was again **5.0%** (no change). While the total Members funds are recorded as **\$6.4 Billion** (vs \$6.3B), the consolidated assets of FNPF as a whole are **\$8.2 Billion** (\$7.9B), from which over **\$5.0 Billion** are currently in an investment portfolio of 12 subsidiary companies. The full FNPF Annual Reports from years 2006 to 2021 incl, are posted on their website [<https://myfnpf.com.fj>]. Selected statistical excerpts from the 2021 report are provided in Appendix 02 of this document.
- 7.3 Short falls in FNPF Members Savings: A 2019 IMF Fiji mission report had highlighted a stark deficiency in Members' savings with FNPF. IMF found that due to constant withdrawals from FNPF savings, Members balances continue to be depleted, which was not in accordance with the original Fund principles. For year 2018, they found that 69% of 442K Members had credit balances of below **\$10K**. This data was confirmed by the FNPF Board in its 2019 Report. During 2020 and 2021 due to effects of the Covid 19 pandemic (e.g. loss of jobs), the FNPF advanced certain sums in stages to Members in need, parts of which were topped up by Govt subsidies. Members accounts with low balances again under pressure.
- 7.4 **ZERO BALANCES**: The 2021 FNPF Annual Report again reveals that there are today **58,712** Members with **ZERO** (or \$0.0) credits in their accounts, for a variety of reasons. They had plans to remove such inactive accounts from their records if the owners are not located, however current legislation may intervene in this respect. Furthermore, they record another **188K** Members with less than **\$5K** in their accounts, followed by **112K** with balances below **\$20K**. The stark inequity of this situation is revealed when approx **44.5K** workers reaching the age of **55** this year will calculate their payable monthly pension at the low rate of **8.7%** of savings – a thoroughly depressing picture. This state of affairs is negating the original objective of the Fund, i.e. a steadily increasing fund held in stable accounts for retirement purposes. The FNPF Report casually treats this matter, as follows: "*While these accounts do not hold any monetary value, the*

Fund is unable to terminate these as our laws prohibit us from doing so without members' consent. The zero balance accounts have gradually become a contentious issue, wrongly interpreted and misconstrued. The current overall status of Members with "ZERO BALANCES" is depicted in **Figure 06.**

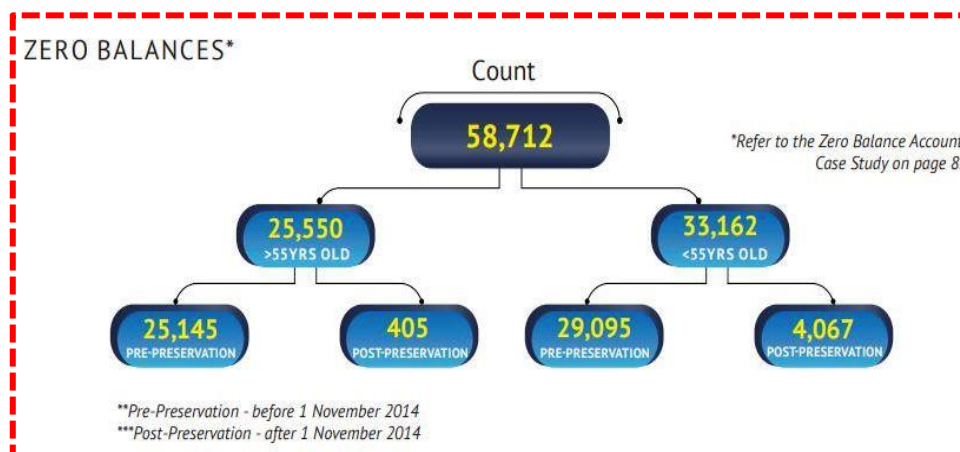


Fig 06: FNPF Member with Zero balances.

- 7.5 **Members' Contributions:** Citing the general economic downturn as a reason, the Govt directed FNPF to introduce major reductions in both Employee and Employer standard contributions. Workers deductions were reduced from 8% to 5%, while Employers' from 10% down to 5% also. This move was designed to save financial burden, not for the workers, but for the corporate employers. As a result, millions of dollars remained behind in the accounts of business & public employers, which should in realty be deposited into workers' FNPF accounts. Last year, FNPF invited both Employees & Employers to **voluntarily increase** their contributions (both upto a max of 30%). However, new rates by both Employer & Employee (6% each) were restored from January to December 2022. The foregoing glaring loss to Members' heritage will not be recovered by new deposits and interests. Remember, IMF had urged Fiji in 2019 to replenish the gap in savings and to revert to the original mission of FNPF, i.e. creating, maintaining and enhancing savings for pension purposes for workers. We are yet to see any positive steps in this justified direction.
- 7.6 **FNPF COVID 19 Payments:** In event of many natural disasters in recent decades, frustrated and hard-pressed Members had turned to pre-mature loans from their FNPF savings accounts. The same scenario had occurred during the 2016 TC Winston disaster. Regrettably, for 2020 Covid-19 impacts, when many business/employers shrunk or closed, resulting in loss of permanent jobs (approx **140K**), the jobless workers were again advised to turn to FNPF. Fiji Govt promised to subsidize these extra payments, and FNPF Board introduced phased payments stretching over several months.
- 7.7 **Members Balances by Age:** The 2021 FNPF Report provides a breakdown of number of Members by age groups (15 to 55 years) and account balances. This report indicates that at the lower end, there is at least one (1) member aged 15 years with a balance between \$20K to \$40K. It is encouraging and commendable that young workers or students have begun their retirement savings today, and also there are others in the next 16 to 24 year bracket with slightly higher savings. However, at the same time, it is a bit amazing to note that at the top end, there are at least 227 Members aged between 45 to 55 years who have already hold savings in the range of over *HALF a million* dollars. At the current rate, their annual interest earnings alone will be approx \$25K or more. A next group of *quarter-millionaires* of 836 are not far behind. A sobering food for thought.

Public Service Matters

8. **MINISTRY OF CIVIL SERVICE [MCS]**

- 8.1 **FPSC/MCS MCA:** Following previous ruling by the Arbitration Court in November 2019, FPSC promptly lodged its Log of Claims with a DRAFT MCA to the Ministry of Civil Service on 31st December 2019. As

usual, due to usual lethargy, there was no response from MCS within the stipulated 21 days. To keep the matter alive and to induce some reaction, FPSA lodged a dispute with the Arbitration Court in February 2020 as the next step. The case was called for mention in April 2020 and the Court directed the PSC & MCS to sort their internal matters out and commence negotiations. However, due to the arrival of Covid-19, the May mention date was not convened. Eventually, nearly two years after the lodgement of our MCA as a LOC, the MCS responded with their version of a new MCA for negotiations in late December 2021. This document is under study and analysis and would be available for negotiations in early 2022.

- 8.2 Arbitration Court Status: Ever since this new Court was created, its implementation and operations has been most unpredictable and unproductive, as mentioned by us in past reports. During last two years of intrusion by Covid-19 matters, sections of the Govt and the Arbitration Court units themselves were not operating for several months due to general lockdown and other restrictions. However, there is still a need to review the functions of the Arbitration court including expedited procedures and the right of the parties to appeal the decision of the Arbitration Court, in order to enhance protection of workers' rights. Members provided their support for this stance by adopting Resolution #03 at the 2021 NAGM. In the meantime, three officials from FPSA Secretariat continue to serve on the Workers Panel.
- 8.3 From General Orders [GO] to new MCA: The Association is always mindful to keep our Members covered by appropriate IR agreements to cater for their employment status. As part of their presentation, the MCS team also indicated that the new MCS would encompass provisions that will apply to all Govt staff, e.g. salaried and GWE. The contracted staff may also fall in the ambit where appropriate. The FPSA feels that such a comprehensive document would bode well for our future membership and is willing to look into the proposals. The work involved would be complicated and be time consuming.
- 8.4 Performance Management Framework [PMF]: In May 2020, the PS of MCS wrote to FPSA advising that the Ministry was reviewing the PMF document and forwarded the related proposals. FPSA responded at length stating that it appeared it was designed for purposes of more likely for non-renewal of contracts.. There was no direct response to us but it appeared that contracted officers are being subjected to their new PMF scheme. Despite the disruptions caused by Covid-19, the lack of response from the Govt continued. However, PMF will be negotiated with MCS under the Collective Agreement talks.
- 8.5 "Act of God": While Covid19 was raging around the world and had encroached into Fiji, the Govt passed Act # 011 of 2020, via which Sections of ERA was amended by the insertion of words "...acts of God..." It was meant to disallow any losses of any kind to employees that arose from acts of God, e.g. cyclones, flooding and now the pandemic. The amendment also inserted several clauses in ERA covering the Covid-19 circumstances. As expected, the changes appeared designed to ease the financial burdens of employers. Naturally, there was massive condemnation of this act by the union movement, but again due to composition of the Parliament and its procedures, our protests were ignored. We remain not at the "mercy of God", but to that of capricious employers (incl Fiji Govt). By the same Act, Family & Paternity leave allowances were also reduced.
- 8.6 Salary Cuts Due to COVID. While the Govt introduced some cost cutting measures in a few upper sectors of the Govt via the Covid Response Budget, the majority of public officers were not affected by reductions. Govt also announced in Parliament that the same rule would apply to all Statutory authorities & GCCs, but it appears some entities did not get the message and instituted cuts to pay or benefits. The Secretariat had an opportunity to discuss the foregoing subjects and other matters with the Attorney General via a zoom meeting which was held in a conducive manner. The subject of Covid-19, as related to vaccines etc, was also discussed.
- 8.7 Ministry Of Waterways And Environment: *Suspension of 3 Senior Officers* – In October 2020, three of our members were suspended from service on flimsy grounds. The action appears to be based on a case of pilferage committed by junior staff. FPSA made appropriate representation and a delayed Disciplinary

Inquiry was held. However, one Director resigned in sheer disgust because of the delay in resolving the grievance. As he was a very qualified individual in the country in his profession, he secured a position as a consultant for the Australian government. The other two returned to their posts after the dispute lodged by FPSA was settled through mediation via the Ministry of Employments.

- 8.8 **Commission's Performance:** Generally, the Commission's overall performance is extremely worrying as it has seemingly tarnished its name by allegedly covering up for the government. The presence of expatriates occupying PS positions with lucrative packages is also an indictment on the authorities, especially in light of changes or departure resulting in a constant turnover of incumbents. FPSA's request to suspend a PS for alleged serious misdemeanour was not responded to for last 15 months. On the other hand, another Permanent Secretary who is alleged to have abused OAG staff who undertook their legitimate duties, has been given a clean chit. The Association publicly called for an immediate inquiry in the manner in which the Public Service Commission assumes and discharges its constitutional functions. For above purpose, Resolution 2021/02 was presented and adopted at the 2021 NAGM.

Statutory & GCC Entities

9. **FLJI AIRPORTS LTD** [FAL]

- 9.1 **Reduction of Hours:** Due to Covid-19 reasons, this GCC also joined the bandwagon and arbitrarily reduced the hours of work (with 30% loss of pay). Then they slashed the salaries directly by another 10%, along with further cuts to roster hours. FAL is a Govt company that was initially born in 1999 by abolishing hundreds of established and skilled jobs some 31 years ago. In 2020, it again embarked on a plan to reduce staff by lowering retirement age and other benefits. All these actions were in breach of the 2017 FPSA/FAL MCA and the Association lodged its dispute on the matter.
- 9.2 **FAL Retirement Age:** The Association filed a Dispute on 17 November 2020 opposing the unilateral decision of the Fiji Airports Limited to implement a new Retirement Policy, effective from 1st January, 2021 contained in its Circular No.9 of 2020, dated 6 November 2020, as follows:
- (i) *Colleagues who will be 54 years of age in 2021 will have the opportunity to take advantage of early retirement. In addition, those colleagues who will turn 52 in 2021 will have the opportunity to take advantage of voluntary retirement. A very generous severance package will be issued to staff taking these retirements in the year 2021.*
 - (ii) *A retirement letter will be issued on 20 November to staff who fall into this new 55 year retirement age category detailing this process. Everyone in and around this age bracket is encouraged to discuss and plan for your future by consulting with your family and loved ones. You should discuss your options with your respective manager who will be forwarding a list of staff retiring to PODC by 13 November.*
- 9.3 **Hardening of Attitude:** The Association has noted that the Chairman of FAL has behaved in a manner depicting as law unto himself. In its Policy paper he unabashedly used phrases like determined solely by FA and sole discretion of Fiji Airports. The use of such hackneyed utterances from employers has become a common place assertion. We wonder whether there is any sense in negotiating and executing Collective Agreements. FPSA filed the dispute on the basis that the reduction of the retirement age means that working life of our members will be reduced for years ignoring the difficulties they would face from meeting the mortgage payments etc based on their individual age to seeing through the education of their children and to meeting the needs of their families. The matter is with the Arbitration Court.
- 9.4 **Air Traffic Members:** This major case involving four (4) previously terminated Members arose in 2019 and was subject to a lengthy report in our 2019 Annual Report. Subsequently, the ER Tribunal heard the case in 2020 and after some delays completed it in March 2021. On 8th October 2021, the ERT issued its

determination in all 4 cases. The Tribunal ruled that the decision by FAL to terminate their service was UNLAWFUL in 3 cases and ordered their reinstatement, and provided damages based on their lost salaries. However, the case of the fourth Member was not successful and the ERT held that his termination was lawful and fair. The Tribunal also observed that FAL's internal procedures lacked fairness and a senior official was involved in all stages of these cases, raising serious issues of outright conflicts. Since the issue of the above determinations, the Company has appealed the three (3) rulings.

- 9.5 **New Cases:** In the meantime, a new termination case of a Member at Nadi Airport was reported to ER Tribunal and a mention date in December was provided. In July, the FAL Chairman issued unilateral changes to the Disciplinary procedures which were in breach of the FPSA/FAL MCA. This appear similar to the lowering of the retirement age in 2020. This new matter was reported to the Arbitration Court with a request for it to summon the FAL Chairman. Their lawyers objected to this request and the matter awaits further adjudication.
10. **Civil Aviation Authority of Fiji [CAAF]:** Over recent years, due to ongoing departure via attrition of longer serving CAAF staff, our Membership in the Authority has declined gradually. The majority of such staff including some of our Members are now serving under individual contracts.
11. **FNU Redundancies:** In 2020, the Fiji National University (FNU) gave notice of redundancy to employees in FNU, including our members employed in its domestic services, based on the excuse of its economic viability in the new business environment. FNU further stated that there may be further staff losses. Other FNU workers were made redundant due to non-renewal of contracts. FNU introduced cost-cutting measures in non-core areas, and limited staff recruitment to essential cases, and outsourced all its cafeteria business. Some members near retirement age accepted the package.
12. **FRCS RE-ORGANIZATION**
 - 12.1 **FRCS Staffing Reductions:** In 2020, the *Fiji Revenue & Customs Service* (FRCS), a Govt Authority, also embarked on a manpower slashing exercise, starting with unilateral abolition of the 23% Consolidated Allowance. This was followed by reductions in other benefits, plus the wholesale redundancy plans across the board to realize an approx 50% reduction in staffing. The latter was via offers of voluntary retirements directly to staff without any negotiations with FPSA. Some senior staff were terminated which became disputes with the Ministry of Labour.
 - 12.2 **FRCS Redundancies & Contracts:** After the departure of yet another FRCS CEO, the Board Chairperson (Ms Fay Yee) became full time Acting CEO (until a new expatriate recruit arrived this year). Thus the FRCS Board & Management continued to advance plans to thin out the manpower levels. Despite the trying times of Covid-19 and economic downturn, they offered staff early retirement or redundancies at meagre rates, and they also used the threat of non-renewal of individual contracts in coming months as leverage. Through such a dictatorial attitude, FRCS Management displayed complete lack of empathy towards its staff and their families who had ongoing familial and social obligations to uphold. The Association expressed its fullest opposition to their new policies and actions in a lengthy submission.
 - 12.3 **ER Tribunal Order:** Amid the fiasco as created above by the Authority, the Association took up the case of one FRCS Member, who was being made redundant *compulsorily*, to the ER Tribunal. In December 2021, in case #089/2021, the ERT issued an Order that reversed the redundancy action by FRCS, and his service will continue unbroken. In the meantime, FPSA has encouraged other FRCS Members so affected to take up their redundancy issues with the authorities under the ERA and, using the case as a precedent, a small group of them have filed their grievances. A group of five Members so affected in Lautoka filed their grievances but later withdrew them, citing personal reasons. In the end, taking all matters in account, a good portion of very experienced FRCS officers will be lost by the organization.

13. **Fiji Meat Industry Board:** After re-recruitment of FMIB staff, FPSA had submitted a Draft MCA for their consideration. After 3 years of negotiating with the Management of the Fiji Meat Industry Board, the MCA was finally signed on 28th May, 2021 with a three-year period of operation from the date of the signing. When the Court resumed operations, the MCA was certified and endorsed on 9th August 2021.
14. **Land Transport Authority [LTA]**
 - 14.1 **LTA Trade Dispute:** In 2020, this Authority also proceeded to reduce its staff salary by 20-30% and decrease other benefits. FPSA objected to these moves and failing to get any response filed a dispute with the Arbitration Court. Our parallel approach to the Minister for Economy on this matter was not acknowledged, nor responded to. The Arb Court ruled in Case # ARB (D) #001/2020 [FPSA v LTA] in our favour but getting LTA Board to observe the ruling is another battle to be taken.
 - 14.2 **Outstanding LTA Issues:** Our disputes with LTA on the reduction of salary, leave, overtime JEE and housing and breach of OMRS procedures remain pending. Then came the intervening delays caused by Covid-19. After FPSA obtained a Court Order, the LTA restored the loss of pay of 9 days of reduced hours implemented by LTA due to TC Harold. We are proposed to restart the negotiations on the renewal of the FPSA/LTA MCA, which was held due to lack of LTA Board action.
15. **Maritime Safety Authority Of Fiji [MSAF]:** In 2019, Log of Claims [LOC] for 20% pay rise was lodged with MSAF. The Employer was able to tie our claim with a JEE which luckily benefitted majority of our members, except for four (4) whose grievances have been taken up with the management.
16. **Municipal Councils:** We have organized staff in six out of twelve town councils into FPSA membership. All such employers were served with MCAs for negotiations, and due to normal delays and other intrusions, e.g. cyclones or Covid-19, their status is as follows.
 - 16.1 **Labasa & Savusavu Councils MCA.** Pending since 2016, and built-in delays within Councils and the Ministry, plus unexpected damage to the documents by TC Yasa, the MCA was finally signed on 15th April 2021 for a period of 3 years. It has been filed for endorsement by the Arb Court.
 - 16.2 **Levuka Town Council:** A new MCA was completed with this Council in September 2021 and certified by the Arbitration Court on 8th September 2021.
 - 16.3 **Sigatoka Town Council:** New recruitments have been made and a draft MCA will be served to them to begin negotiations.
 - 16.4 **Suva City Council [SCC]: MCA Log of Claims & Staff Reduction:** After the recruitment of substantial number of staff in SCC in 2019, FPSA lodged its LOC to negotiate a new MCA. Some good progress was made but the matter bogged down within the Council and some clauses are pending within the SCC HR Dept. In the meantime, due to effect of the Covid-19 Budget on the Ministry of Local Govt, the SCC is contemplating reduction of staff via retirement in the form of lowering of the retirement age. The Association elected to refer the matter to the Arbitration Court.
17. **NATIONAL FIRE AUTHORITY [NFA]:** The long negotiated FPSA/NFA MCA was finally signed in August 2020 and endorsed by the Arbitration Court on 8th September 2020 to operate for three years. The completion of this exercise gave NFA a chance to sign a copycat MCA with their in-house union. FPSA did all the negotiations via a dispute in the Arbitration Court and a 'yellow union' has benefited from it. The FPSA's challenge against the formation of the in-house union was declined by the Employment Relations Court [ERT]. As the Authority observes and implements some parts of the MCA, our Members can look forward to enjoying the protection and benefits of the endorsed MCA. Recently on Saturday 19th of February, 2022 the National Fire Authority members of the Fiji Public Service Association took part in a Talanoa Session after a lapse of 12 years. The idea of the Talanoa session was first conceived when our

membership started increasing due to the NFA inhouse union members withdrawing to join FPSA. The Talanoa Session aims to inform new members about the work done by FPSA and to create a safe space where they can discuss issues and raise grievances through the Association with the Management. The following were elected as officials:

President	-	Sefania Cola (Suva)
Vice President	-	Ledua Leleasiga (Nadi)
Secretary	-	Ropate Daucakacaka Pareti (Suva)
Assistant Secretary	-	Kinijoji Cakobau (Lautoka)

The Talanoa session was very informative regarding issues and grievances pertaining to welfare of members in the workplace and it received an overwhelming response from more than 100 members of NFA represented from all the Fire Stations around Vitilevu. The Talanoa session acknowledged the support given by the FPSA and SWCU secretariat staff to NFA members. The meeting was also attended by the President of FPSA, Sis Judith Kotobalavu and Senior Industrial Relations Officer, Sis Bua Vuli.

18. **Pacific Fishing Co [PAFCO]:** A good number of PAFCO workers have joined FPSA with the prospects of more coming soon. It exhibits the success of our recruitment process as compared to other unions.

19. **Water Authority Of Fiji:** Some progress was made with remaining clauses of the MCA which had been held up in past years.

20. **INDIVIDUAL GRIEVANCES**

20.1 **Labasa Town Council:** Termination of two Members in the Council is a dispute case and the first hearing was in April 2021. The second hearing was postponed due to Covid-19 reasons.

20.2 **LTA:** A Member remained suspended for nine months without pay until FPSA argued his case successfully and he was re-instated in August 2021 with full rights. However, LTA has not paid the nine months' arrears as owed to him legally and this latter matter is being pursued.

20.3 **Ministry of Local Govt:** Renewal of contract of a senior officer was withheld, his position re-advertised, while the Ministry held unknown discussions with MCS. During mediation talks with FPSA, the Ministry confirmed that the original officer has been awarded the post. This case reveals the shortcomings in the discharge of duties and policies by some Management staff.

20.4 **Ministry of Health:** FPSA Western Branch Secretary was advised in August 2021 that her contract would not be renewed. FPSA GS approached the PS of Health directly on the matter with good arguments. We are pleased that despite being overloaded with continuous health and Covid related work pressure, Dr J. Fong attended to this case personally and in short time renewed her contract as expected. In addition, she received promotion to the Administrative Division at the Lautoka Hospital.

20.5 **SCC Staff Suspensions:** Three FPSA Members were suspended by SCC on grounds of breach of rules. After Staff Disciplinary Board hearings, one was terminated while another's service ended due to non-renewal of contract. Both these cases have been reported by FPSA to Ministry of Employment for mediation. The third Member was cleared by the Board and re-instated in September 2021.

20.6 **WAF:** A Member employed at this Authority was issued a final warning based on alleged harassment case which he had denied. He had protested about the improper process followed by his Management and had requested that he be exonerated. This case was taken up by FPSA with the Ministry of Labour in September 2021 and we await their attention in the matter.

21. **OTHER EMPLOYERS**

21.1 **General:** We have Members in other entities, which previously devolved from the general Fiji Civil Service over decades long re-structuring and reform programmes. In most cases, their service conditions have

largely stayed unchanged except for the incursion of individual contracts. Staff with Civil Service background continues to be employed on the same PSC conditions, but the upheavals in recent years during organising and reforms have affected these terms also. The Association continues its efforts to negotiate and introduce revised and updated Master Collective Agreements with all employment sectors where FPSA operates. These Annual Reports regularly carry the status and outcomes of such activities, as applicable.

- 21.2 **Other Employers:** The status on Members in the Fiji Public Trustee Corp Ltd [FPTCL], Fiji Human Rights Commission [FHRC], Fiji Museum, Fiji Competition & Consumer Commission [FCCF], Serendib Pvt Ltd (ex Govt Printery), BAF, TSLB etc may be reported on in future as deemed necessary on a case by case basis. In 2019 NCSMED was merged with Ministry of Trade. A new draft MCA for Biosecurity Authority of Fiji (BAF) has been served for negotiations.

22. **GENERAL**

- 22.1 **Virtual Meetings, Seminars & Conferences:** Over last two years, during the periods of lockdown, the General Secretary and IR staff attended some meetings, seminars and conferences virtually (via Zoom). The GS also fulfilled his obligation with the PSI as the Board member of PSI/AP and participated virtually in meetings arranged by the ITF Aviation Sector. He had regular briefings via internet with our Sister union NZPSA with its two General Secretaries, Sisters Kerry Davies and Erin Polazuk who also serves on the PSI Asia-Pacific Board with our General Secretary.
23. **General Overview:** In cases where employers or entities are directed or influenced by some Govt Ministers, there is little orderliness in their executive makeup or IR resources. Simply put, the fact is that Govt appears to be cash strapped to meet its obligation for a variety of avoidable reasons. Sadly, the twin cases of natural disasters and Covid 19 pandemic has given them additional shelter to continue to victimize citizens and workers. However, it is a common knowledge on the ground that ordinary people continue to struggle through severe financial hardship in putting meals on the table for the families. We leave the rest to the good judgement of the people of this country.

FPSA HQ & Internal Reports

24. **FPSA Constitution**

- 24.1 **General:** The current edition of the FPSA Constitution was updated and re-printed in 2007. Under Clause 8 of the Constitution, each new Member upon joining FPSA is entitled to one free copy originally. Since its last printing, arising from the necessary internal changes and external factors and their flow on effects, e.g. ERP/ERA provisions, economic pressures, editorial adjustments etc, several amendments to the Constitution were introduced, discussed and voted on via secret balloting at NAGMs in years 2011, 2014 and 2017. All the adopted amendments were then ratified by the Registrar of Trade Unions [RTU] and the changes are in effect from the specified dates. Soon after each amendment cycle, the respective past Annual Report carried brief summaries on these past modifications. Older amendments originated in the period 1990 to 2006 are already incorporated into the text and listed in the end section of the current edition of the document. It is envisaged that after the next set of changes (if any, in near future), the manuscript may need re-printing in order to produce a fresh version, as we are obligated to maintain uptodate copies of the FPSA Constitution.

25. **FPSA Membership**

- 25.1 **Membership Roll 2021:** A table of summary of Financial FPSA Membership as at 31st December 2021 is provided in [Appendix 03](#) to this Report. These figures are the net results after accounting for new recruits and departures due to retirement, resignations or non-renewal of contracts during the period. Over the decades, our Membership fluctuated due to normal attrition and at times for other reasons, e.g. the effect of

Decrees and reforms. The full and drastic effects of the ENID imposition were felt by us from January 2014 onwards, but there was also a decline due to lowering of retirement age in 2009 by another Decree.

- 25.2 **Membership Fluctuations due Covid etc:** Each year we face the normal attrition rate of Members departing due to resignations, terminations and deaths etc. Over 2020 and 2021, we faced additional factors of loss or decrease in membership or the cessation of subscription deductions occasioned by Covid-19. The wholesale loss of thousands of jobs had been continuously highlighted by us and the media. Among our losses were reasons such as the closure of operations (Fiji Sports Council), reduction in workforce (Public Trustee Corp), irregular work opportunities (Serendib Pvt Ltd) etc. Voluntary and compulsory redundancies have also featured as a factor for these changes.
- 25.3 **"No Jab, No Job" Policy:** By Legal Notice No. 51 by the Minister for Employment in July 2021 introduced changes to the Safety at Work Act in form of the "No Jab, No Job" regulation. It was fully effective in November 2021 and was a basis for further erosion of union membership around Fiji. The latter move has been very controversial all over the globe, but despite some external financial help, most employers opt to resort to redundancy actions. These disastrous public policies (i.e. economic layoffs and "no jab") is being tested in courts and elsewhere by individual workers and groups who were so affected. A prominent Suva law firm has foreshadowed a murky and controversial future for such a regulation.
- 25.4 **Govt Wage Earners [GWEs]:** Following the approval by RTU of amendments to Clauses 4 & 6 of our Constitution in 2007, FPSA became entitled to recruit hourly paid employees in any public or semi-public sector or entity. Despite the effects of the subsequent Decrees, the recruitment in this area has fluctuated over the recent years. Currently, our general membership is spread over 29 different recognisable entities or sectors, including six municipal councils.
26. **FPSA National Council 2021**
- 26.1 **National Council Meetings [NCM]:** During 2021, due to COVID19 reasons, three out of four Meetings could not be held. However, Working Papers for the National Councillors were prepared and circulated in advance to the Principal Officers who vetted and approved them to be transmitted to the last held Council meeting. The notices for all meetings, and proper records of the proceedings are maintained, as required under the Constitution.
- 26.2 **FPSA Executive Board [FEB]:** As per Clause 47 of the Constitution, the Principal Officials of the Association are also termed "FPSA Executive Board [FEB]" by the Council. Under Clause 45(b), FEB is mandated to handle FPSA operations and short notice/emergency matters and routine matters between two consecutive NCMs. During 2021, Meetings were held, and its deliberations were presented to the NCM as Working Papers and which after due considerations were ratified by the latter. During periods of lockdowns and travel restrictions, some phone and electronic exchanges were held among the FEB Officials, from time to time.
- 26.3 **2020 FPSA Elections:** We followed our obligations and issued standard notices on AGMs as mandated under the FPSA Constitution. Details were provided to Fiji Elections Office [FEO] as required by their regulations. The FEO then conducted their duties for the 2020 FPSA elections. They published notices, prepared nomination forms, set deadlines, and arranged polling venues etc for period 02nd to 20th March 2020. As it occurred in 2017, once again FEO opted to undertake "office balloting" only, thus the legal right for FPSA Members to vote at our own Branch AGMs in person was not entertained or provided by them. However, due to the first wave of Corona virus detection in Fiji and the sudden imposition of restrictions, the FEO could not complete the 2020 balloting then. Members are aware that our 2020 NAGM was also postponed for the same reason. FEO resumed the balloting activity in the 3rd quarter of 2020. On the re-convening of the NAGM on 03rd October 2020, the FEO Returning Officer announced the results in person at the NAGM venue. There was no further revelations in the method and scope of their polling, nor

any problems that they encountered. The actual results issued by FEO were included as Attachment F to the Minutes of 77th NAGM Minutes in the 2020 Annual Report.

- 26.4 Analysis of FEO-Managed FPSA 2020 Elections: The FEO Report indicated that out of total FPSA Membership of **3073** eligible voters in 2020, only **827** valid votes were cast (with only 5 votes being invalid). That represents a very low figure of **26.91%** of FPSA Members around the country who were actually reached by FEO officials during the 2020 "office balloting" phases. In contrast, it means that approx **2246 (73%)** of Members were not given the opportunity to vote in selecting their officials for the next term of 3 years. The 2020 FEO results are inferior to their 2017 performance which recorded a figure of **46.9%** valid votes, i.e. 1318 out of 2806 eligible Members in 2017.
- 26.5 Continuation of Injustice: The situation described above remains a gross indictment of their performance and reveals the perpetuation of a major injustice to industrial democracy in Fiji and to the Members of FPSA. It is expected that many other trade unions, with scattered membership around Fiji, would also suffer the same fate. Our justifiable objections to the said Govt imposed regulations to subsume our democratic rights since year 2014 is more than vindicated and it remains an important objective to pursue the quest for restoration of all legitimate trade union rights.
- 26.6 FPSA National Council 2020-2023: The final results of the 2020 FPSA elections as announced on 03rd October 2020 by FEO resulted in the appointment of the current FPSA National Council, which is depicted in **Figure 07**.

FPSA National Council 2020-2023

National Post		Elected	Station
National President	1	Sis Judith Kotobalavu	<i>Min of Health, Suva</i>
National Vice (Women)	2	Sis Shaleeni P. Singh	<i>Min of Economy, Suva</i>
National Vice President	3	Bro Vishwa Deo	<i>Rural & Maritime, Labasa</i>
National Vice President	4	Bro Kamlesh Chand	<i>Police HQ, Suva</i>
General Secretary	5	Bro Rajeshwar Singh	<i>FPSA HQ</i>
General Treasurer	6	Bro Ramesh Chand	<i>(Ex – Industry & Trade)</i>
Nat Councillor (General)	7	Sis Salesni Sharma	<i>LTA, Valelevu</i>
Nat Councillor (General)	8	Bro Ropate Pareti	<i>NFA, Suva</i>
Nat Councillor (General)	9	Bro Filipe Tikoisuva	<i>NFA, Suva</i>
Nat Councillor (General)	10	Bro Cama Rogo	<i>NFA, Suva</i>
Nat Councillor (Youth)	11	Bro Emosi Qiokacikaci	<i>Audit, Suva</i>
Nat Councillor (Youth)	12	Bro Sitiveni Naivota	<i>Audit, Suva</i>

Fig 07: 2020-2023 FPSA National Councillors

27. FPSA Branches

- 27.1 2021 BAGMs: Under the cloud of Covid 19 restrictions, the four (4) FPSA Branches operated during 2021 as best possible to serve the FPSA Membership in their respective geographical areas. They held their Branch Council meetings as permissible and presented quarterly Activities Reports to the duly convened National Council Meetings when the latter were convened. Their 2021 Annual Reports were prepared by Branch Officials and made available to Members at each BAGM in 2021 as per the Branch AGM Notices and Agenda. In addition, the Members at each Branch, who collectively represent as the total membership of our roll, were given the opportunity to peruse the National Agenda items also, as specified in their 2nd Confirmatory AGM Notices.
- 27.2 2021 Branch Co-Options: The vacancies arising after the 2020 Branch elections were recommended to be filled by co-option by the Branch Councils, and ratified at the relevant National Council Meetings.

[Appendix 04](#) to this Report shows the details of all four Branch Councils in operation today. The recent BAGMs also nominated their Delegates, in accordance with Clause 87, to represent them at the National AGM in Suva.

- 27.3 National Women's Committee: The Secretariat has studied the Membership trend of our Association and as a consequence found it proper that a Women's Committee be organized from within the Council ranks. The aims and objectives and composition of the Committee was provided in a **Draft Resolution 2021/01** which was printed in [Appendix 10](#) to the 2020 Annual Report, for the attention of the 78th NAGM for discussion and adoption. The Resolution was approved by the Members and a copy is again provided at [Attachment D](#) in the 2021 Minutes.

28. **Education/Training Programmes & Meetings etc**

- 28.1 General: Due to closure of international borders in most regional and global regions, arising from Covid 19 pandemic, overseas travel for any purpose was severely restricted in and out of Fiji. However, to overcome such restrictions, on some occasions, ITF and PSI invited FPSA GS to participate in "virtual" meetings via internet.

29. **Affiliations by FPSA**

- 29.1 General – Local: Our relationships with local union body CPSU continued but due to Covid 19 and other reasons the group activities were not at an optimum level. Due to non-resolution of our grievance lodged with the FTUC National President, FPSA is not affiliated to FTUC arising from differences in policy issues.
- 29.2 International Affiliations: FPSA continues to be fully affiliated with PSI and ITF as we have done for many decades. Opportunities to attend any regional or global event were lessened due to Covid 19 travel restrictions that encircled the globe. However, these GUFs have adopted to conduct some virtual meeting face-to-face via Zoom facility using the internet.

30. **Service Worker Credit Union [SWCU]**

- 30.1 Origins & Objectives: More than 20 years ago, in order to provide FPSA Members with a better alternative and periodical source for low level finances, the SWCU was established. It was the brain child of the FPSA General Secretary, who invited interested groups of FPSA members to an inaugural meeting. FPSA Membership is a compulsory entry requirement. Since 2000 it has performed strongly and its future is expected to be stable. Credit Unions are financial institutions operating on sound policies and its Board/Committees observing due diligence. The main objective is to encourage SWCU members to be "savers" rather than "borrowers". As a result, many factors are taken into account to realize the objectives of the credit union. SWCU endeavours to accommodate all requests of its members as best possible.
- 30.2 SWCU AGM & Membership: The SWCU successfully conducted its AGM in December 2021 after the Covid 19 restrictions were removed. SWCU also observed its 20th Anniversary during their 2020 AGM. Today it has approx 1500 Members who are also FPSA Members. The Annual and Financial reports were adopted by the SWCU Members and the office bearers were elected. FPSA Members who have not yet joined the SWCU are encouraged to do so for their mutual benefit. Recently, due to improvement in its finances, SWCU was able to bid for and win a tender to purchase the former FPSCU HQ building located downtown in Goodenough Street. Thus its portfolio of assets has increased substantially. The whole building is now rented to the Fijian Government after renovations were carried out. It is expected that the Ministry of Women, Children and Poverty Alleviation will occupy the building shortly.
- 30.3 Other Services: Apart from savings/deposits and loans to Members, SWCU also provides a Special Death Benefit Scheme, a Retirement Fund Scheme, and special loans when required in emergencies, such as re-



building after hurricane damages, etc. SWCU is also geared to remit FPSA union subs on behalf of FPSA Members, when needed. SWCU Headquarters is at 300 Waimanu Road. It has recently upgraded its electronic systems, and state of the art software so payments to SWCU Members could then be made via internet banking, rather than through manual cheque handling. As per usual customs, SWCU, in addition to direct loans, allows Members to obtain special small loans for specific purposes, such as Christmas season or FPSA & SWCU AGM travelling expenses. For upto date on statistical data and other news, please visit their website: www.swcufiji.com.

31. **FPSA Investments**

31.1 **FPSA Laucala Bay Complex:** Over 33 years ago, we acquired a vacant site at the corner of Laucala Bay and Grantham Roads for future investment purposes. Later the swampy area was upgraded and the first stage of development commenced in 1997. A large super-market structure was built and it has been leased to Cost-U-Less [CUL] Ltd on a long-term basis. Our successful partnership with them has continued unabated for 22 years.

31.2 **Phased Expansions:** In the second stage in 2001, the adjacent site was developed and leased to the world-famous McDonald's family restaurant, adding value to our holdings. Supported by another loan, the 3rd stage started in 2003 and on completion in 2004, we inaugurated the *FPSA Sports City Shopping Complex* with a total of 38 shops for retail outlets. In 2012, the 4th stage added six more units to the main complex increasing the rental units to 44. And finally in 2018, the 5th stage, comprising of 17 further units was commenced. We are pleased to announce that in September 2018, the 5th Stage of the Laucala Bay FPSA Sports City complex was completed. Since then, all our large meetings and functions, including the 75th Jubilee, have been held on our own property in the 5th stage of the complex.

31.3 **Investments Returns:** The Audited accounts will be discussed at the NAGM and it will reveal the status of financial returns properties are showing. Many details of the same were also elaborated by the GT at the 2021 NAGM. The Nadi project was suspended due to arrival of the Covid-19 menace and the Council is keeping its options open for future development, either directly or via a joint venture method with a suitable and dependable partner.

32. **FPSA MABS**

32.1 **General:** The FPSA Mutual Assistance Benefit Scheme [MABS] has existed for the benefit of our financial Members for past 48 years. It is fully dependent on the financial viability of the Association as a whole and the support and cooperation from Members. The Council had previously revised some of the benefits which were published in *Service Worker*. However, due to the effects of the unexpected and unprecedented GFC in mid-2009, some of the benefits were reviewed and reduced effective from 01st August 2009. The rates have since been upgraded to the current level reached in March 2016. For your information, the current guidelines for MABS are shown in [Appendix 05](#) to this Report.

32.2 **MABS Data 2013-2021:** Apart from the unexpected high spikes in some years, MABS costs have recorded gradual changes in the fluctuating outlays over past decade due to various reasons, as depicted in [Appendix 06](#). The data also gives a good indication of changes in FPSA Membership due to two regular natural attrition factors, i.e. death and retirements. We thank the Members for their understanding of the matters mentioned above. In light of the generally low level of public social and medical services available in the country, and the high costs of medical insurance, schemes like FPSA MABS (& SWCU) are a welcome additional support for our Members.

32.3 **FPSA Nominated Doctors:** Local Medical Assistance for FPSA Members and their eligible family members are provided under our MABS. Currently, 24 doctors around Fiji provide medical consultation services to Members and their families at their clinics during their published normal hours. The List of Nominated FPSA Medical Doctors is presented in [Appendix 07](#) to this Report. The listing was current at the time of printing, but the details are subject to change when applicable. While Public Service employees can avail

medical services at public hospitals, alternate attention at private clinics are also utilised for sake of convenience. Members may wish to compare the rates of consultation fees available under our MABS with that in practice for fully private doctor visits.

32.4 **FPSA Medical ID Cards:** Members visiting the FPSA Nominated Doctors are required to produce the official FPSA Medical ID card. The cards contain the name of the financial Member, plus eligible family members, and are issued by FPSA HQ, the currency being for limited periods and they must be renewed as necessary with up-to-date details. Upon application, the Secretariat will produce the ID with photos that appear like bank or credit cards. The usual cooperation of the Members is requested in such matters. Please check the validity date of your FPSA ID cards and act accordingly.

32.5 **Discounts via FPSA Medical ID Cards:** FPSA has also procured limited discount benefits for our Members from some Pharmacies and assorted Sports shops and businesses around the country. The details are provided in [Appendix 08](#) to this report, and during these trying times, such offerings may be a small blessing. Please present your FPSA Medical ID card to receive this service for the listed organisations. Further benefits when obtained will be notified via our circulars.

33. **FPSA Secretariat**

33.1 **HQ Staffing:** Clause 51 of the FPSA Constitution provides for the National Council to act as the Employer on behalf of the Association and the same has been observed for many decades. [Figure 08](#) (below) shows the composition of appointed FPSA staff, including changes, during 2021.

FPSA Secretariat Staff 2021

	NAME	POSITION	Location
1	Rajeshwar Singh	General Secretary (<i>Elected</i>)	<i>HQ, Suva</i>
2	Shaneel Prasad	Senior Accountant	<i>HQ, Suva</i>
3	Bua Vuli	Senior Industrial Relations Officer	<i>HQ Suva</i>
4	Mohnish Dutt	Executive Officer, Western	<i>Western Branch</i>
5	Abilash Chand	Industrial Rel. Research Officer	<i>HQ, Suva</i>
6	Julia Mavoa	Clerical Officer Accounts	<i>HQ, Suva</i>
7	Cilia Nasaroa	Clerical Officer MABS/Membership	<i>HQ, Suva</i>
8	Shaneel Chandra	Clerical Officer	<i>Labasa Branch</i>
9	Usieli Vivili	Cleaner/Messenger	<i>Sports City, L-Bay</i>
10	Apinito Ganivatu	Cleaner/Messenger	<i>HQ, Suva</i>
11	Epi Waqalevu	Cleaner/Messenger	<i>Sports City, L-Bay</i>
12	Deepak Kumar	Car Park Attendant	<i>Sports City, L-Bay</i>
13	Mark Stone	Car Park Attendant	<i>Sports City, L-Bay</i>
14	Varinava Delana	Security Officer	<i>Sports City, L-Bay</i>
15	Jovesa Salu	Security Officer	<i>Sports City, L-Bay</i>
16	Sailosi Vosamuri	Security Officer	<i>Sports City, L-Bay</i>
17	Jovilisi Koro	Security Officer	<i>Sports City, L-Bay</i>

Fig 08: Excerpt from FPSA Secretariat records

34. **Appreciation & General**

34.1 **Election of a Life Member:** The Council recommended to the 78th NAGM that the longest unbroken service by a FPSA Principal Officer, Bro Karam Chand Bidesi as ex General Treasurer, be recognized by the bestowing *Life Membership* to him. In accordance with Clause 6 (e) of the FPSA Constitution, an appropriate **Motion # 2021/01** on the subject was presented which the House unanimously adopted, thus he joined six other personalities in this eminent group of former FPSA leaders.

- 34.2 **Tropical Cyclone [TC] Seasons:** Our previous reports have given due recognition to these natural disasters that occur within our region and/or that traverse our territorial boundaries, and their resultant harmful or disastrous effects on our citizens. The 2016 TC Winston has been recorded as the second strongest phenomena in our history. Over the period December 2020 to January 2021, two destructive storms (TC Yasa & Ana) lashed the Fiji Group within a few short weeks causing horrendous damages and losses. In past years, the Association had made tangible contributions to the victims of similar disasters. Recognizing the value of empathy and charitable actions in such cases, it was proper that our Members be given an opportunity to present their views on such matters. For this purpose, **Motion # 2021/02** was presented in **Appendix 10** and adopted by the 2021 NAGM.
- 34.3 **2022 Cyclones:** So far this year, the cyclone season again proved its consistency with TC Cody skirting around the Fiji Group in January, giving rise to usual harmful side effects. Another depression in February, later named as TC Dovi, originated near Vanuatu and proceeded generally southwards all the way to New Zealand, causing widespread rainfall, flooding a damaging wind along the way. We are fully aware of the efforts by several individuals and groups who have come to the aid of the victims in many forms. The efforts by Govt entities were also present but the situation demanded a much wider and effective response. In the meantime, the debate on climate change lingers on.
- 34.4 **General:** Due to time/space constraints, not all subjects are covered in this Report. However, queries regarding the operations of FPSA can be attended to in the normal manner. Members have the right to receive, discuss and adopt the Activities and audited Financial Reports each year at the appointed time and meeting venues. Under the ERA, we also dispatch the same reports to the Registrar of Trade Unions for scrutiny and endorsement.
- 34.5 **Appreciation:** To the elected or co-opted FPSA Officials in National and Branch Councils, current or former Members, Life Members, friends, and the valuable FPSA staff, on behalf the Council, I record our appreciation and grateful thanks for your continued and dedicate service. We have also received valuable assistance, support and guidance from our affiliated brethren locally and abroad. I also extend fraternal greetings to all kindred organisations who have maintained cordial relations with us and who have been a source of courage, inspiration and solidarity.
35. **CONCLUSION**
- 35.1 In 2018 we celebrated our 75th Anniversary Platinum Jubilee and we expect to renew such milestones in the future period/s. Such vision and hope bids us all, but with some mixed signals that may arise from future eventualities. We are mindful that all FPSA assets belong collectively to the financial Members solely for their benefit. No one person or group may claim them on an individual basis, as they are our common heritage held in mutual trust, re-enforced and re-entrusted each year by your mandate to the National Council at our Annual Meetings. It is for Members to discharge their premiere duties of electing dedicated and experienced National and Branch officials to continue with the tasks, aspirations and objectives of the Association.
- 35.2 FPSA has faced many trials and tribulations in the past but we continue to move forward to serve our members, albeit with some attendant delays and minor setbacks. The record we achieve each year and deliver for your attention also attests to our strengths and weaknesses that encourage us onwards to the next decades. There are few organisations in a sector like ours that can claim to have similar successes or merits. Your continued understanding and solidarity, which has been excellent to date, will assure that FPSA will meet the aims of our union up to and through the 8th decade and beyond.
- 35.3 I have pleasure in commending this 2021 Activities Report, and its Appendices, to the meeting for your kind consideration. Vinaka.

R. Singh
General Secretary

19^h March 2022



FPSA Executive Board Members at the 2021 78th NAGM

Front L-R: NP J. Kotobalavu, GS R. Singh, NVP V.Deo

Back L-R: GS Ramesh Chand, SNVP Shaleeni Singh, VP Kamlesh Chand



Long serving FPSA/SWCU Secretariat Staff assisting at the 78th NAGM

L-R: Bua Vuli, Ili Vurai, Mohnish Dutt.

Corona-Virus CoV2- Covid-19 Global Pandemic 2019-2022

WHO Designated CoV2 Virus & Location Details 2019-2021

	WHO Label	Variant Lineage #	First Located	Date
1	Covid-19	Original Virus	Wuhan, China	Dec, 2019
2	Alpha	B.1.1.7	United Kingdom	Sep, 2020
3	Beta	B.1.35.1	South Africa	May, 2020
4	Gamma	P.1	Brazil	Nov, 2020
5	Delta	B.1.617.2	India	Oct, 2020
6	Omicron	B.1.152.9	Various states	Nov, 2021

Top 13 Countries with HIGHEST Covid-19 Cases/Deaths (Jan 2022)

Country	CASES		DEATHS	
	Total	Per Cap.	Total	Per Cap.
Total	320,038,386	4,146	5,520,712	71.5
United States	64,062,060	19,444	846,463	257
India	36,317,927	2,632	485,131	35.2
Brazil	22,822,177	10,737	620,830	292
United Kingdom	15,064,685	22,191	151,833	224
France	13,337,596	20,441	127,239	195
Russia	10,541,870	7,224	312,733	214
Turkey	10,273,170	12,181	84,278	99.9
Italy	8,155,645	13,489	140,188	232
Spain	7,930,528	16,962	90,620	194
Germany	7,866,784	9,460	115,343	139
Argentina	6,793,119	15,030	117,808	261
Iran	6,214,781	7,399	132,002	157
Colombia	5,440,981	10,693	130,625	257

Small Maritime States with LOWEST COVID CASES

1. Samoa - 33
2. American Samoa -18
3. Tonga -14 **
4. Vanuatu -07
5. Marshall Island -04
6. Tuvalu -Zero
7. Tokelau -Zero
8. St Helena -Zero
9. Pitcairn Islands -Zero
10. Niue -Zero
11. Nauru -Zero
12. Micronesia -Zero
13. Cook Islands -Zero

** NOTE: Before 25Jan2022,
Tonga = Zero
Source : WHO

Time

=

COVID-19 IN FIJI | THUR 10 FEB

253 Total Active Cases as per MOH tests done	61,470 Total Recoveries	816 Total Deaths	98.1 % 1st dose
92.9 % Fully vaccinated	19.1 % Test positivity	606,637 1st dose of COVID-19 vaccine	574,450 2nd dose of COVID-19 vaccine

Source:
Magazine

[Per Cap
100,000
persons]

Source: Fiji Village

COVID-19 CASES & DEATHS – SOUTH PACIFIC NATIONS						
Rank by Covid-19 Reported Cases & Deaths 2019-2022						
	Country	Covid Cases	Rank	Covid Deaths	Rank	Population
A	Australia	2,385,000	1	4247	1	25,760,790
B	FIJI Islands	63356	2	811 **	2	884,887
C	French Polynesia	50579	3	636	3	283,476
D	Papua New Guinea N	37788	4	597	4	9,216,692
E	New Caledonia	28764	5	284	5	289,868
F	New Zealand	17876	6	53	6	4,880,224

***Fiji deaths*: 2020 = **02**, 2021 = **694**, 2022 = **115**, provisional total = **811** (05Feb22)

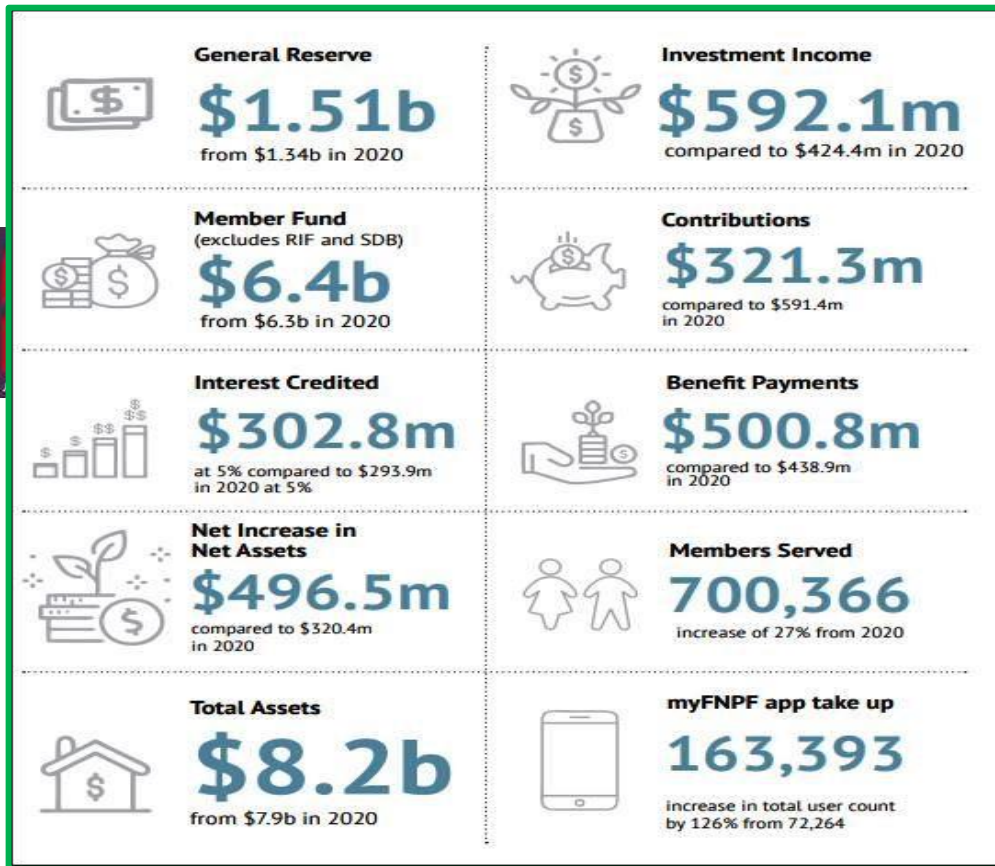
Effectiveness of Five Available Covid-19 Vaccines Brands

COVID-19 vaccine efficacy against variants				
	ORIGINAL VIRUS	B.1.1.7	B.1.351	P.1
Pfizer-BioNTech	95%	Same efficacy	Reduced antibody levels	Same efficacy
Moderna	94%	Same efficacy	Reduced antibody levels	More data needed
J & J	72% (in US trials)	Same efficacy	Reduced antibody levels (in South Africa trials)	Reduced antibody levels (in Latin America trials)
AstraZeneca	60-90%	Same efficacy	Reduced efficacy	Same efficacy
Sinovac	50%	Same efficacy	Reduced antibody levels	Reduced antibody levels

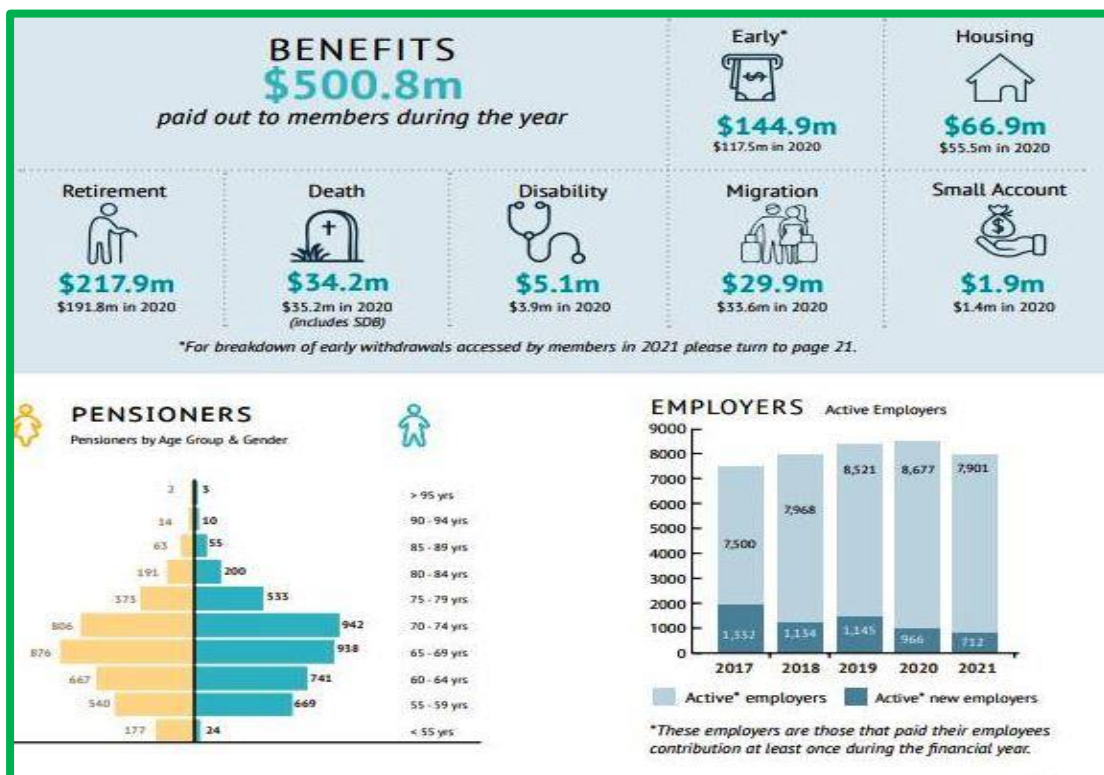
Source: WHO



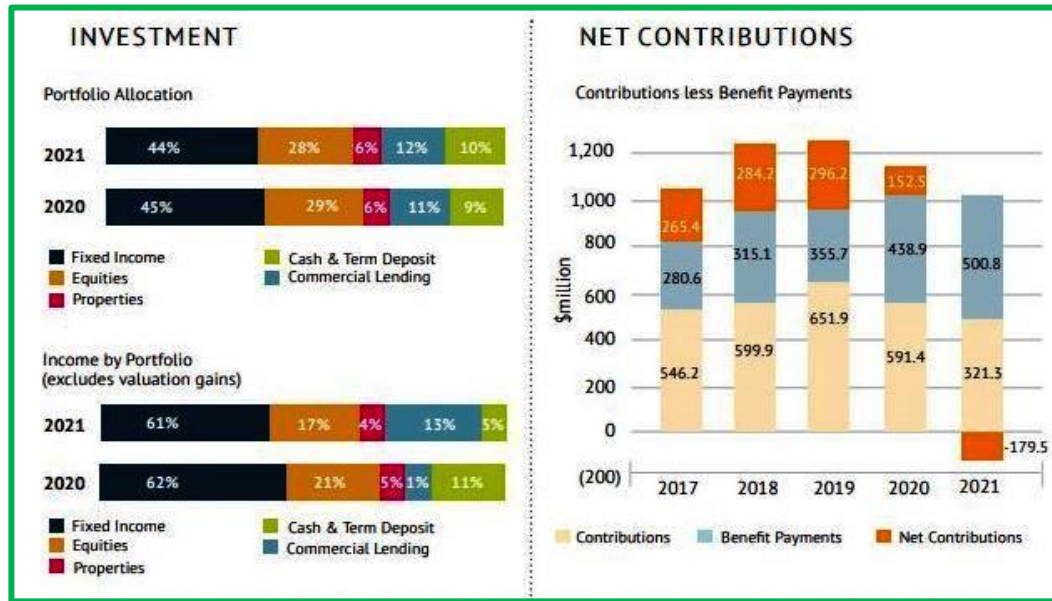
FNPF Financial Highlights – 2021 Annual Report



2021 FNPF Expenditure on Members' Benefits & Number of Pensioners & Employers



Portfolios & Net Contributions

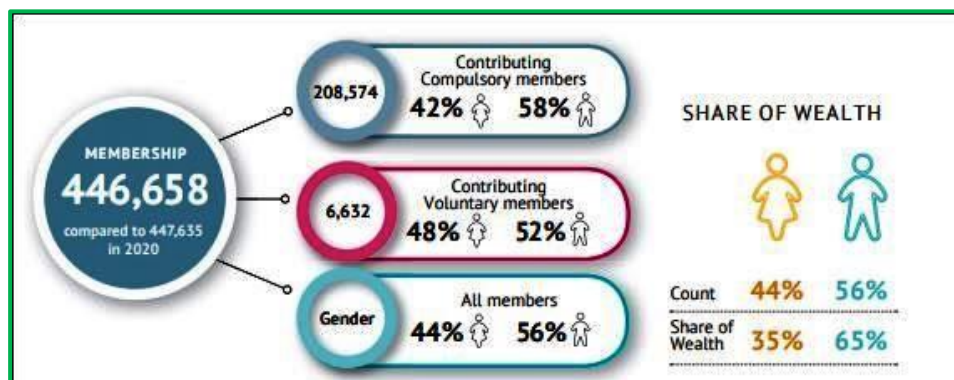


Savings Range of FNPF Members by Age

MEMBER BALANCES BY AGE								
Member Balances	≤ 15yrs	16-24yrs	25-34yrs	35-44yrs	45-49yrs	50-54yrs	≥ 55yrs	Total
Zero Balance	7	1934	6149	10,780	6,905	7,196	25,741	58,712
\$0.01 and \$5,000.00	837	44,612	65,356	42,115	14,016	10,140	11,212	188,288
\$5,000.01 and \$20,000.00	12	3,606	47,108	36,580	11,691	9,594	3,925	112,516
\$20,000.01 and \$40,000.00	1	26	14,057	19,424	6,273	5,310	1,417	46,508
\$40,000.01 and \$100,000.00	-	4	3,288	15,360	6,701	5,446	1,244	32,043
\$100,000.01 and \$250,000.00	-	1	131	2,162	2,130	2,362	742	7,528
\$250,000.01 and \$500,000.00	-	-	3	180	186	272	195	836
\$500,000.01 and above	-	-	-	18	31	71	107	227
GRAND TOTAL	857	50,183	136,092	126,619	47,933	40,391	44,578	446,658

*This includes 22,310 Voluntary members

Breakdown of FNPF Membership



FNPF Invested Properties





FPSA MEMBERSHIP ROLLS

Appendix 03

[Para 23.1]

@ 31st December 2013-2021

	SECTOR/ENTITY	Year-->	2013	2014	2015	2016	2017	2018	2019	2020	2021
1	Ministry of Civil Service	MCS	1488	1368	1264	1178	1122	1076	1036	1101	1077
2	Fiji Revenue Customs Auth	FRCS	166	147	313	346	325	317	303	304	198
3	Land Transport Authority	LTA	109	108	123	179	214	267	272	266	253
4	Fiji Airports Limited	AFL	145	40	121	121	111	175	161	144	124
5	Civil Aviation Authority Fiji	CAAF	12	19	17	16	14	13	13	08	09
6	National Fire Authority	NFA	214	170	36	104	134	148	162	167	180
7	Fiji Comp/Consumer Comm	FCCC	14	12	12	11	7	8	08	08	09
8	iTaukei Land Trust Board	iTLTB	-	-	-	-	-	-	0	06	08
9	Fiji National University	FNU	222	212	236	203	211	187	181	157	105
10	Fiji Museum	FM	9	6	7	6	15	15	18	18	16
11	Fiji Public Trustee Corp Ltd	FPTCI	10	9	10	9	6	13	10	10	03
12	Water Authority of Fiji	WAF	210	204	190	177	224	362	170	217	213
13	Maritime Safety Authority	MSAF	25	25	18	19	35	31	37	36	34
14	Biosecurity Authority of Fiji	BAF	-	17	16	14	14	13	16	18	21
15	Fiji Human Rights Comm	FRHC	4	4	4	3	2	1	01	01	01
16	Fiji Sports Council	FSC	1	1	1	1	9	9	09	06	00
17	NCSMED		10	5	4	4	5	8	08	00	00
18	Fiji Meats Industry Board	FIMB	-	-	-	-	-	-	05	10	12
19	Suva City Council	SCC	-	-	-	-	-	-	105	102	82
20	Lami Town Council	LmTC	-	-	-	-	-	-		08	05
21	Nasinu Town Council	NTC	16	13	13	17	14	16	16	00	00
22	Labasa Town Council	LbTC	-	-	-	17	33	29	34	29	26
23	Savusavu Town Council	STC	-	-	-	-	15	22	27	22	06
24	Levuka Town Council	LkTC	-	-	-	-	-	-		09	05
25	Consumer Council of Fiji	CCF	-	-	-	-	1	3	03	03	03
26	Serendib Private Limited	SPL	-	-	-	-	-	-	12	06	00
27	Tertiary Scholarship Board	TSLB	-	-	-	-	-	-	04		02
28	PAFCO Levuka	PAF	-	-	-	-	-	-	-	28	13
29	Others		-	-	-	-	-	03	05	08	07
	(Sub Totals)		2660	2365	2388	2427	2512	1638	2620	2700	2805
30	Govt Wage Earners	GWE	426	356	353	408	409	374	409	395	393
	Grand Totals		3086	2721	2741	2835	2921	3091	3034	3091	2805
	Annual Changes		-287	-365	+20	+94	+86	+170	-57	+57	-287
	Annual Change %%		-8.5	-11.8	+0.7	+3.4	+3.0	+5.8	-3.2	+3.1	-9.3



FPSA BRANCH OFFICIALS 2020-23

FPSA Savusavu Branch

POST		Elected	Section
Branch President	1	Sis Matanisiga Navunisalevua	Education, Savusavu
Branch Vice President	2	Bro Divnesh Kumar	Social Welfare
Branch Secretary	3	Bro Mahendra Sami Goundar	Water Authority of Fiji
Branch Treasurer	4	Bro Deo Dutt	Rural & Maritime Development
Branch Councillors x 5	5	Bro Wame Nabete	Savusavu Town Council
	6	Sis Esita Baleitoga	Ministry of Health
	7	Bro Frederick Eugene Wong	Ministry of Education
	8	Sis Atelaite Bukacadre	Ministry of Health
	9	Sis Tuliana Rokoseta	Water Authority of Fiji

FPSA Labasa Branch

POST		Elected	Section
Branch President	1	Bro Sheik Yusuf	Fiji Consumer & Commerce Comm
Branch Vice President	2	Bro Silvanus Chetty	Water Authority of Fiji
Branch Secretary	3	Bro Sanjay Chand	Rural & Maritime Development
Branch Treasurer	4	Bro Rishnel Rahul Chandra	Rural & Maritime Development
Branch Councillors x 5	5	Bro Binesh Prasad	Agriculture (co-opted)
	6	Bro Ganesh Mudaliar	Ministry of Health
	7	Bro Kavaia Francis	NFA
	8	Sis Julianne Simmons	Agriculture
	9	Bro Kamendra Naidu	Judicial

FPSA Western Branch

POST		Elected	Section
Branch President	1	Bro Mesake Navugona	WAF Lautoka
Branch Vice President	2	Bro Avimeleki Iosefo	NFA, Lautoka
	3	Bro Ranga Nathan	FRCS, Nadi
Branch Secretary	4	Sis Reapi Nayacakalou	Health, Lautoka
Branch Treasurer	5	Sis Alelia Rauca	Health, Lautoka
Branch Councillors x5	6	Bro Suneel Kumar	Cooperative
	7	Bro Salen Singh	Cooperative, Lautoka
	8	Sis Dionesi Veibete	Health, Lautoka
	9	Bro Aseri Momoivalu	Health, Lautoka
	10		(Vacant)

FPSA Suva Central Branch

POST		Elected	Section
Branch President	1	Sis Losana Tarau	Rural & Maritime
Branch Vice President	2	Sis Aravela O'Brien	Health Ministry
	3	Bro Narayan Sami	WAF, Suva
Branch Secretary	4	Bro Prem Chand	Suva City Council
Branch Treasurer	5	Sis Sandhya Sunaina	NFA
Branch Councillors x5	6	Bro William Volavola	Fiji Museum
	7	Bro Alvin Prasad	Agriculture
	8	Sis Salanieta Bolalailai	PAFCO
	9	Sanjeev Kumar	LTA
	10	Sunil Kumar	MSAF



Appendix 05

[Ref para 30.1]

FPSA MABS Rates & Guidelines
Issued by National Council

	FPSA MABS BENEFIT	Old Rate or Status Wef 01 Jan 2009	CURRENT Rate Wef 19th March 2016
1	Overseas Medical Allowance	a) Member: \$2500 b) Spouse : \$1000 c) Child : \$1000	a) \$2000 b) \$ 1000 c) \$ 1000
2	Local Medical Costs	Per visit to FPSA listed doctor, by Member and/or eligible beneficiaries, with FPSA ID Cards: ➤ Member pays \$1 to Doctor	FPSA pays \$9 to Doctor (Wef 01 st October, 2018).
3	Bereavement Allowance	a) Member: \$1250 b) Spouse : \$ 500 c) Child : \$ 50 d) Parents (Single Members Only)	a) \$1500 b) \$ 750 c) \$ 750 d) \$ 750
4	Maternity Allowance	Member only: \$200 for each confinement.	1st Confinements - \$350 2 nd + confinements - \$250
5	Retirement or Resignation or Redundancy [3R] Allowance [Wef 01.01.2011]	Member only, completed years of membership: a) Completing Year 10 = \$ 550 min fixed. b) Yrs 11-20 @\$30pa(550+300) = \$ 850 c) Yrs 21-30 @\$35pa(850+350) = \$1200 d) Yrs 31+ @\$40pa (1200+400) = \$1600 max.	Fixed amounts, once only: a) Yrs 05-09 = \$250 b) Yrs 10-14 = \$500 c) Yrs 15-19 = \$750 d) Yrs 20-24 = \$1000 e) Yrs 25-29 = \$1500 f) Years 30+ = \$2000
6	GWE Retirement	Years 4 to 9 incl = \$255 (max)	No change proposed

Appendix 06

[Para 30.2]

ANNUAL SUMMARY OF FPSA MABS

2012 to 2021 (10 years)

Year	Overseas Medical		Local Medical		Bereavement		Retirement/ Resignation		Maternity		Total
	No	\$ Amt	No.	\$ Amount	No.	\$ Amt	No.	\$ Amt	No.	\$ Amt	\$
2012	09	6814	5961	26824	20	11782	40	42918	49	8297	102935
2013	05	3922	4719	21238	22	15540	51	59134	50	8304	108138
2014	04	3470	4030	18138	30	20570	50	55215	29	4618	102011
2015	02	1961	3648	16416	11	7616	23	18176	41	6107	50276
2016	05	5445	4340	19530	26	25424	52	41253	38	8179	254463
2017	07	10000	4478	21335	22	23355	55	43808	26	6248	104746
2018	12	15000	5121	28049	26	25700	39	33323	25	6920	108992
2019	04	6000	3673	33052	20	22482	61	38376	36	10150	110060
2020	06	7985	3701	33279	29	27000	56	41179	32	8350	117793
2021	05	5000	4872	26034	25	22000	112	80295	25	7150	140479
Ttl	50	58783	38582	217071	211	189687	499	410759	302	66026	1096958
Avg	5	27309	11451	51037	36	19851	73	63365	77	18457	185701

2021 FPSA NOMINATED DOCTORS

	Name	Address	Phone/Fax
01	Dr Sarika Chandra	Bayly Health Medical Clinic, Bayly House, 193 Rodwell Rd, Suva	3315888/9245713
02	Samabula Medical Clinic	4 Sese St, Samabula	3370880
03	Dr. Shrestha	PAM's Medical Centre, Samabula	3383880
04	Dr.Ami Chandra	Suva Central Medical Centre, Nands Shopping Mall, Nabua	3588883/9380115
05	Dr. Mohammad Wahed Ali	Rubina Medical Clinic & Research Centre Lot 67,Ratu Qarase Rd, Nadera	3342832/9278906
06	Dr. Rajesh Maharaj	Maharaj Medical Centre, Lot 12 Vesivesi, Kinoya & Damodar City Complex	3390400
07	Dr. Lorina Chandra	Sports City Medical Clinic. Shop 2, Sports City, Laucala Bay	3270164
08	Dr. Yogendra Prasad	Lot 1, Matanikorovatu Rd, Makoi	3343157
09	Makoi Health Care	Lot 2 R1792 Vindogo St, Hansons Bldg, Makoi	3555735/8010315
10	Dr. Gene Bogitini	Valcare Clinic Pte Ltd, Suite 1, L3, Savila House, Valelevu, Nasinu	3343700
11	Dr Joyin Olawale Jenyo	Olivet Medical centre, Corner of Adi Davila Ganilau Rd, Nakasi	7223848/9484748
12	Premium Care	Dolphins Plaza Suva, Garden City, Nayan's Plaza Nadera, Nausori Town Council Complex	3313355
13	Dr. Guna Seelan Goundar	Winina Arcade, Main Street, Nausori	3400850
14	Dr. Gurusmarna Dasi	Market Square,Sigatoka	6500369
15	Dr. Isireli Biumaitotoya	14 Concave Rd, Namaka , Nadi	6725707/9955151
16	Dr. Gunsagaran Goundar	Sarada Medical Centre, Ashram Rd, Nadi	6707410
17	Dr. Dur Samy	Shop 7, Shatudean Blding, Namoli Avenue Lautoka & Main St, Ba Town	6652793/9494595
18	Dr. Michael Nagan	Achilles Medical Clinc,11 Mana St, Lautoka	9364067
19	Dr. Sanjesh Singh	Mid –Town Medical Centre, Ba	6670462
20	Dr. Mohammed Saiyad Riyad Ud Dean	Al Shifa Medical Centre , Ba Town	9968795/7088795
21	Dr. Bayani Dragon	Wellcare Medical Centre, Nasivi St, Tavua	9223508
22	Dr. Mohd Ishaque	Savusavu Medical Centre, Main Street	8850721/9239043
23	Dr. Pardeep Singh	Jaduram St, Labasa	8813824
24	Dr. Bharthee Balram	9 Nanuku St, Labasa	8818755

NOTE: For procedures, visits and qualifications etc on FPSA MABS, please see relevant issue of Service Worker.
FPSA Members to present their ID Cards when visiting above premises.

Pharmacy Benefits Available for Financial FPSA Members

[Under FPSA Mutual Assistance Benefit Scheme – MABS]

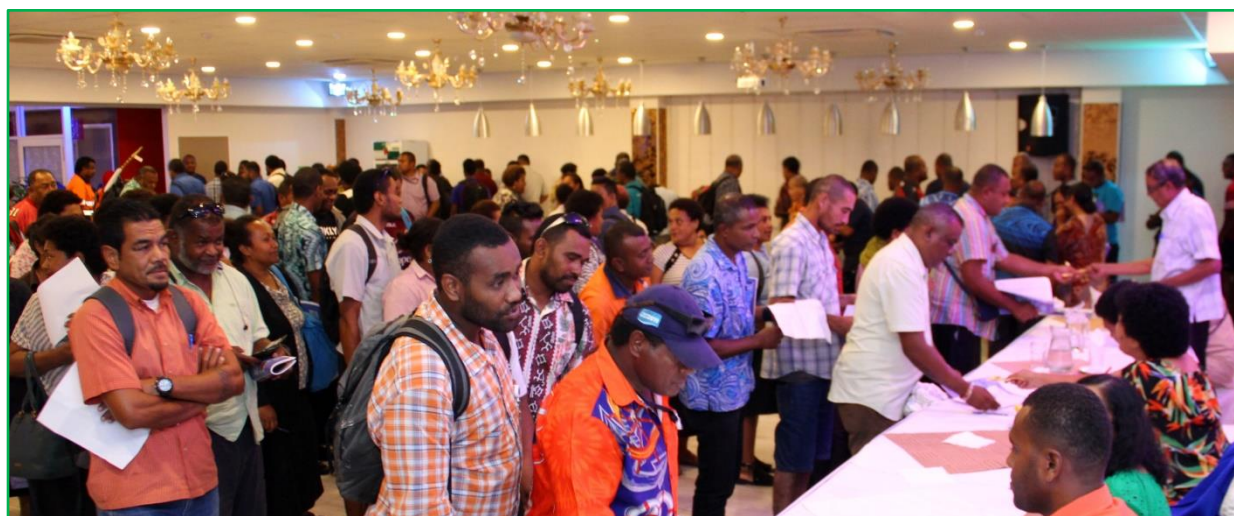
	Pharmacy	Address	District	Discount
1	Sugar City	23 Naviti St Lautoka Ph: 6661200	Lautoka	10% for all prescriptions & over counter sales
2	Budget	Main Street, Nadi Town Ph: 6700064	Nadi	10% for all prescriptions & over counter sales
3	Budget	Queens Road. Ph: 6700064	Namaka	10% for all prescriptions & over counter sales
4	Budget	120 Amy St, Toorak. (@ Private Hospital). Ph: 3313945	Suva	10% for all prescriptions & over counter sales
5	Labasa Pharmacy	Main St, Labasa. Ph: 8818117	Labasa	10% for all prescriptions & over counter sales
6	Surecare Pharmacy	Shop 3, B Prasad Building, Main St, Navua. Ph: 3460745	Navua	10% for all prescriptions & over counter sales
7	Pharmacy PLUS	190 Renwick Rd, Suva. Ph: 3305300	Suva	10% for all cosmetics & other non-medicine items only.
8	Wellmart Pharmacy	Shop 2 Rups Mega Plaza, Nakasi	Nasinu	10% for all cosmetics & other non-medicine items only
9	Prime Pharmacy	Prime Plaza, Rt Dovi Rd, Nadera	Nadera	10% for all cosmetics & other non-medicine items only
10	Lami Chemist	Marine Drive Rd, Lami	Lami	10% for all cosmetics & other non- medicine items only

NOTE: Members to present their valid FPSA ID Cards when visiting the above premises



FPSA Suva Central Branch officials with National Councillors at 2021 BAGM.

Other Retail Discounts				
	COMPANY	Address or AREA	District	DISCOUNT OFFERED
A	Sports World	Fiji-wide (x 7 shops)	Suva 3315910	15% on sports equipment. 10% on Asics, Under Armour & Puma products.
B	Bandag	Suva, Sigatoka, Nadi Lautoka & Labasa	3311200/ 9921128	5% for tyres & car battery
C	X-CARS	Nava St, Lautoka	9310059	15-25% for repair and maintenance of vehicles
D	Jacks Motor Traders Fiji Ltd Repair	Vakamasisuasua, Labasa	8811799	10% for body work & painting of vehicles 60% for wheel alignment
E	Galaxy Hotel Apartments & Plaza Rentals	Labasa Town	8812460/ 9916460	20% for Hotel rooms, Apartments, Car Rentals & Wine N Dine
F	Automated Building Services	Suva & Nadi	3363180/ 6723180	20% for Green Inverter Air Conditioner
G	Central Cuisine Restaurants & Event Centre	Sports City, Laucala Bay, Suva	9992184	15% for Event Centre 10% for Fire & Ice Restaurants 10% for Fire & Ice Bar
H	International Paints (Fiji)	142 Ratu Mara Rd, Samabula, Suva	3372200/ 9995137	10-15% for household paints
I	Form Scaff	Lot 4 Auto City, Raiwaqa, Suva	3307120/ 3308333	20% for tents & marquees
J	CDP	Fiji Wide		5% for sea freights within Fiji
K	Korea Auto Traders	Nabua, Suva	3381808	10% for vehicle repairs & maintenance, servicing and vehicle parts (Hyundai-KIA)
L	Kumar Car Alarm & Electrical Services	Western Division	9523582	20% for vehicles diagnostic & auto electrical work 10% for Car Alarm Fitting



Suva Central Branch Members arriving to register for 2021 BAGM.



Fiji Public Service Association

Audited Financial Statements 2021

BDO & Co, Chartered Accountant



**FPSA General Treasurer 2020-2022,
Bro Ramesh Chand addressing the FPSA 2021 NAGM**

**FIJI PUBLIC SERVICE ASSOCIATION
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

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STATEMENT BY THE PRESIDENT, GENERAL SECRETARY AND TREASURER

In accordance with a resolution of the National Council of Fiji Public Service Association ("the Association"), we state that in the opinion of the National Council:


- [i] the accompanying statement of comprehensive income of the Association is drawn up so as to give a true and fair view of the results of the Association for the year ended 31 December 2021;
- [ii] the accompanying statement of changes in members' funds of the Association is drawn up so as to give a true and fair view of the changes in funds of the Association for the year ended 31 December 2021;
- [iii] the accompanying statement of financial position of the Association is drawn up so as to give a true and fair view of the state of affairs of the Association as at 31 December 2021;
- [iv] the accompanying statement of cash flows of the Association is drawn up so as to give a true and fair view of the cash flows of the Association for the year ended 31 December 2021;
- [v] the accompanying financial statements are drawn up in accordance with International Financial Reporting Standard for Small and Medium-sized Entities; and
- [vi] at the date of this statement, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.

Going Concern

The financial statements of the Association have been prepared on a going concern basis. The Executive Board Members consider the application of the going concern principle to be appropriate in the preparation of these financial statements as they believe that the Association has adequate funds to meet its liabilities as and when they fall due over the next twelve months.

For and on behalf of the National Council and in accordance with a resolution of the Council.

Dated this 21st day of February 2022.


.....
President


.....
General Secretary


.....
General Treasurer

INDEPENDENT AUDITOR'S REPORT

Page 3

To the Members of Fiji Public Service Association

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Fiji Public Service Association (the Association), which comprise the statement of financial position as at 31 December 2021, and the statement of comprehensive income, statement of changes in members' funds and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Association as at 31 December 2021, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with the International Ethics Standards Board for Accountants' *Code of Ethics for Professional Accountants (IESBA Code)* together with the ethical requirements that are relevant to our audit of the financial statements in Fiji and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Executive Board Members for the Financial Statements

The Executive Board Members of Fiji Public Service Association is responsible for the preparation and fair presentation of the financial statements in accordance with IFRS for SMEs, and for such internal control as the Executive Board Members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Executive Board Members are responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Board Members either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

The Executive Board Members are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA will always detect a material misstatement when it exists. Misstatements can arise from fraud and error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

To the Members of Fiji Public Service Association (Cont'd)

Auditor's Responsibilities for the Audit of the Financial Statements (Cont'd)

As part of an audit in accordance with ISA, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Executive Board Members.
- Conclude on the appropriateness of the Executive Board Member's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures, are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Executive Board Members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

SUVA, FIJI
21 FEBRUARY 2022



BDO
CHARTERED ACCOUNTANTS

**FIJI PUBLIC SERVICE ASSOCIATION
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2021**

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	<u>2021</u>	<u>2020</u>
Income		
Subscription	\$ 454,771	472,226
Dividend income	10,566	11,346
Fair value gain on financial assets	17,503	-
Other income	109	14
	<hr/>	<hr/>
Total income	482,949	483,586
	<hr/>	<hr/>
Expenditure		
Affiliation and capitation fees	8,782	8,590
Audit fees	4,050	4,000
Accounting and professional fees	3,823	-
Depreciation	26,117	12,807
Fiji National Provident Fund	11,295	13,269
Fair value loss on financial assets	-	34,001
Honorarium	8,250	9,045
Legal expense	3,917	2,630
Meeting expenses:		
- Other meetings	50,205	60,333
Salaries and wages	234,959	303,477
Special expenditure:		
- Members recruitment gratuity	-	150
- Industrial action	520	1,408
Welfare benefits:		
- Bereavement assistance	22,000	31,500
- Local medical assistance	26,034	31,363
- Maternity allowance	7,150	8,850
- Overseas medical assistance	5,000	8,009
- Retirement benefits	80,295	49,269
Other expenses	68,873	62,740
	<hr/>	<hr/>
Total expenditure	561,270	641,441
	<hr/>	<hr/>
Operating deficit before surplus from Building Account	\$ (78,321)	(157,855)

The accompanying notes form an integral part of this statement of comprehensive income.

FIJI PUBLIC SERVICE ASSOCIATION
STATEMENT OF COMPREHENSIVE INCOME [CONT'D]
FOR THE YEAR ENDED 31 DECEMBER 2021

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	<u>Notes</u>	<u>2021</u>	<u>2020</u>
Operating deficit before surplus from Building Account		\$ (78,321)	(157,855)
Building Account:			
Operating surplus from Building Account	13	1,130,093	4,774,078
Less: Income tax expense - Building Account	5(a)	(74,550)	(363,883)
Less: Reversal of prior year deferred tax as a result of change in the tax rate from 20% to 10% on investment properties	5(a)	-	3,287,016
Net operating surplus from Building Account		<u>1,055,543</u>	<u>7,697,211</u>
Surplus for the year		\$ <u>977,222</u>	<u>7,539,356</u>

The accompanying notes form an integral part of this statement of comprehensive income.

**FIJI PUBLIC SERVICE ASSOCIATION
STATEMENT OF CHANGES IN -MEMBERS' FUNDS
FOR THE YEAR ENDED 31 DECEMBER 2021**

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	Accumulated Funds	Investment Revaluation Reserve	Total
	\$	\$	\$
Balance as at 31 December 2019	41,490,546	188,955	41,679,501
Transfer of investment revaluation reserve to accumulated funds	188,955	(188,955)	-
Surplus for the year	7,539,356	-	7,539,356
Balance as at 31 December 2020	49,218,857	-	49,218,857
Surplus for the year	977,222	-	977,222
Balance as at 31 December 2021	50,196,079	-	50,196,079

The accompanying notes form an integral part of this statement of changes in members' funds.


FIJI PUBLIC SERVICE ASSOCIATION
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2021

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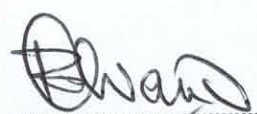
	Notes	2021	2020
CURRENT ASSETS			
Cash on hand and at bank		\$ 2,023,068	1,079,039
Receivables	6	204,357	412,957
Current tax asset	5(b)	84,850	31,352
Total current assets		2,312,275	1,523,348
NON-CURRENT ASSETS			
Property, plant and equipment	8	972,732	1,062,357
Investment properties	9	57,615,276	57,597,001
Financial assets	7	688,308	646,416
Deferred tax asset	5(d)	114,873	168,745
Total non-current assets		59,391,189	59,474,519
TOTAL ASSETS		61,703,464	60,997,867
CURRENT LIABILITIES			
Payables and accruals	10	268,058	287,894
Provisions	11	158,504	154,392
Interest bearing borrowings	12	376,701	325,237
Total current liabilities		803,263	767,523
NON-CURRENT LIABILITIES			
Interest bearing borrowings	12	4,863,694	5,234,492
Provisions	11	13,371	21,866
Deferred tax liabilities	5(c)	5,827,057	5,755,129
Total non-current liabilities		10,704,122	11,011,487
TOTAL LIABILITIES		11,507,385	11,779,010
NET ASSETS		50,196,079	49,218,857
MEMBERS' FUNDS			
Accumulated funds		50,196,079	49,218,857
TOTAL MEMBERS' FUNDS		\$ 50,196,079	49,218,857

The accompanying notes form an integral part of this statement of financial position.

For and on behalf of the National Council and in accordance with a resolution of the Council.


President


General Secretary


General Treasurer

**FIJI PUBLIC SERVICE ASSOCIATION
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021**

Page 9

	<u>Notes</u>	<u>2021 Inflows/ (Outflows)</u>	<u>2020 Inflows/ (Outflows)</u>
Cash flows from operating activities			
Receipts from tenants and members	\$	2,760,952	2,793,463
Payments to suppliers and employees		(1,193,143)	(1,373,274)
Cash generated from operations		1,567,809	1,420,189
Interest paid		(274,502)	(322,107)
Interest received		22,539	20,512
Income and withholding taxes paid	5(b)	(2,254)	(150,483)
Net cash generated from operating activities		1,313,592	968,111
Cash flows from investing activities			
Payments for investment properties	9	(18,275)	(109,566)
Payment for property, plant and equipment	8	(18,130)	(267,310)
Payment for financial assets		(24,390)	(24,515)
Proceeds from disposal of motor vehicle		-	16,972
Dividend received		10,566	11,346
Net cash used in investing activities		(50,229)	(373,073)
Cash flows from financing activities			
Repayment of term loan		(319,334)	(380,590)
Net cash used in financing activities		(319,334)	(380,590)
Net increase in cash and cash equivalents		944,029	214,448
Cash and cash equivalent at the beginning of the year		1,079,039	864,591
Cash and cash equivalents at the end of the year	14	\$ 2,023,068	1,079,039

The accompanying notes form an integral part of this statement of cash flows.

NOTE 1. ASSOCIATION DETAILS

Registered Office and Principal Place of Business

The registered office and the principal place of business of the Association is located at 298 Waimanu Road, Suva.

Principal activities

The principal activities of the Association are as follows:

- To promote and safeguard the rights, interests and benefits of its members.
- To promote and oppose legislation and other measures which may affect the rights, interest, benefits and welfare of the members of the Association.
- To regulate relations and to settle disputes between members and employers, between one member and another and between members and other workers by amicable agreement whenever possible.

There were no significant changes in the nature of these activities during the financial year.

NOTE 2. BASIS OF PREPARATION

(a) Basis of preparation

The financial statements have been prepared on the basis of historical cost convention, except for the revaluation of available-for-sale financial assets and investment properties measured at fair value through profit or loss. Cost is based on the fair values of the consideration given in exchange for assets.

In the application of International Financial Reporting Standard for Small and Medium-sized Entities ('IFRS for SMEs'), management is required to make judgments, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstance, the results of which form the basis of making the judgments. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. Judgments made by management in the application of IFRS for SMEs that have significant effects on the financial statements and estimates with a significant risk of material adjustments in the next year are disclosed, where applicable, in the relevant notes to the financial statements.

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

(b) Statement of compliance

The financial statements have been prepared in accordance with IFRS for SMEs.

(c) Comparatives

Where necessary, comparative figures have been regrouped to conform to changes in presentation in the current year.

(d) Functional and Presentation Currency

Items included in the financial statements of the Association are measured using the currency of the primary economic environment in which the Association operates ('the functional currency'). The Association operates in Fiji and hence, the financial statements are presented in Fiji Dollars, which is the Association's functional and presentation currency.

NOTE 3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following significant accounting policies have been adopted in the preparation and presentation of the financial statements:

a) Property, Plant and Equipment

Property, plant and equipment (except freehold land) are depreciated on a straight-line basis over their estimated useful lives using the following rates:

Buildings	1.25% - 2.5%
Furniture and fittings	10% - 15%
Equipment	10% - 25%
Motor vehicle	20% - 25%

Profits and losses on disposal of property, plant and equipment are taken into account in determining the results for the year.

b) Investment Properties

Investment properties principally comprising freehold land and building are held to earn rentals and for capital appreciation, is measured initially at cost including transaction costs. Subsequent to initial recognition, investment properties are stated at fair value. Gains and losses arising from changes in the fair value of investment properties are included in profit or loss in the period in which they arise.

Revaluations are performed with sufficient regularity such that the carrying amounts do not differ materially from those that would be determined using fair values at the end of each reporting period.

Investment properties are derecognised when either it has been disposed or when the investment properties are permanently withdrawn from use and no future economic benefit is expected from its disposal. Any gains or losses on the retirement or disposal of an investment properties are taken into consideration in determining the results for the period.

c) Income Recognition

- Subscription income is recognised on a receipt basis.
- Rental income is recognised on an accrual basis.
- Interest income is recognised on a time proportionate basis that takes into account the effective yield on the financial asset.
- Dividend income from investment is recognised when the right to receive payment has been established.

d) Benefits to Members

Benefits to members comprising of medical assistance, bereavement assistance, maternity allowance, resignation benefit and redundancy benefit are brought to account on cash basis.

e) Receivables

Receivables are recorded at amounts due, less any allowance for doubtful debts.

An allowance is made in respect of debts considered doubtful based on a review of outstanding amounts at year end. Bad debts are written off during the year in which they are identified.

f) Payables and Accruals

Payables and accruals are recognized when the Association becomes obliged to make future payments resulting from the purchase of goods and services. Payables and accruals are stated at cost.

NOTE 3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

g) Borrowings

Borrowings are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently stated at amortised cost using the effective interest method.

Borrowings are classified as current liabilities unless the Association has an unconditional right to defer settlement of the liability for at least 12 months after the balance date.

h) Borrowing Costs

All borrowing costs are recognized as an expense in the year in which they are incurred.

i) Operating Lease

Association as lessor

Rental income from operating leases is recognised on a straight line basis over the term of the relevant lease.

Association as lessee

Operating lease payments are recognised as an expense on a straight-line basis over the lease term, except where another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

j) Cash and Cash Equivalents

Cash and cash equivalents comprise cash balances, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value.

k) Income Tax

Income of the Association, except for income from trade or business, is exempt from income tax in accordance with Income Tax (Exempt Income) Regulation 2016 - Part 7(2).

Tax liability on income from properties has been brought to account using the balance sheet method of tax effect accounting.

Current tax

Current tax is calculated by reference to the amount of income taxes payable or recoverable in respect of the taxable profit or tax loss for the year. It is calculated using tax rates and tax laws that have been enacted or substantively enacted by reporting date. Current tax for current and prior years is recognised as a liability or asset to the extent that it is unpaid or refundable.

Deferred tax

Deferred tax is accounted for using the balance sheet liability method in respect of temporary differences arising from differences between the carrying amount of assets and liabilities in the financial statements and the corresponding tax base of those items.

In principle, deferred tax liabilities are recognised for all taxable temporary differences. Deferred tax assets are recognised to the extent that it is probable that sufficient taxable amounts will be available against which deductible temporary differences or unused tax losses and tax offsets can be utilised. However, deferred tax assets and liabilities are not recognised if the temporary differences giving rise to them arise from the initial recognition of assets and liabilities (other than as a result of a business combination) which affects neither taxable income nor accounting profit.

NOTE 3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

k) Income Tax (Cont'd)

Deferred tax (Cont'd)

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the years when the asset and liability giving rise to them are realised or settled, based on tax rates and tax laws that have been enacted or substantively enacted by reporting date. The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the Association expects, at the reporting date, to recover or settle the carrying amount of its assets and liabilities.

Capital Gains Tax

Capital Gains Tax (CGT) is applicable at the rate of 10% on capital gains realised on disposal of capital assets as set out in the Income Tax Act. Accordingly, where these capital assets are stated at fair value, a corresponding deferred tax liability is recognised on surplus / gain on valuation of capital assets.

l) Provisions for employee entitlements

(i) Wages and Salaries

Liabilities for wages and salaries expected to be settled within 12 months of the reporting date are accrued up to the reporting date. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates prevailing at that time.

(ii) Annual leave

Provision is made for the Association's liability to employees for annual leave and long service leave on the basis of statutory or contractual requirements.

Defined contribution plans

(iii) Contributions to Fiji National Provident Fund are expensed when incurred.

m) Provision for retirement benefits to members

Provision is made for the Association's liability to members for retirement benefit claimable, up to a maximum of \$1,500 per member. Provision for retirement benefits to members is recorded based on management's assessment and estimation, taking into consideration the average of three years' actual retirement benefit claims by members.

n) Financial Assets

The Association classifies its financial assets as financial assets at held to maturity investments, receivables and financial assets at fair value. The classification depends on the purpose for which the financial assets were acquired. Management determines the classification of its financial assets at initial recognition.

The Association's financial assets are classified into the following specified categories:

Held-to-maturity investment

Term deposit held with Kontiki Finance Limited are non-derivative financial assets with fixed or determinable payments and fixed maturities which the management has the intent and ability to hold to maturity. These investments are carried at amortized cost.

NOTE 3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(n) Financial Assets (Cont'd)

Held-to-maturity investment (Cont'd)

Held-to-maturity investments are recorded at their amortised cost and not remeasured to market values as they are considered likely to be held to maturity in line with investment objectives and fixed price nature of the investments.

Financial assets at Fair value through profit and loss

Investment in Unit Trust of Fiji is carried at fair value with changes in fair value recognised through profit or loss.

Purchases and sales of financial assets are recognised on settlement date with any change in fair value between trade date and settlement date being recognised in the profit or loss.

Dividends on financial assets at fair value are recognised in the statement of comprehensive income as part of other income when the Association's right to receive payments is established.

Receivables

Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for maturities greater than 12 months after the balance date, which are classified as non-current assets. The Association's receivables comprise 'trade and other receivables', as disclosed in the statement of financial position (Note 6). Bad debts are written off during the period in which they are identified.

Trade and other receivables are recorded at amortised cost less impairment.

(o) Provisions

Provisions are recognised when the Association has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount can be reliably estimated. Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation.

(p) Value Added Tax

For building account, revenues, expenses assets and liabilities are recognized net of the amount of Value Added Tax (VAT), except:

- i) where the amount of VAT incurred is not recoverable from the taxation authority, it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
- ii) for receivables and payables which are recognised inclusive of VAT.

The net amount of VAT recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

The VAT component of cash flows arising from operating and investing activities which is recoverable from or payable to the taxation authority is classified as operating cash flows.

NOTE 4. CRITICAL ACCOUNTING ESTIMATES AND JUDGMENTS

In application of the Association's accounting policies, which are described in note 3, the Executive Board Members are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Revisions to accounting estimates are recognized in the period in which the estimate is revised if the revision affects only that period or in the period of revision and future periods if the revision affects both current and future periods.

The critical judgements and assumptions made in applying the accounting policies of the Association have been disclosed under following notes to the financial statements:

Note 3(b) - Fair value assessment of investment properties

Note 3(k) - Deferred tax liabilities

Note 3(e) - Provision doubtful debts

Note 3(k) - Deferred tax assets

NOTE 5. INCOME TAX - BUILDING ACCOUNT

a) Income tax expense

The prima facie tax payable on Building Account surplus is reconciled to the income tax expense as follows:

	2021	2020
Operating surplus from Building Account before income tax	\$ 1,130,093	4,774,078
Prima facie tax expense thereon at 20%	226,019	954,816
Tax effect of permanent differences:		
Non-deductible expenses	-	867
Tax concession	(149,249)	(123,652)
Over provision of income tax in prior years	(2,220)	(1,080)
Tax effect of change in fair value of investment properties	-	(467,068)
Income tax expense for the year	74,550	363,883

Income tax expense/(benefit) comprises movements in:

Deferred tax asset	53,872	(168,745)
Current tax liabilities	(51,244)	(1,080)
Deferred tax liabilities	71,922	553,708
	74,550	383,883

b) Current Tax Assets

Balance at the beginning of the year	31,352	(120,211)
Resident Interest Withholding Tax paid	2,254	2,023
Income tax paid	-	148,460
Over provision of income tax in prior years	51,244	1,080
Balance at the end of the year	\$ 84,850	31,352

(i) Current tax assets is net of capital gain tax payable in respect of the gain amounting to \$51,244 made on the disposal of the land by way of compulsory acquisition by the government during the year ended 31 December 2019.

NOTE 5. INCOME TAX - BUILDING ACCOUNT [CONT'D]

2021

2020

c) Deferred tax liabilities

Deferred tax liability comprises the estimated future expense at future income tax and capital gain tax rates of the following item:

Difference in cost base of property, plant and equipment and investment properties for accounting and income tax purposes

\$ 5,827,057 5,755,129

d) Deferred tax assets

Deferred tax assets comprise of the estimated future benefit at future income tax rate of the following items:

Allowance for doubtful debts

16,104 -

Employee entitlements

14,116 -

Tax losses

84,653 168,745

114,873 168,745

NOTE 6. RECEIVABLES

Rent receivable

277,925 172,433

Less: allowance for doubtful debts

(80,521) -

Receivables from Fiji Roads Authority

- 143,213

Deposits and prepayments

6,953 97,311

204,357 412,957

NOTE 7. FINANCIAL ASSETS

Non-Current

Financial assets at amortised cost

Kontiki Finance Limited

264,682 250,859

Financial assets at fair value

Units in Unit Trust of Fiji

423,626 395,557

Total financial assets

688,308 646,416

Reconciliation of financial assets at fair value

Opening balance

395,557 418,212

Dividends re-invested

10,566 11,346

Fair value gain / (loss), net

17,503 (34,001)

Closing balance

\$ 423,626 395,557

NOTE 8. PROPERTY, PLANT AND EQUIPMENT

	Freehold at land \$	Building at cost \$	Furniture & fittings at cost \$	Motor vehicle at cost \$	Total \$
Gross carrying amount					
Balance at 31 December 2019	125,000	782,449	133,889	171,455	1,212,793
Additions	-	-	8,916	258,394	267,310
Disposal	-	-	-	(171,455)	(171,455)
Balance at 31 December 2020	125,000	782,449	142,805	258,394	1,308,648
Additions	-	-	5,286	12,844	18,130
Balance at 31 December 2021	125,000	782,449	148,091	271,238	1,326,778
Accumulated depreciation					
Balance at 31 December 2019	-	(97,387)	(118,780)	(171,455)	(387,622)
Depreciation expense	-	(9,781)	(9,577)	(10,766)	(30,124)
Disposal	-	-	-	171,455	171,455
Balance at 31 December 2020	-	(107,168)	(128,357)	(10,766)	(246,291)
Depreciation expense	-	(36,232)	(6,657)	(64,866)	(107,755)
Balance at 31 December 2021	-	(143,400)	(135,014)	(75,632)	(354,046)
Net book value					
As at 31 December 2020	125,000	675,281	14,448	247,628	1,062,357
As at 31 December 2021	125,000	639,049	13,077	195,606	972,732

NOTE 9. INVESTMENT PROPERTIES

	Freehold land \$	Building \$	Capital work in progress \$	Total \$
Gross carrying amount				
Balance at 31 December 2019	25,865,228	25,442,805	2,640,032	53,948,065
Additions	-	76,166	33,400	109,566
Change in the fair value of investment properties (a)	2,547,619	2,123,065	-	4,670,684
Transfer	(111,447)	1,653,565	(1,542,118)	-
Accumulated impairment loss (b)	-	-	(1,131,314)	(1,131,314)
Balance at 31 December 2020	28,301,400	29,295,601	-	57,597,001
Additions	-	18,275	-	18,275
Balance at 31 December 2021	28,301,400	29,313,876	-	57,615,276

- (a) An independent valuation was carried out by registered valuer, Fairview Valuations, in December 2020 for the investment properties of the Association to assess the fair values of the properties. Revaluations are performed by external independent valuers to assess the fair values of the properties. The Executive Board Members works closely with the external valuers to establish the appropriate valuation techniques and inputs to the valuation model. The valuation methodologies adopted by the valuer were sales comparison and income capitalization methods.

The excess market value over book value of \$4,670,684 has been recorded as an increase in fair value to investment properties in the financial statements for the year ended 31 December 2020 based on management and Executive Board Members assessment of fair value gain and taking into consideration independent valuation by registered valuer. Furthermore, the fair value gain on investment properties amounting to \$4,670,684 has been recorded in the statement of comprehensive income for building account and deferred tax liability of \$467,068 has been recorded.

Subsequent to balance date in February 2022, a desktop valuation was carried out by Fairview Valuations for the investment properties to assist management and Executive Board Members in assessing the fair values of the properties.

Based on the desktop valuation reports and based on the assessment carried out by the management and Executive Board Members, the management and Executive Board Members believe that the fair value as at 31 December 2021 has not significantly changed from fair value as at 31 December 2020 and accordingly no adjustment to the fair value of the investment properties has been recognized during the financial year ended 31 December 2021.

- (b) The Association has spent \$1,131,314 on feasibility studies, designing and planning work for the new Nadi mixed use development project. This cost has been recorded under capital work in progress.

During the year ended 31 December 2020, due to COVID-19 pandemic, the Executive Board has decided to hold back the project for three years after which a decision to proceed with the project will be revisited. As a result, there is uncertainty in continuing with this project and as a prudent measure, the Association has fully provided allowance for impairment loss of \$1,131,314 on capital work in progress related to this project.

- (c) In accordance with the security arrangements for borrowings from banks, certain properties have been pledged to bank as security.

NOTE 10. PAYABLES AND ACCRUALS

	2021	2020
Payables and accrued liabilities	\$ 72,212	107,036
Rental deposit	195,846	180,858
Total payables and accruals	<u>268,058</u>	<u>287,894</u>

NOTE 11. PROVISIONS

Current

Employee entitlements - annual leave	120,992	119,538
Provision for retirement benefits	37,512	34,854
Total current provisions	<u>158,504</u>	<u>154,392</u>

Non-current

Employee entitlements - Long service leave	<u>13,371</u>	<u>21,866</u>
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NOTE 12. INTEREST BEARING BORROWINGS

Current

Secured borrowings:

Bank loans- Bred Bank (Fiji) Limited (b)	-	325,237
- Bank of South Pacific (a)	376,701	-
Total Current	<u>376,701</u>	<u>325,237</u>

Non-current

Secured borrowings:

Bank loans- Bred Bank (Fiji) Limited (b)	-	5,234,492
- Bank of South Pacific (a)	4,863,694	-
Total Non- current	<u>\$ 4,863,694</u>	<u>5,234,492</u>

Particulars relating to secured borrowings:

- a) Bank loan from Bank of South Pacific is subject to 4.5% interest per annum, repayable by monthly instalment of \$50,401 (inclusive of interest) and secured by:
 - i) First registered mortgage over Commercial Property comprised under CT 24859 situated in Lot 1, DP 6617 Laucala Bay Road, Suva.
 - ii) Specific security interest agreement over rental income over CT 24859.
- b) During the year ended 31 December 2021, the Association refinanced its bank loan from Bred Bank (Fiji) Limited by Bank of South Pacific.

NOTE 13. OPERATING SURPLUS FROM BUILDING ACCOUNT	2021	2020
INCOME		
Gain on revaluation of investment properties	\$ -	4,670,684
Gain on disposal of motor vehicle	-	16,972
Interest	22,539	20,512
Insurance Claim	-	25,660
Parking fee income	35,571	41,746
Other Income	20,735	37,932
Outgoings	127,600	115,800
Rental income	2,031,039	2,001,497
Total income	2,237,484	6,930,803
EXPENSES		
Audit fees	6,450	6,000
Accounting and professional fees	14,472	4,384
Depreciation	81,639	17,317
Doubtful debts on receivables	80,521	-
Fiji National Provident Fund	11,488	14,860
Interest	274,502	322,107
Impairment loss on investment property	-	1,131,314
Salaries, wages and FNU levy	241,774	240,892
Others	396,545	419,851
Total expenses	1,107,391	2,156,725
Operating surplus from Building Account	1,130,093	4,774,078

- (a) In accordance with the security arrangements with Bank of South Pacific special security interest agreement exists over rental income for Sport City Complex.

NOTE 14. NOTES TO THE STATEMENT OF CASH FLOWS

Cash and cash equivalents

Cash and cash equivalents consist of cash on hand and balance with banks. Cash and cash equivalents included in the statement of cash flows comprise the following statement of financial position amounts:

Cash on hand and at bank	2,023,068	1,079,039
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NOTE 15. COMMITMENTS

a) Capital expenditure

- Approved by the Executive Board but not committed	75,250	-
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Capital expenditure includes purchase of office equipment, information system, furniture and fittings and building renovation.

b) Operating lease expenditure

Not later than one year	9,257	9,257
Later than one year but not later than five years	1,800	1,800
Later than five years	5,850	6,300
Total operating lease expenditure commitments	\$ 16,907	17,357

NOTE 16. OPERATING LEASE INCOME

The Association has given its properties under operating leases to customers on normal commercial terms and conditions on monthly rentals.

Operating leases contracted for by the Association with the lessees is receivable as follows:

	<u>2021</u>	<u>2020</u>
Not later than one year	\$ 2,621,830	2,433,057
Later than one year but not later than five years	4,613,334	4,169,230
Later than five years	<u>2,203,345</u>	<u>3,081,352</u>
Total operating lease income commitments	<u>9,438,509</u>	<u>9,683,639</u>

NOTE 17. CONTINGENT LIABILITIES

Contingent liabilities exist with respect to the following:

Bank guarantee	<u>126,000</u>	<u>126,000</u>
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NOTE 18. KEY MANAGEMENT PERSONNEL REMUNERATION

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any executive or council member (whether executive or otherwise) of that entity.

The following persons have been identified as key management personnel of the Association at any time during the financial year:

Judith Kotobalavu - President	Kamlesh Chand - Vice President
Shaleeni Priya Singh - Vice President	Vishwa Deo - Vice President
Ramesh Chand- Treasurer	Rajeshwar Singh - General Secretary

The aggregate remuneration paid to key management personnel during the year is as follows:

Short term benefits including honorarium	\$ <u>255,898</u>	<u>249,387</u>
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The General Secretary is also provided with motor vehicle benefit.

FIJI PUBLIC SERVICE ASSOCIATION
 ADDITIONAL INFORMATION
 DETAILED STATEMENT OF COMPREHENSIVE INCOME
 FOR THE YEAR ENDED 31 DECEMBER 2021

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	2021	2020
ASSOCIATION ACCOUNT		
INCOME		
Subscriptions	\$ 454,771	472,226
Dividend income	10,566	11,346
Fair value gain on financial assets	17,503	
Other income	109	14
	<u>482,949</u>	<u>483,586</u>
EXPENSES		
Affiliation and capitation fees	8,782	8,590
Audit fees	4,050	4,000
Accounting and professional fees	3,823	-
Bank charges	580	467
Books and periodicals	1,348	1,349
Cleaning and incidental	3,828	2,080
Depreciation	26,116	12,807
Electricity and water	7,500	7,381
Fiji National Provident Fund	11,295	13,269
General expenses	154	4,027
Honorarium	8,250	9,045
Insurance	1,305	2,016
Legal fees	3,917	2,630
Motor vehicle expenses	2,618	9,225
Municipal rates	1,291	1,218
Office security	1,330	443
Postage, telephone and freight	12,690	12,951
Printing and stationery	6,180	5,561
Rent	8,807	8,807
Repairs and maintenance	2,891	1,435
Salaries and wages	234,959	303,477
Training levy	2,443	2,727
Travelling and subsistence	1,994	1,896
Fair value loss on financial assets	-	34,001
Welfare benefits:		
- Bereavement assistance	22,000	31,500
- Local medical assistance	26,034	31,363
- Maternity allowance	7,150	8,850
- Overseas medical assistance	5,000	8,009
- Retirement benefit	80,295	49,269
- Other Assistance	13,700	-
- Meeting expenditure	50,205	60,333
Special expenditure:		
- Donations and claims	-	150
- Members recruitment gratuity	215	1,157
- Industrial action	520	1,408
	<u>561,270</u>	<u>641,441</u>
Total expenses		
Operating deficit before surplus from Building Account	\$ (78,321)	(157,855)

FIJI PUBLIC SERVICE ASSOCIATION
 ADDITIONAL INFORMATION [CONT'D]
 DETAILED STATEMENT OF COMPREHENSIVE INCOME [CONT'D]
 FOR THE YEAR ENDED 31 DECEMBER 2021

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	2021	2020
BUILDING ACCOUNT		
INCOME		
Gain on revaluation of investment property	\$ -	4,670,684
Gain on disposal of motor vehicle	-	16,972
Insurance claim	-	25,660
Interest	22,539	20,512
Other Income	20,735	37,932
Outgoings	127,600	115,800
Parking fee income	35,571	41,746
Rental income	2,031,039	2,001,497
	<u>2,237,484</u>	<u>6,930,803</u>
EXPENSES		
Advertising and promotion	6,705	6,897
Accounting fees	14,472	4,384
Audit fees	6,450	6,000
Doubtful debts	80,521	-
Bank charges	31,782	17,940
Cleaning and incidentals	4,986	2,557
Capital Expenditure	(4,795)	
Depreciation	81,639	17,317
Electricity and water	23,597	27,579
Electronic Parking Tickets	-	12,419
Entertainment	-	1,042
Fiji National Provident Fund	11,488	14,860
Fringe Benefit Tax	1,552	1,250
Valuation fees	14,495	-
Honorarium	1,710	1,710
Impairment loss on investment properties	-	1,131,314
Insurance	61,238	83,379
Interest	274,502	322,107
Legal fees	4,834	7,446
Meeting expense	5,150	6,168
Motor vehicle expenses	3,444	11,947
Postage, telephone and freight	5,979	7,160
Printing and stationery	7,107	1,958
Property management	114,197	119,564
Rates	11,917	8,643
Repair and maintenance	95,734	96,630
Training levy	2,298	2,359
Travelling and subsistence	4,615	5,562
Wages and salaries	241,774	238,533
	<u>1,107,391</u>	<u>2,156,725</u>
Total expenses		
Operating surplus - Building Account	<u>\$ 1,130,093</u>	<u>4,774,078</u>

The Objectives of FPSA



Article 4 : The objects of the Association shall be:

- (a) **ORGANIZING MEMBERSHIP:** To secure the membership in the Association of all Fiji Government employees stationed in Fiji or abroad, and all other persons who may from time to time be eligible for membership of the Association under this Constitution, as follows :
 - (i) Employees holding permanent, temporary, relieving, probationary or contract appointments with or on behalf of the Government of Fiji.
 - (ii) Employees in statutory bodies, government owned or partly government-owned companies and corporations.
 - (iii) Employees in organisations, companies or corporations which are created or restructured or established as a result of privatisation or corporatisation of government departments or statutory bodies.
 - (iv) Employees in any public, partly-public or private undertaking who are not members of any other registered trade union affiliated with the Fiji Trades Union Congress or its successors or assigns.
- (b) **SAFEGUARDING MEMBERS RIGHTS:** To promote and safeguard the rights, interest and benefits of its members, as provided in this Constitution or enabled by any regulation.
- (c) **PROMOTE LEGISLATION:** To promote or oppose legislation and other measures which may affect the rights, interests, benefits and welfare of the members of the Association.
- (d) **OFFICIAL MEDIUM FOR MEMBERS:** To provide an organised medium for the expression of the considered opinions of its members by being the official channel of communication between the members of the Association and the Government and other employing authorities or entities.
- (e) **INTER-MEMBERS RELATIONSHIP:** To regulate relations and to settle disputes between members and employers, between one member and another and between members and other workers by amicable agreement whenever possible.
- (f) **SETTLEMENT OF DISPUTES:** To make representations, conduct negotiations and to undertake by reconciliation, mediation, arbitration or other lawful and legitimate means settlement of disputes.
- (g) **WELFARE OF MEMBERS:** To promote the material, cultural, social, educational and recreational welfare of the members and their families in any lawful manner.
- (h) **LAWFUL VENTURE:** To establish, carry on, or participate, financially or otherwise, in any lawful business, undertaking or venture with the main purpose of furthering the interests of the Association or its members.
- (i) **BENEFITS TO MEMBERS:** To provide for members and, in certain circumstances their immediate families, such benefits, as the Council may decide, including
 - (1) Legal advice and legal assistance where necessary, in connection with the employment of members;
 - (2) Compensation to members for loss arising out of trade disputes;
 - (3) Education fees, scholarships, funeral and medical expenses.
- (j) **SOLIDARITY:** To co-operate with and render such assistance, financial or otherwise, as the Association thinks fit, to any lawful trade union or trade union federation having - for its object the promotion of the interests of labour, trade unionism or trade unionists and, where necessary, to seek assistance from them.
- (k) **PUBLIC SERVICES:** To secure and promote the public interest by providing as far as possible efficient and sympathetic services to the public generally.
- (l) **FURTHERANCE OF OBJECTIVES:** To use all lawful means, including strikes if necessary, to attain the objects herein specified, and to do all such other acts and take such other measures as are incidental and conducive to their attainment and to the smooth and efficient running of the Association.

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Fiji Public Service Association - Honours Board



(Cont'd)

Year	President	Vice President	General Secretary	General Treasurer
1985	T. U. Bavadra	D. P. Singh, Laikini Jiko	M. P. Chaudhry	Satish Chandra
1986	T. U. Bavadra Dhirendra P. Singh	Laikini Jiko, Brij Lal	M. P. Chaudhry	Satish Chandra
1987	Dhirendra P. Singh	Laikini Jiko, Brij Lal	M. P. Chaudhry Satish Chandra	Satish Chandra
1988	Dhirendra P. Singh	Rajeshwar Singh Lasarusu Tuimani	M. P. Chaudhry	Satish Chandra
1989	Dhirendra P. Singh Rajeshwar Singh	Rajeshwar Singh, I. Koroitanao, N.G. Singh	M. P. Chaudhry	Satish Chandra
1990	Rajeshwar Singh	Isireli Koroitanao Nirbhay G. Singh	M. P. Chaudhry	Satish Chandra
1991	Rajeshwar Singh	Nirbhay G. Singh Aisea Batisaresare	M. P. Chaudhry	Satish Chandra
1992	Rajeshwar Singh	N. G. Singh, A. Batisaresare	M. P. Chaudhry	Satish Chandra
1993	Rajeshwar Singh	N. G. Singh, A. Batisaresare	M. P. Chaudhry	Satish Chandra
1994	Rajeshwar Singh	N. G. Singh, A. Batisaresare	M. P. Chaudhry	Karam C. Bidesi
1995	Rajeshwar Singh	N. G. Singh, A. Batisaresare	M. P. Chaudhry	Karam C. Bidesi
1996	Rajeshwar Singh	N. G. Singh, A. Batisaresare	M. P. Chaudhry	Karam C. Bidesi
1997	A. Batisaresare	N.G. Singh, Wilbur Thoman	M. P. Chaudhry	Karam C. Bidesi
1998	A. Batisaresare	N.G. Singh, Wilbur Thoman	M. P. Chaudhry	Karam C. Bidesi
1999	A. Batisaresare	N.G. Singh, W. Thoman, Reijieli Naruma	M. P. Chaudhry Nirbhay G. Singh	Karam C. Bidesi
2000	A. Batisaresare	W. Thoman, R. Naruma	Nirbhay G. Singh Rajeshwar Singh	Karam C. Bidesi
2001	A. Batisaresare	W. Thoman, R. Naruma	Rajeshwar Singh	Karam C. Bidesi
2002	A. Batisaresare	W. Thoman, R. Naruma	Rajeshwar Singh	Karam C. Bidesi
2003	R. Naruma (Actg)	W. Thoman, R. Naruma	Rajeshwar Singh	Karam C. Bidesi
2004	R. Naruma (Actg)	W. Thoman, R. Naruma	Rajeshwar Singh	Karam C. Bidesi
2005	R. Naruma	W. Thoman, Mataiasi Bulivou	Rajeshwar Singh	Karam C. Bidesi
2006	R. Naruma	W. Thoman, M. Bulivou	Rajeshwar Singh	Karam C. Bidesi
2007	R. Naruma	W. Thoman, M. Bulivou	Rajeshwar Singh	Karam C. Bidesi
2008	R. Naruma	Wilbur Thoman, Mataiasi Bulivou, Usha Singh	Rajeshwar Singh	Karam C. Bidesi
2009	R. Naruma	W. Thoman, M. Bulivou, U. Singh Shaleeni P. Singh	Rajeshwar Singh	Karam C. Bidesi
2010	R. Naruma	W. Thoman, M. Bulivou, Shaleeni P. Singh	Rajeshwar Singh	Karam C. Bidesi
2011	R. Naruma	W. Thoman, M. Bulivou, Shaleeni P. Singh	Rajeshwar Singh	Karam C. Bidesi
2012	R. Naruma	M. Bulivou, Shaleeni P. Singh, Rajeshwar Prasad	Rajeshwar Singh	Karam C. Bidesi
2013	R. Naruma	M. Bulivou, Shaleeni P. Singh, Rajeshwar Prasad	Rajeshwar Singh	Karam C. Bidesi
2014	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2015	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2016	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2017	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2018	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2019	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2020	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2021	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Ramesh Chand

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