



# **Fiji Public Service Association**

**81st Annual General Meeting**

**23rd March 2024**

# **Annual Report**

# **2023**

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. Gavid, 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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FPSA Branches	:	Labasa, Savusavu, Suva Central & Western.
<b><u>Affiliations:</u></b>		
CPSU	:	Confederation of Public Sector Unions (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**  
**81 National Annual General Meeting**  
**Saturday 23<sup>rd</sup> March 2024**  
**Preliminary Notice of Meeting**

(Clause 63)

In accordance with Clause 63 of FPSA Constitution, this **Preliminary Notice** is hereby given to Members of the Fiji Public Service Association that the **81<sup>st</sup> National Annual General Meeting** shall be convened on or about **Saturday 23<sup>rd</sup> March 2024** 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 at the 81<sup>st</sup> NAGM.

Motions (if any) shall be on the respective Forms C or D provided for the purpose and may be obtained from the General Secretary at FPSA Headquarters, GPO Box 1405, Suva. All Motions (if any) MUST be received by the General Secretary prior to 04.00pm on **Friday 8<sup>th</sup> March, 2024**

(sgd)

Judith Kotobalavu

**GENERAL SECRETARY**





*Fiji Public Service Association*  
**81 National Annual General Meeting**  
**Saturday 23<sup>rd</sup> March 2024**  
**Confirmatory Notice of Meeting**

(Clause 64a)

In accordance with Form A1 and Clause 63 of the FPSA Constitution, a *Preliminary Notice* on this subject was published on Saturday 27<sup>th</sup> January, 2024. 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 ***81<sup>st</sup> National Annual General Meeting*** [NAGM] of the Association shall be convened, as follows:

*Day/Date* : **Saturday 23<sup>rd</sup> March 2024**  
*Time* : 10.30 am  
*Venue* : **Lower Hall, Suva Civic Auditorium**

The ***Agenda*** for the 2024 FPSA 81 National AGM shall be:

- 1) *Opening*: Quorum, Apologies, *Presidential Welcome* Address.
- 2) Confirmation of *Notice & Agenda* for the 2024 81 NAGM.
- 3) *Introduction*& Roll Call of 2024 Delegates to 81 NAGM.
- 4) Confirmation of *Minutes* of 2023 80<sup>th</sup> NAGM & Matters Arising.
- 5) Presentation of *2023 National Activities Report*& Matters Arising.
- 6) Presentation of *2023 FPSA Financial Report*& Matters Arising.
- 7) Appointment of 2024 *Auditors* of the Association.
- 8) *Motions* for the 2024 FPSA 81 National AGM (if any).
- 9) *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 2024 81<sup>th</sup> FPSA NAGM will be published in FPSA's journal *Service Worker* [Vol 47, No.2024/01] 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)  
**Judith Kotobalavu**  
**GENERAL SECRETARY**



***Fiji Public Service Association***  
**Minutes of 80<sup>th</sup> National Annual**  
**General Meeting [2023]**  
**Saturday 25<sup>th</sup> March 2023**  
**Central Cuisine Events Centre, FPSA Sports City, Suva.**

1. 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]
Bro Nirbhai G Singh	- IRC

**National Councillors:**

National Councillors – General	= 04
National Councillors – Youth	= 02
National Councillors – Branches	= 08

**Appointed Branch Delegates:**

Labasa Branch	= 10
Savusavu Branch	= 03
Western Branch	= 21
Suva Central	= 55

1.2 Apologies: Bro Emosi Qiokacikaci - Youth National Councillor

1.3 In Attendance: FPSA Secretariat Staff

1.4 **Preliminaries**

**Quorum:** After the Registration Committee confirmed the presence of a quorum, the Chairperson, Sis Judith Kotobalavu welcomed the Councillors and Delegates to the 80<sup>th</sup> FPSA National Annual General Meeting [NAGM] and called the meeting to order at 10.10am. She invited members to advise of apologies, if any, which may have been forwarded by Councillors or Delegates to be duly recorded.

1.4.1 **Presidential Address:** Before delivering the formal address, the National President, Sis Judith Kotobalavu as Chairperson acknowledged the presence of our Chief Guest, Mr Mahendra Chaudhry [former General Secretary and Life Member] and our distinguished visitor from overseas, Bro Tom Reddington, PSI Oceania Sub Regional Secretary and extended a very warm welcome to both of them. Sis Judith Kotobalavu requested all present to accord due courtesy to them and other guests.

1.4.2 The National President [NP] Sis Judith Kotobalavu commenced her Welcome Address by expressing her sense of personal relief that FPSA Members were able to travel to attend the four

(4) Branch AGMs and also this 80<sup>th</sup> NAGM safely. She was thankful of the mandate and support shown by members and FPSA Officials over the past years and conveyed this message in view of the loss of lives caused by Covid 19. She appreciated the mandate given and support shown by Members and FPSA officials to her as the FPSA NP and the Chairperson of the National Council over the past several years. The Chair would attempt to keep her address brief, and she called on Delegates to also observe brevity during the meeting in like manner.

- 1.4.3 The National President, in her address, covered other subjects that deserved the attention of the Delegates mainly on Covid 19, and its effects together with the two (2) tropical cyclones TCs Hale and Gabriele. She also reminded members the effect of Covid 19 which is the No Jab No Job which was withdrawn by the government and this has shown a positive way forward for the Union movement in Fiji.

*[The full text of NP's Address to the 80<sup>th</sup> NAGM is shown in [Attachment A](#) to this Minutes]*

2. *Agenda Item 2 :*      **Address by the Chief Guest – Mr Mahendra Pal Chaudhry**

- 2.1 Mr Mahendra P Chaudhry, the former General Secretary of the Fiji Public Service Association was the Chief Guest at the Celebration of the 80<sup>th</sup> Anniversary. In his address, Mr Chaudhry informed the FPSA members that they should hold the government to its election promises in regards to increase about civil service pay. He added that he was saddened to note from the FPSA Annual that it was facing struggle in getting its grievances addressed. He reminded the FPSA that its first duty is to its members and that it was facing serious challenges as per its log of claims. He also stated that FPSA must recognise that they will be negotiating against a backdrop of severe financial constraints by the Coalition government.

3. *Agenda Item 3:*      **Notice of 2023 Meeting & Agenda**

- 3.1 **Confirmation of 80<sup>th</sup> NAGM Notices:** At the Chair's invitation, the General Secretary (Bro R. Singh) read out the *Preliminary and Confirmatory Notices and Agenda* for the 80<sup>th</sup> NAGM as published on 26<sup>th</sup> January 2023 and 10<sup>nd</sup> March 2023 resp. They were published in *Fiji Times* within the prescribed times, followed by similar Notices issued per the *FPSA Service Worker* issue Vol 47, No. 2023/01.
- 3.2 At the four 2023 Branch AGMs over the past two weeks, the rank and file Members of FPSA were also informed of the salient details of the 80<sup>th</sup> 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.
- 3.3 **MOVED** Bro Sheik Yusuf (Labasa) **SECONDED** Bro Mahendra Sami Gounder (Savusavu ), **THAT** the Preliminary and Confirmatory Notices & Agenda for the 80<sup>th</sup> FPSA NAGM, as published and circulated be **CONFIRMED and ADOPTED**. The Motion was **CARRIED** on voices.

4. *Agenda Item 4:*      **Observations & Roll Call 2023 NAGM**

- 4.1 **Introductions:** At the request of the Chair, MC Bro NG Singh 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 who travelled from the Northern and the Western Divisions for this NAGM.

- 4.2 **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 79<sup>th</sup> NAGM Delegates Attendance Register is shown in [Attachment B](#) to this Minutes]*

5. **Agenda Item 5: 79<sup>th</sup> 2022 NAGM Minutes & Matters Arising**

- 5.1 **Presentation of 79<sup>th</sup> NAGM Minutes:** The National President, tabled the Minutes of the 79<sup>th</sup> NAGM, held on Saturday 19<sup>th</sup> March, 2022 at the Central Cuisine Event Centre [CCEC] at FPSA Sports City (Stage 5). At her request, Bro GS informed the members that the Minutes are printed in the 2023 FPSA Annual Report, on pages 5 to 9 incl, including Attachments A to F and he briefed the delegates on page by page basis. The Chair then called for corrections or amendments, if any, from the Delegates to the 2022 AGM Minutes. As there was none, the Chair then called for a motion to confirm the Minutes of the 79<sup>th</sup> NAGM.

- 5.2 **Matters Arising:** No issues were raised on the Minutes of the 79<sup>th</sup> NAGM.

- 5.3 As there were no comments and queries from the Delegates and noting the Minutes of the NAGM meeting have been presented at all Branch AGMs, the Chair called for a Motion to Adopt the Minutes of the 79<sup>th</sup> NAGM.

- 5.4 **MOVED** Bro Anare Tawake (Health, Suva) **SECONDED** Sis Sandhiya Soonaina (NFA, Suva) **THAT** the Minutes of the 79<sup>th</sup> NAGM and **Matters Arising** be **ADOPTED**. The Motion was **CARRIED**.

6. **Agenda Item 6: FPSA 2022 Activities Report**

- 6.1 **Presentation:** The National President, Sis Judith Kotobalavu introduced the Agenda item 06 (pages 19 to 42 incl) on the FPSA 2022 Activities Report. She reminded the Delegates that as per FPSA Constitution, the FPSA 2022 Activities Report was formally tabled at each 2023 Branch AGM to allow the rank and file members at the four (4) branches to read, discuss and comment on the contents. Sis Judith Kotobalavu requested the General Secretary Bro R Singh to present further supplementary details or clarifications as necessary.

**Address by FPSA General Secretary** : Bro R. Singh then delivered his supplementary address which supplemented the 2022 Activities Report and he stated that this will be his last presentation to the Delegates. The full text of the Address by the General Secretary is contained in Attachment B in these minutes. The major topics covered were :

- Public Service Commission – 2022 Fiji General Elections with a new administration in office
- Fiji Economic Review – national debt
- Sales of Public Assets
- 2023 Mini Budget
- A change of Guard at FPSA

After the completion of an extensive address, Bro GS commended the Report to the NAGM with personal thanks to the house for their attention and forbearance. The Chair invited the Delegates present to raise queries, comments and to seek clarification as necessary on the Report and the additional remarks by the GS.

*[The full text of Supplementary Address by the GS is found in [Attachment B](#) to this Minutes]*

- 6.2 **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 present to raise queries or comments and to seek clarification as necessary on the report and to the additional remarks made by the General Secretary, Bro R. Singh.
- 6.3 **Adoption:** Since there were no queries or comments from the floor the NP called for a Motion to adopt the comprehensive 2022 Activities Report.
- 6.4 **MOVED** *Sis Losana Tarau (Suva)* **SECONDED** *Bro Ropate Pareti (Suva)* **THAT** the 2022 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**.

7. Agenda Item 7: **Audited Financial Report 2022**

- 7.1 **Presentation:** The National President called on the General Treasurer [GT] to present the FPSA audited Financial Report. GT Bro Ramesh Chand drew attention to the pages of the 2022 Financial Report printed from page 54 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 Independent Auditors Report (pages 4 & 57). He advised that the 2022 Audit met the Fiji accounting practices. The full audited report was submitted at all four 2023 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 the NAGM, as it is allowed under our Constitution.
- 7.2 **Address by GT:** Bro GT briefly discussed and highlighted parts of the 2022 financial report, e.g. page 59 on the statement of income where it showed a decrease in membership. This was mainly due to the imposing of no jab no job policy, expiry of contract and redundancies. He further commented on other pages, e.g. on summary and breakdown details, etc and highlighted the significant issues such as Investment, Details of Surplus, and Statement of financial position as at 31 December 2022. 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.
- 7.3 **Discussions:** Since there were no comments from the Members and noting the Financial Reports have been presented at all four 2023 Branch AGMs, the NP called for a Motion to adopt the 2022 Audited Financial Report.
- 7.4 **MOVED** *Bro Deo Dutt (Savusavu)* **SECONDED** *Sis Losana Tarau (Suva)*, **THAT** the 2022 FPSA Audited Financial Report, as tabled be **ADOPTED**. **CARRIED**.

8. Agenda Item 8: **Election of FPSA Auditors**

- 8.1 **Introduction:** As required under Clause 39 (a) of the FPSA Constitution, the Chair called for the nomination for the election of Auditors for the next financial year. On behalf of the Council, the GT, 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 PKF Aliz Pacific, Chartered Accountants, be appointed as Auditors for the

Association for the year 2023. As no other audit firms were nominated from the floor, the Chair called for a motion to adopt the Council's nomination.

- 8.2 **MOVED** Bro Ramesh Chand (Suva), **SECONDED** Sis Losana Tarau (Suva) **THAT** PKF Aliz Pacific be appointed as Auditors for the financial year 2022. The motion was **ADOPTED** on voices.

9. **Agenda Item 9: Elections of FPSA Office Bearers 2023-2026**

- 9.1 The Association's election for the FPSA office bearers was conducted by the Fijian Elections Office (FEO). The Chair advised that nominations for all Branch positions were unopposed and filled without elections after the FEO published notices, received nominations and scrutinised them. The vacant positions in Branch councils will be handled by the National Council in regular fashion.
- 9.2 The Chair referred members to the Service Worker Journal issue 2023/01 which listed the nominations received by FEO and the final results after objections that were lodged and considered by the FEO as Returning Officer. Secret ballots were conducted only for the positions of the General National Councillors x 4 and National Youth Councillors x 4. The nominations for the vacancies of the Principal Office Bearers were uncontested and held to be **VALID** and **UNOPPOSED**.
- 9.3 **Election Results from FEO** :Mr Aisea Wainiqolo, the appointed Returning Officer for the FPSA 2023 Elections addressed the meeting and provided the following results:

<b>Vacant National Council Positions</b>	<b>Candidates</b>	<b>Valid Votes Received</b>	<b>Results as Declared by FEO</b>
National Councillors _ General x 4 posts	Sharma Shareen Senikuraciri Silipa Tikoisuva Filipe Prasad Binesh Rogo Cama Tuilevu Tomasi Mataiyasi	159 640 646 356 548 608	<b>Tikoisuva Filipe Senikuraciri Silipa Tuilevu Tomasi M Rogo Cama</b>
National Councillors - Youth x 4 posts	Roy Seshma Geeta Dutt Ravneeth Chand Vennel Vilash Naivota Sitiveni Lulu Waqawai Apenisa Bureqele Tokamalua Jeremaia L Soonayna Sandhiya	376 364 287 566 600 585 318	<b>Waqawai Apenisa B Tokamalua Jeremaia L Naivota Sitiveni L Roy Seshma G</b>

10. **Agenda Item 10: Resolutions for 2023 - 80<sup>th</sup> FPSA NAGM**

- 10.1 **Introduction** : The Chair advised the meeting that there are two (2) Resolutions which was discussed and adopted in the National Council. The texts of the Resolutions are shown in Attachment D under the following titles and were read out in full. After the four branch AGMs, namely the overdue upgrading of Fiji Civil Service Salaries which have been submitted as LOC and also adopted by the National Council. The full text of the Resolutions which was presented by the General Secretary is shown in **Attachment D**.



- 10.2 **MOVED** Bro Sheik Yusuf (Labasa) **SECONDED** Bro Ropate Pareti (Suva) **THAT** the Resolutions 1 and 2 for 2023 AGM be adopted for the attention of the National Council. **CARRIED** on voices.

### 10.3 **Motions for 2023 FPSA NAGM**

The Chair informed the meeting that this year a total of 30 motions on the proposed amendments to the FPSA Constitution were submitted. The motions were published in the Service Worker newsletter after due processing. Secret Ballots were conducted by the FPSA Ballot Committee at the four (4) Branch AGMs. At the conclusion of vote counting, all **MOTIONS** were **ADOPTED** with more than 80% in favour and agreed to the 30 motions.

### 11.0 **GENERAL**

- 11.1 The General Secretary advised members to remain as they have to farewell 2 FPSA office bearers in presenting plaque and cash gifts and Life Membership Certificates in recognition and contribution of their services to the Association. Bros Vishwa Deo NVP and Bros Ramesh Chand, General Treasurer were presented with the gift from the National President.

- 11.2.1 Lastly, the Chair National President presented the gift to the outgoing General Secretary as a recognition in leading the Association for more than 20 years together with the Certificate of Emeritus Life Membership.

### 12.0 **Conclusion:**

- 12.1 **Appreciation & Adjournment:** The Chairperson, Sis Judith Kotobalavu 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.

- 12.2 **MOVED** Bro Ropate Pareti (Suva) **SECONDED** Bro Cama Rogo (Suva) **THAT** the 80<sup>th</sup> 2023 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.

- 12.3 **Closure:** The Chair then declared 80<sup>th</sup> 2023 NAGM of the Association **closed** at 1.15pm and wished the Delegates a safe journey home.

**Confirmed Correct:**

.....  
National President

.....  
General Secretary

*Dated: 25<sup>th</sup> March 2023*



*Fiji Public Service Association*  
**Address by National President**  
**80<sup>th</sup> FPSA NAGM 2023**  
*"Celebrating 80<sup>th</sup> Year of Service to Members"*



*Sis Judith Kotobalavu*

**Distinguished Guests, My fellow FPSA National Councillors,  
Branch Delegates & Members, Sisters, Brothers and Friends.**

*Ni sa Bula Vinaka, & Greetings.*

On behalf of the Secretariat, the Executive Board and the FPSA National Council, I am pleased to welcome you to our 80<sup>th</sup> Annual General Meeting and to participate in the 2023 Delegates Conference. Special mention goes to Members who have travelled from around the country including our distinguished visitor from overseas. We hope Brother Tom that you will enjoy the proceedings today since we are one of the PSI Oceania affiliates from a long time.

My respected audience, please allow me to introduce you to our two prominent Guests at the Head Table who will be addressing you shortly. Today our Guest Speakers, are :

- ★ Hon. Mahendra Chaudhry, former Prime Minister and FPSA Lifemember.
- ★ Bro Tom Reddington, PSI Sub Regional Secretary, Oceania.

Colleagues, please allow me to record my personal gratitude, for your solidarity over the past several years, in the post of National President, but also to all National & Branch Officials, and to the Secretariat Staff. I remain grateful to all FPSA Members, who bestowed the high honour on me to serve you for nine (9) consecutive years.

During our previous annual meetings, we took due note of major disasters that affected Fiji or the region in recent past. Thankfully, we have not had many direct and heavy hits this past year, but our neighbouring states have suffered in various ways with TCs Hale, Gabrielle and the twins Judy and Kevin. While Fiji has had its bouts of flooding, others in the region have had more dangerous episodes.

For past three years we have been inundated with reports of Covid 19. The pandemic may have passed, but its lingering effect, called "long Covid" is still around. We are advised that hereafter we may have to live with that something similar to that of other pestilence, e.g. measles. One of its after effects, the "no Jab, No Job" has finally been withdrawn by the new administration.

Members, for past three months the Fiji citizens have breathed a sigh of relief when a new Government came into office. And with it carried a lot of promise of change and relief. The activities that we have seen to date is the initial indication of what to expect. Nevertheless, the Association will undertake all possible steps to ensure that the rights of our Members and other workers are protected.



In late 2018, Fiji went through its second general elections under the same flawed Constitution. The Association then had expressed its misgivings on the whole process of lack of Parliamentary representation for some years, and our current reports will carry some appropriate commentary.

Looking at the future, in 2022 the nation held its 3<sup>rd</sup> election under the imposed Fiji 2013 Constitution which has not served the voters well. It continues to cause several controversies. Let us all hope for saner minds to prevail in order to right our ship onto a correct and stable course.

The 2022 FPSA Annual Report has been circulated among Members. It contains the Council's account to Members for the past financial or calendar year. As usual, you are at liberty to peruse it. The nominated Branch Delegates can express their views via Branch resolutions (if any) to this 80<sup>th</sup> NAGM.

The regular agenda for the 80<sup>th</sup> NAGM has been published and is also contained in the Annual Report. With the guidance from your elected officials, and as per the regular meeting practices, I am charged with the duty to conduct and conclude this meeting in a satisfactory manner.

The 2023 FPSA office bearer's elections is being held this year. There were several uncontested positions, while the results of balloting on final two groups of new Councillors will be revealed by FEO later today. My congratulations to those who have been successful, and the Members look forward to serving and dealing with them with the same vigour and attention in future years.

On behalf of the National Council, I record our gratitude to Members for your solidarity, devotion and perseverance over the 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 your attention 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 the Branch and National levels, and we look forward to welcoming you again next year at our 81<sup>st</sup> NAGM in 2024.

We also record our appreciation to the Branch officials, Staff and volunteers who have contributed to the successful staging of this National Delegates Conference.

In conclusion, I reiterate my gratitude to all rank and file Members of FPSA for entrusting this heavy responsibility to me. With your continued support and encouragement, we will recover from any adversity, and soldier on to serve our union to the best of our abilities.

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

***"FPSA, Celebrating the 8<sup>th</sup> Decade of Struggle & Achievements  
for Workers' Rights, Justice & Dignity !!"***

***Vinaka Vakalevu, Dhanya Vaad, and Thank You***



**Fiji Public Service Association**  
**Address by FPSA General Secretary**  
**Bro Rajeshwar Singh**  
**80<sup>th</sup> FPSA National AGM 2023**  
25<sup>th</sup> March 2023, Central Cuisine, Sports City, Suva



## SUPPLEMENT to 2022 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 Sis Judith and the FPSA Executive Board in welcoming you all to this Convention. We appreciate the efforts by Delegates who travelled long distances to show their solidarity for our Association. Your presence at this 80<sup>th</sup> National AGM [NAGM] is very reassuring for the future success of FPSA in years to come.*

Under Agenda item 5, the 2022 FPSA Activities Report is now open for discussion. As requested by the Chair, please permit me to present this Supplementary Address to you. The full Report was also tabled, with additional comments from the Secretariat, at the four (4) FPSA 2023 Branch AGMs, and adopted by them.

#### **2. PUBLIC SERVICE COMMISSION [PSC]**

As a result of the 2022 Fiji General Elections, a new administration is in office. You have heard numerous news and announcements on this subject. All of them point to the prospects of change and for somewhat better times. In two previous NAGMs, the FPSA Members had called for the sacking of the PSC Chairman, who lived overseas for years. Well it finally happened in January this year, he resigned, and left behind a mess. We have a new Minister, Chairman and Perm Sec for MCS.

We had also called for a complete new set of dedicated and independent persons, who hold valid qualifications and experience, to be appointed to various boards etc and who would contribute in making the right decisions in the best interest of the Fiji Public Service and the nation. The Association plans to continue with the negotiations on the new FPSA/MCS MCA to a reasonable conclusion under the new administration.

### **3. FIJI ECONOMIC REVIEW**

The state of Fiji's economy had remained in dire straits that we have experienced for years now. Such a status had been reported repeatedly by us and by other local and credible overseas entities at length. The nation's internal and external debt keeps climbing to crushing levels counted in billions. FPSA has made many submissions to the past government on this matter and it is our duty to continue to do so and to be vigilant.

### **4. SALE OF PUBLIC ASSETS**

Emulating the capitalist tradition of hiving off and selling public assets into private hands, the previous Govt acted in a reckless manner. The selling of EFL shares to the Japanese consortium, and the ownership arrangement with ASPEN over two public hospitals, are not in the best interest of the Fijian public. In the long run not only could the government lose control of the public asset but, in times of financial strife, their executives, with shares held in private hands, will call for and obtain Govt subsidies, loans, grants, tax break etc in order to continue the services. To reiterate not only the Govt but the general public, tax payers and future generations will be held to ransom and bear the economic brunt.

### **5. 2023 MINI BUDGET CONSULTATIONS**

It appears that the Coalition Govt may make adjustments to the Budget soon in attempt to review revenue collection and spending levels. However, they have also established a Fiscal Review Committee for a general overhaul purposes. Their work is designed for corrective and recovery purposes, but in the end the taxpayer will have to carry most of the burden.

### **6. SERVICE WORKER CREDIT UNION**

The Service Worker Credit Union has grown rapidly over the last 23 years since its inception in 2000. The future looks bright and its growth is expected to be at much faster rate. Such an institution must be operated on firm and sound financial policies and its Board & Committees are observing them all with due diligence. Higher interest rates for personal loans in the banking sector, and the reduction of credit facilities by other financial lenders, resulted in members placing a heavy demand on SWCU.

A membership of FPSA is prerequisite before one can join and benefit from SWCU. The main objective, of course, is to turn SWCU members into "savers" as far as possible. As a result, many

factors are to be taken into account if we are to realise the objectives of the credit union. The SWCU has always endeavoured to help its members, it may not always accommodate all the demands of every member. It is not because it refuses to do so at will, but SWCU is precluded from doing so because of consideration of other factors, like inadequate repayment capability of members unable to meet security requirements as required by the Credit Union By-laws. The SWCU has completed the acquisition of a new investment property in Goodenough Street which previously belonged to another credit union. I shall maintain my service with SWCU thus continuing with my long 23 year history with that entity for the benefit of FPSA members.

## **7. A CHANGE OF GUARD AT FPSA**

Colleagues, this year the Principal Officers of the Association have been elected unopposed and election of Councillors is being, conducted by the Fijian Elections Office. Members have exercised their right to vote and made their choices and new officials will assume their positions in due course. Many posts were uncontested, but FEO will provide the results of the balloting soon.

On a personal note, it is now general knowledge that I decided not to seek re-election as the GS for another term, having completed 22 years in this post, which is part of my 55 year relationship with the Association. So the way is clear for another dedicated and qualified person to step in and I have all the confidence and admiration for Sister Judith Kotobalavu for taking the challenge. My role will now change into one of support for her term in office in whatever capacity that is needed. But my direct involvement in the day to day running of the FPSA as a trade union will end naturally when the process of the hand over duties are completed.

However, I will not be far from home as my service as the Managing Director of PSAICFPL will soon begin for a 3 year term. The part of the duties of the post of GS that had covered the investment portfolios to date will now be in the hands of the Board of PSAICFPL.

Colleagues, the journey was long for me, largely rewarding, at times frustrating, but that is the charm and beauty of it. I have had many experiences worth remembering both pleasant and otherwise, while serving the Association.

First as a Branch Councillor - 1968 - 1974

- (ii) Branch Secretary/National Council member – 1975
- (iii) National Vice President - 1988
- (iv) National President – 1989 - 1996
- (v) Secretary General, Confederation of Public Sector Unions [CPSU]- 2015 - 2019
- (vi) General Secretary (23 years) – 2000 - 2023

As I look back over this period of 55 years it is astonishing to note how much the world has changed. A new ideology has swept the world all in the same period, democracies are grappling with an era of transformation, digital revolution and the revolutionary technology of Artificial Intelligence (AI), GPT or Generative Pre trained Transformer and other cutting edge innovations have become the major axis of the digital world. The backlash to globalization has helped fuel the extraordinary political shifts, autocrats have created a more favourable international environment for themselves and have succeeded in shifting global incentives, jeopardizing the consensus that democracy is the only viable path to prosperity and security, while encouraging more authoritarian approaches to governance. Experts say the "New Normal" in 2025 will be far more Tech Driven, presenting bigger challenges. Peoples relationship with technology will deepen as larger segments of the population come to rely more on digital connections for work, health care, daily commercial transactions and essential social interactions. This is described as "tele-everything" world.

This is all very well but economic growth can never be the only goal. Growth may make some people richer but it doesn't necessarily add to everybody's state of well-being. It is what we do with the benefits of growth that matters.

Economic development should have broad and interdependent effects which lead to the improvement in life of the workers. Are people better off not just in financial terms, but in access to health, to education opportunities, to housing, leisure options, recreational facilities and so on? In the past progress was measured principally by GNP per capita, a measurement which does not reflect either the distribution of benefits or the quality of life. In an effort to move forward and take a more appropriate view, the UNDP introduced its human development index. This index has taken into consideration not only the per capita GNP, but also people's life expectancy and rate of literacy. This gives more complete view of people's well-being.

Free market, deregulation and all the rest of it can give us stronger and more successful economies but it is not necessarily reflected in people's improved standards of living. They can also give us more profitable business enterprises but we cannot assume that this necessarily leads to improved conditions and remuneration for the labour force.

As we start to emphasise the goals of economic growth and private enterprise, we tend to forget about the human side of enterprise. We should not forget that the only resources really capable of development are human resources. Without well trained, qualified and motivated people we can do nothing.

We cannot put the economic buoyancy first and the worker aspects second. Workers come first. Without workers we can do nothing. Without workers we will achieve nothing. If you show interest for workers, they will respond likewise.

My in built fear is that we might start to worship the statistics of economic growth and we might forget about the quality of life.

It is vital that we maintain our traditions of caring for people – our feeling of social responsibility, our principle of community solidarity and action, that all of us need to help one another and that there is such a thing as true social justice. This is not a political question – not at all, it is something for all of us.

We all welcome modernization and the fruits of economic growth – we all realize that urbanization is inevitable. We all understand that social norms and customs change. Progress always bring new challenges and opportunities. But we still have to make sure that whatever

happens we will build a healthy, happy and prosperous society with benefits well spread so that there are no casualties.

And this is something for the union movement in general. We are not only trying to get a better deal for our members. We are trying to influence the values of our major partners – government and employers. We are trying to ensure that workers remain at the centre stage.

When I look back, I can recall the glory days and the dark days from 2000 onwards the coups really didn’t leave us in peace and the last one in 2006 took the country in another direction. During this period civil service reforms and dictatorial edicts from the powers that were, had to be accepted and endorsed by all of us under duress.

Today the status, and pride of your Association is at its peak in its entire 80 year history. Plans and strategies remain in place for the gradual advancement of our affairs and assets in a forward direction and in a positive and diligent manner. That is the basic and ultimate promise and vision of our Association. And the same principles are embodied in the Aims & Objectives and various other articles of our FPSA Constitution.

As depicted in the 2022 Annual Report, the National Council has launched our new investment company – the ***Public Service Association Investment Company (Pte) Fiji Limited [PSAICFPL]***. PSAICFPL is legally established entity with a clear direction of its objectives. PSAICFPL will provide a solid foundation for our investment activities. Among its Directors the 6<sup>th</sup> Independent Director will be the Managing Director, based at the FPSA HQ in an office dedicated to PSAICFPL. Our asset base of over \$50million as shown in our financial report is valued much more in the commercial market and may be worth around \$60 million.

Colleagues, I stand here with you for the last time, I know how poignant and touching it is, in fact, needless to say how nostalgic and emotional I am and, my journey had many phases, struggles, achievements, happiness and sometimes in a binary of getting both flowers and brickbats from our very own sometimes, but that is very much expected and part of the service to the cause.

In short attending this AGM one last time is not just a practical matter, but also an emotional and a personal one.

I also want to express my deep gratitude for your support throughout the years. Without your commitment and dedication, none of the achievements we have accomplished would have been possible. As we look back on this experience, I believe we can all take pride in what we have achieved together.

Thank you for your unwavering support, your dedication, and your hard work. I know that the Association will thrive under the leadership of our National President, Sis Judith Kotobalavu who is going to be the next General Secretary of the Association. I have great pleasure in passing the baton to her and I will be ready to lend a hand to her and support her all along the way. I am eager to see what the future holds for all of us.

Finally, colleagues, it is with heavy heart that I bid farewell after 55 years of service to FPSA, the premier public sector trade union in the country. It has been an honour and a privilege to serve as your General Secretary for the past 23 years, and I am deeply grateful for the trust and support you have given to me.

During my tenure, we have faced many challenges and overcome countless obstacles. Together, we have fought for better working terms and conditions and equal rights for all workers,



regardless of their gender, race or ethnicity. We have never backed- down in the face of adversity.

## **8. CONCLUSION**

Colleagues, I record my heartfelt thanks, for your encouragement over the years, which has been very important. To the current and former Members, and the Secretariat and Branch staff, I wish to register my appreciation, for your perseverance and dedication to our cause. While it is bittersweet to move on saying good bye can be an emotional experience. It is always difficult to let go of something that has been a part of my life for so long. As the saying goes all good things come to an end and on this note this is my final goodbye to you all.

I now have the pleasure in commending this 2022 Activities Report to the house

VINAKA

25<sup>th</sup>March 2023



**Fiji Public Service Association**  
**2023 FPSA 80<sup>th</sup> National AGM**

Saturday 25<sup>th</sup> March 2023,  
Central Cuisine Events Centre, FPSA Sports City, Suva

**Agenda Item # 05**

The 80<sup>th</sup> FPSA National Annual General Meeting [NAGM] held on Saturday 25<sup>th</sup> March 2023, received, discussed and adopted the following resolution:

**Resolution 2023/01 – Appreciation of the Outgoing National Council**

- NOTICING** THAT as reported in recent FPSA Annual Reports, Members are pleased to note that the general status, financial health and assets of the Association has achieved remarkable heights over past term/s of the National Council.
- ADDITIONALLY** THAT the outgoing Council has demonstrated great due diligence in its observance of the mandated tasks and directions by the Membership and the implementation of the same in a steady and efficient manner.
- OBSERVING** THAT through pragmatic management the Association has acquired and built up a valuable and enviable assets portfolio;
- RECALLING** THAT in spite of many hindrances and uncertain times, the Association has maintained its roll of rank and file Membership at a satisfactory level.
- RECOGNIZING** THAT despite the general or specific shortcomings found in the Fiji Labour Laws, i.e. ERA, and the stance of the previous administration, the Secretariat has continued to pursue the resolution of Members' individual and collective grievances in the best manner, where feasible;
- FURTHERMORE** THAT under the able leadership of the Executive Board, led by the National President and the General Secretary, the Association has continued to support the universal principles which are beneficial to the workers, as found in ILO Conventions, in particular the concepts of human rights, trade union rights and of collective bargaining;
- RESOLVED** THAT this 80<sup>th</sup> FPSA National Annual General Meeting fully endorses the record and achievements of the outgoing National Council and heartily commends the recent past elected officials for their untiring contributions to the furtherance of the Aims and Objectives of the Association.
- FURTHER RESOLVED** THAT all the incoming National Councils are exhorted to recognize the foregoing achievements, their positive purposes, and to maintain the momentum and to emulate them for the wholesome future benefit of the rank and file Membership of FPSA.

...oooOooo...

(Sat, 25<sup>th</sup> March 2023)





## **Fiji Public Service Association 2023 FPSA 80<sup>th</sup> National AGM**

**Saturday 25<sup>th</sup> March 2023,  
Central Cuisine Events Centre, FPSA Sports City, Suva**

### **Agenda Item # 05**

**The 80<sup>th</sup> FPSA National Annual General Meeting [NAGM] held on  
Saturday 25<sup>th</sup> March 2023, received, discussed and adopted the following Resolution:**

#### **Resolution 2023/02 – Public Service Association Investment Company (Pte) Fiji Ltd**

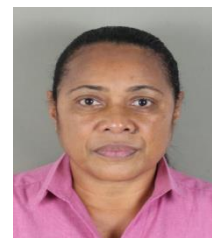
<b>OBSERVING</b>	THAT as enumerated in recent FPSA Annual Reports that were tabled and adopted by the NAGMs, the general status, financial health and property portfolio of the Association has attained an outstanding stature during the terms of the current and past FPSA National Councils;
<b>ADDITIONALLY</b>	THAT the National Council, in response to the directions from the Members, has faithfully consolidated the portfolio of assets into a new and fully FPSA-owned legal entity called the <i>Public Service Association Investment Company (Pte) Fiji Ltd</i> [PSAICPFL];
<b>DETERMINING</b>	THAT the Council has completed the necessary documentation and the appointment of the seven Directors of the new PSAICPFL which is now operational;
<b>RECALLING</b>	THAT Members have discussed and endorsed the above venture in the past by adopting appropriate resolutions starting from the 2017 NAGM and are appreciative of the progress and results to date;
<b>BEING ASSURED</b>	THAT the Directors of the Investment Company would always be guided by combined views of FPSA Members to continue to observe the same due diligence and protocols as adopted by the National Council in order to maintain and enhance the value and progress of PSAICPFL, ultimately for the direct benefit of FPSA Members;
<b>RESOLVED</b>	THAT this 80 <sup>th</sup> FPSA National Annual General Meeting fully congratulate the past Officials of FPSA National Council for their assumption and proper discharge of their duties as depicted above.

....oooOooo...

(Sat, 25<sup>th</sup> March 2023)



*Fiji Public Service Association*  
**81<sup>st</sup> National AGM, 23<sup>rd</sup> March 2024**  
**FPSA Activities Report 2023**



[Agenda Item 06]

## **1.0 GLOBAL ISSUES**

### **1.1 Natural Disaster**

Extreme weather and climate events had major impacts on all inhabited continents. These included major floods, tropical cyclones, extreme heat and drought, and associated wildfires. Weather and climate hazards exacerbated challenges with food security, population displacements and impacts on vulnerable populations. They continued to trigger new, prolonged, and secondary displacement and increased the vulnerability of many who were already uprooted by complex multi-causal situations of conflict and violence.

Weather-related disasters and climate change impacts are unraveling the fabric of society in the South-West Pacific. Sea level rise threatens the future of low-lying islands whilst increasing ocean heat and acidification harms vital and vulnerable marine ecosystems,

The Pacific region is one of the most disaster-prone regions in the world. Small, vulnerable island states are isolated by vast expanses of ocean. Our region experience frequent and intense disasters with disproportionately high economic, social, and environmental consequences. The region faces rapid-onset events, such as cyclones, floods, earthquakes and volcanic activity, and slow-onset events (e.g., droughts). Earthquakes, along the intersection of the Australian and Pacific tectonic plates increase the risk of tsunamis to low-lying island communities and coastal areas.

In the past ten years, the region has suffered several significant disaster events, including Tropical Cyclones (TCs). The latest were TC Lola in October 2023, hitting Vanuatu and Solomon Islands; TCs Judy and Kevin in March 2023, making landfall in Vanuatu; TC Harold in April 2020, hitting Solomon Islands, Vanuatu, Fiji and Tonga; TC Yasa in December 2020, and TC Ana in January 2021, both making landfall in Fiji). Flash floods (Fiji and Samoa in 2023, and Tuvalu, Kiribati, Solomon Islands, all in 2020); and volcanic eruptions took place in Vanuatu in 2017 and 2018, and in Tonga in 2022, with consequential tsunamis.

Droughts have posed a major challenge for Kiribati and Tuvalu in 2022-2023, however a higher-than-normal rainfall is expected, due to El Niño phenomenon, forecast through December 2023 to February 2024 within the Pacific Ocean.

In addition to the impacts of climate change, Pacific countries are increasingly exposed to various environmental hazards which are threatening the health of the population in the region. These include unsafe water, poor sanitation, air pollution, hazardous chemicals and occupational hazards. Furthermore, in the Pacific 70 per cent of deaths are related to NCDs (diabetes, cardiovascular, cancer and chronic respiratory diseases), one of the highest rates in the world.

## **2.0      Recent events**

### **Israel – Palastine war**

Hamas's October 7th, 2023 attack on southern Israel is the latest chapter of a cycle of violence that has been going on in this region for decades and, sadly, seems to have no end in sight. While the reasons behind these events are complex, the conflict's potential immediate and long-term economic ramifications are easier to grasp.

The war in Gaza brought 2023 to a close, with over 17,000 dead accounted for so far, warnings from the United Nations of the risk of humanitarian collapse and genocide of the Palestinian population trapped in the Strip, and the standoff between the Israeli prime minister, Benjamin Netanyahu, and the UN secretary general, António Guterres, to try to secure a ceasefire.

Conflicts in the Middle East tend to lead to spikes in oil prices. Since the region accounts for nearly a third of global oil supply, any instability can create market uncertainty based on concerns about interruptions to global oil supply. After all, if the Russia-Ukraine war has taught us one thing, it's that we should be mindful of the intricate interdependencies that shape the global economic and geopolitical landscape.

## **3.0      Corona Virus – Global Pandemic**

WHO report revealed that as of 10th December 2023, over 118 000 new COVID-19 hospitalizations and over 1600 new intensive care unit (ICU) admissions have been recorded with an overall increase of 23% and 51% respectively amongst the countries reporting consistently within the current and past reporting periods.

Furthermore, as of 18 December 2023, JN.1, a sub-lineage of BA.2.86 Omicron variant has been designated a separate variant of interest (VOI) apart from its parent lineage BA.2.86 due to its rapid increase in prevalence in recent weeks. Globally, EG.5 remains to be the most reported VOI.

### **3.1   Covid 19 Status in Fiji**

Fiji recorded 69 117 cases of Covid 19, 885 deaths and 67 226 recovery from the pandemic. The Ministry of Health & Medical Services (MHMS) in collaboration with the World Health Organization (WHO) is closely monitoring the emergence of the COVID-19 JN.1 sub-variant as reported in other countries. While there is currently no evidence to suggest there is increased transmissibility or severity of disease caused by the JN.1 variant compared to other circulating variants, the Ministry of Health & Medical Services is taking proactive measures to ensure that the public remain vigilant and take appropriate measures to protect themselves and those around them.

Whilst cases of COVID-19 continue to be seen around the country to date, no rise in cases or admissions has been recorded. The Ministry has also not diagnosed the JN.1 variant from the COVID cases seen in the country till January this year..

## **4.0 Other Global Items**

### **4.1 Energy Issues:**

Conflict and uncertainty provide an inauspicious backdrop to the new World Energy Outlook. Following Russia's invasion of Ukraine, instability in the Middle East could lead to further disruption to energy markets and prices. This underscores once again the frailties of the fossil fuel age, and the benefits for energy security as well as for emissions of shifting to a more sustainable energy system.

Clean energy projects are facing headwinds in some markets from cost inflation, supply chain bottlenecks and higher borrowing costs. But clean energy is the most dynamic aspect of global energy investment.

It is noteworthy to highlight the implications of a huge increase in the capacity to export liquefied natural gas starting in the middle of this decade, led by the United States and Qatar and any deterioration in geopolitical tensions would undermine both the prospects for energy security and for rapid, affordable transitions.

Extreme volatility in energy markets during the global energy crisis has highlighted the importance of affordable, reliable and resilient supply, especially in price-sensitive developing economies that see the largest increase in demand for energy services. Emerging market and developing economies account for almost 80% of the global growth in electricity demand globally.

### **4.2 Environmental Issues:**

The rate at which fossil fuels are not just consumed but **extracted** represents a huge cause for concern, especially as industry continues to expand, and the world grows at an exponential rate. As drilling and mining machinery scours the Earth for more resources, it's estimated that over 90% of the remaining coal and oil needs to stay in the ground in order for temperatures to stay consistent. This would help prevent global temperatures from rising 1.5°C, which would be catastrophic.

Biodiversity ensures we're able to flourish on not only a beautiful but a functional planet the reduction in biodiversity has far-reaching, devastating impact. A reduction in the biodiversity of the world simply means that the human race would not be able to continue in the same way. The animal and plant kingdoms are interconnected in such a complex myriad of ways that there's not always an immediately obvious link between two species that rely on each other to survive. As biodiversity shrinks, meaning we could potentially lose out on different food sources across the world.

The lockdowns during the COVID19 pandemic in past years have 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 a year later in November 2021. The same gathering was reconvened in Egypt in November 2022, as COP27.

Regrettably, as it happened at 26 previous meetings, the final outcome from COP27 and COP 28 that was held in Dubai, was again a feeble show and compromised of promises only, and pushing the desired solution parameters further into the future years. Though cleaner air was recorded briefly around the

world due to industrial shutdowns caused by Coronavirus, economic recovery and resultant pollution pressures have resumed in such a manner that we are soon back to previous status.

#### **4.3 Economic Woes:**

The latest World Economic Outlook reported signs that policy tightening is starting to cool activity despite core inflation proving persistent. Risks are more balanced as banking sector stress has receded, but they remain tilted to the downside.

Global growth is projected to stay at 3.1 percent in 2024 and rise to 3.2 percent in 2025. Elevated central bank rates to fight inflation and a withdrawal of fiscal support amid high debt weigh on economic activity. Global economic environment is weakening and disinflation is gaining traction in some advanced economies.

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 and subsidies soon ran dry, resulting in protests and more demands. Thus nations geared up with more loans which contributed to translate into higher national debts, and unchecked rise in inflation.

#### **4.4 Various Forecasts:**

**Global growth is projected to stay at 3.1 percent in 2024 and rise to 3.2 percent in 2025.** Elevated central bank rates to fight inflation and a withdrawal of fiscal support amid high debt weigh on economic activity. Inflation is falling faster than expected in most regions, amid unwinding supply-side issues and restrictive monetary policy. Global headline inflation is expected to fall to 5.8 percent in 2024 and 4.4 percent in 2025, with the 2025 forecast having been revised down.

Capacity constraints exacerbated by the pandemic weigh on the outlook, especially for smaller economies. The inflation forecast is revised down for 2023 and up for 2024. International commodity prices remain elevated and their lagged pass-through to domestic markets is keeping inflation high in many Pacific economies.

What one combatant had forecasted to be a "special military operations" of a few days, has unfortunately become a devastating "war" lasting a full year and beyond. Russia's full-scale armed attack on Ukraine, which is about to enter its third year with no end in sight, continues to cause serious and widespread human rights violations, destroying lives and livelihoods.

#### **5.0 FIJI PARLIAMENT.**

Members of the Parliament of Fiji are elected from a single nationwide constituency by open list proportional representation with an electoral threshold of 5%. Seats are allocated using the d'Hondt

method. Parties (or independents) gaining 5% or more of valid votes cast are allocated seats in numerical order, in proportion to total votes gained. Thus, nominees in the lower ranks ride the coat tails of their leaders higher up. As a result, candidates receiving low votes, say 1000, are awarded a seat, same as another who gets over 100,000 votes.

## **6.0 FIJI ECONOMIC OVERVIEW**

After nearly three years of economic contraction, it is forecasted that the Pacific economies can anticipate a return to growth this calendar year despite ongoing challenges, according to the World Bank. While the recovery is expected to continue, fiscal balances, debt sustainability, and inflation will remain a concern. Pacific nations will need to consider reforms and policies to boost equitable growth and sustainable investments, while striking a careful balance between supporting livelihoods and reducing future public debt risks.

## **7.0 TRADE UNION RIGHTS IN FIJI**

We applaud the reinstatement of the ERAB as previously the employees and union were lacked support by the Government and meetings could not be convened, resulting in many uncalled unilateral decisions that impinged on the rights of workers and employers

The government hopes to consult all their stakeholders through the Tripartite forum to ensure that the employment-related policies and processes are equitable and inclusive through effective social dialogue and good faith employment relations. It is disappointing that FTUC non affiliates union are not represented in the board and the workers panel in the employment court which erodes and appointment inclusivity and solidarity of union movements

## **8.0 EMPLOYMENT RELATIONS ACT [ERA]**

**8.1 Origin of ERP 2007:** The legal rights of workers and trade unions have been regulated by laws, originally designed along English laws, since the colonial days. By late 1970s there were many calls by us for a revision and updating of the same to cater for changed circumstances. Thus, after lengthy consultations between the stakeholders conducted from mid-1980's to 2006, the original Employment Relations Promulgation [ERP] was published in October 2007 as a Decree. The ERP revised and amalgamated several former Acts on IR issues (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 in the first place. Thus, the 2007 ERP became known as 'The ERA' while still in its questionable state.

**8.2 Amendments to ERA:** In November 2023, Parliament has passed the Employment Relations (Amendment) Bill 2023 that increases the time limit for workers in essential services to lodge or file an employment grievance from 21 days to 6 months.



Essential service. The definition of essential services and industries has been amended to add more services and industries. Workers in the financial, telecommunications, civil aviation, public utility, and public service (which includes central and local government, statutory government authorities and government commercial companies) sectors now have freedom of association rights in line with other workers.

## **9.0 FIJI NATIONAL PROVIDENT FUND**

**9.1 Stable Life Pension for Fiji Workers:** 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. All workers in both formal and informal sectors were eligible to join. Later Civil Servants on pensionable posts were permitted to join via conversion. Joint contributions to FNPF by workers and their employers were compulsory by law for the past 56 years. From start, the Fund was managed under a tripartite Board (i.e. Workers, Employers & Govt) and the format performed admirably well in the past. Workers Representations on the Board were able to carry the voice not only of union members, but all paid workers in Fiji.

## **9.2 FNPF Board**

The appointments are in accordance with Section 7 of the FNPF Act and follows a fit and proper assessment by the Reserve Bank of Fiji. In March 2023, a workers representative was appointed to the FNPF board, a move welcomed by the trade union as members are funders of the scheme and as the primary stakeholders of the Fund. This is crucial in creating accountability to members of the Fund and is standard international practice.

## **9.3 2023 FNPF Annual Report**

In 2023, there were 8003 Active Employers and the total FNPF membership then stood at 405 865 (vs 398 593). The interest credited to each Member's account in 2023 was 7% (vs 6%). While the Members funds are recorded as \$7.2 B (vs \$6.7B), the consolidated assets of FNPF as a whole was \$9.5 B (\$8.2B), from which over \$5.0B was in investment portfolio of 12 subsidiary companies.

Member profile revealed that there are 57% male members and 43% members with the share of wealth is 65% for males and 35% for females. The report further showed that there are low number of females in the formal workforce. Furthermore, a significant increase in the migration withdrawals totalling \$83.8, *million, indicating the movement our people abroad for better prospect.*

**9.4 Zero Balances:** The 2023 FNPF Annual Report again reveals that there were 6 322 Members with ZERO (or \$0.0) credits in their accounts, for a variety of reasons. Furthermore, they recorded another 193 979K Members with less than \$5K in their accounts, followed by 109 861 with balances below \$20K. The stark inequity of this situation would be revealed when approx 44.5K workers reaching the retiring

age of 55 the next year will calculate their receivable monthly pension at the low rate of 8.7% of savings – a thoroughly depressing picture.

**9.5 Restoration of Benefits:** Eventually, the compulsory rates by both Employer & Employee (6% each) were restored from January to December 2022, and to be 7% each from January 2023. The contribution was further increased to 18% (Employer 10% and Employees 8%) in January 2024.

We applaud the new administration in reverting to the original mission of FNPF, i.e. creating, maintaining and enhancing savings for pension purposes for workers and the positive steps in this justified direction, that brings about better opportunities for members.

#### **9.6 Amendment to the FNPF Act**

In July, 2023 the Fiji National Provident Fund (Budget Amendment) Act was passed in parliament to enable FNPF to expand its membership by setting up a fund overseas.

### **10.0 Labour Migration**

#### **10.1 Fiji Migration status**

From March 2022 to September 2023, Fiji has lost 10% of its labor force to foreign labor markets; this percentage has undoubtedly increased since then. It was reported in August 2023 that 8514 Fijians have left the country for overseas employment in the first half of the year 2023. Labour migration is a national issue and has led to unprecedented shortage of skilled workers and professionals. It poses a threat to services across the public sector and private sector respectively.

#### **10.2 Labour migration bearing**

Migrant workers will soon make up a significant portion of Fiji's labour force, with the Department of Immigration now grappling with an "unprecedented" need for foreign workers to fill labour vacuums left by an exodus of Fijian workers to greener pastures.

Based on current trend of migration into the country, migration due to employment is from all the sector compared to being restricted to certain traditional sectors like tourism and construction. The need for foreign workers or migration due to employment has gone across all sectors

#### **10.3 Governments mitigation strategy**

To mitigate the major issue of labour shortage, 400 apprenticeship grants are being provided by the Fijian government through the Ministry of Employment, Productivity and Industrial Relations in partnership with the Tertiary Scholarship and Loans Service and the Fiji National University.

Increasing the worker's salary, improving working conditions and implementing a productive framework should greatly assist in addressing Fiji's labor migration crisis as correctly stated by Mr. George Wong the Singaporean Principal consultant. Such a framework will effectively manage the



influx and outflow of the workforce, offering a potential solution to this pressing issue. Furthermore, by focusing on enhancing productivity, Fiji can potentially attract and retain skilled workers, mitigating the negative impacts of labour migration.

## Public Service Matters

### **11.0 MINISTRY OF CIVIL SERVICE [MCS]**

**11.1 FPSA/MCS MCA:** In November 2019, the Arbitration Court had cleared the way for new negotiations between FPSA and MCS, and the Association had promptly lodged its Log of Claims with a DRAFT MCA to the Ministry of Civil Service on 31<sup>st</sup> 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 allowed. 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. The revision of the 2011 General Orders have been concluded and is awaiting the vetting from the Solicitor Generals office before the final draft is presented to the cabinet.

### **11.2 Log of Claims Progress:**

FPSA had to file a fresh Dispute with the Arbitration Court on 24<sup>th</sup> May 2022. On 1<sup>st</sup> July 2022, the Arbitration Court accepted the dispute and directed the Fiji Mediation Centre to mediate between the FPSA and MCS during August 2022. Unfortunately, due to the unavailability of the appointed Mediator (Judge D. Goundar), the matter was adjourned to a later date. Then the PS of MCS (Ms Susan Kiran), who would represent the Govt, was unavailable from October as she would be travelling overseas. The hearing by the Mediator on this long pending case, therefore, was again pushed back to a date in December 2022, and again dependant on the availability of the parties.

Since the referral of the matter to the Fiji Mediation Centre for negotiations, both parties only sat for one mediation due to no prior written approval from the Permanent Secretary for the MCS Directors to lead the negotiation. The matter was further delayed due to the unavailability of the mediator (Judge D. Goundar) since his court diary was fully booked for 2023, and the mediation is anticipated to resume as soon as a date is vacated. The Association have written to the Chairman of the Arbitration court for the hearing of the matter in the Arbitration court for an earlier ruling, which is regrettably vacant and appointment process is in progress thus a further delay on the matter.

**11.3 Built-In Delays:** The reference of the dispute by the Court to the Mediation Services is seen as a delaying tactic. After the current process is in train, the delay can roll on further since the next step is Compulsory Conference with the Minister under clause 191T of the ERA. The Association has invariably and routinely made a point that ERA 2007 and its amendments are designed to frustrate the unions in the Essential Services sector and the entire

Act is loaded in favour of the employers. Fiji is not a liberal democracy at all and is controlled in many respects through 2013 Constitution and ERA 2007 which keeps trade unions under strict control in defiance and in breach of trade union and universal human rights. The Bill of Rights in the 2013 Fiji Constitution also becomes meaningless.

**11.4 Arbitration Court Status:** Since the creation of the new Court, its implementation and operations has been most unpredictable and unproductive, as we mentioned in past reports. 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. FPSA Members provided their support for this stance by adopting Resolution #03 at the 2021 NAGM. Currently, none of the officials from FPSA Secretariat serves on the Workers Panel.

**11.5 Contracts and Retirement Age:** MCS in agreement with the Prime Minister removed contract based appointments for Civil servants and GWEs, Furthermore; the retirement age was extended from 55years to 60years. The Association applauds the decision as it provides job security for members.

**11.6 New Permanent Secretary Appointments:** The commission announced the appointment of eleven new Permanent Secretaries in early 2023 (some of which continued their respective appointments from the past term) to various ministries. The Association anticipate fair appointment of PS based on merit to ensure for high quality service delivery in the public sector.

**11.7 Our Ongoing Campaign:** We have continued with our other calls for urgent attention to many other pending and more deserving matters in the Public Service, e.g.

- ★ Security of Civil Service posts, succession plans and tenure,
- ★ Enhancement of career prospects,
- ★ Periodic improvements to salary levels and related allowances,
- ★ Re-introduction of original meal allowance rates,
- ★ Restoration of training opportunities,
- ★ Review of unfair procedures regarding transfers and disciplinary issues,
- ★ Re-implementation of family care and paternity leave,
- ★ Genuine collective bargaining across the board,
- ★ Periodic improvements to rates of civil service pensions,

## **Statutory & GCC Entities**

### **12.0 FIJI AIRPORTS LIMITED [FAL]**

12.1 The Public Enterprise Act of 1996 allowed for the establishment of Fiji Airports, a fully owned government commercial company, on April 12, 1999. In addition to 13 smaller domestic airports situated on islands dispersed throughout Fiji's maritime zone, it manages 15 airports in the Fiji Islands, including the international airports at Nadi and Nausori. Within the Nadi Flight Information Region (Nadi FIR), which comprises the sovereign air spaces of Tuvalu, New Caledonia, Kiribati, and Vanuatu, Fiji Airports furthermore offers Air Traffic Management (ATM) services.

12.2 New FAL CEO: In August 2023, Mesake Nawari who has Finance and Banking background was appointed as the CEO of FAL. The GS and the Secretariat staff met with the newly appointed CEO last year to discuss crucial matters regarding the Association such as MCA, IR matters and the way forward. The meeting assured that both FAL and the FPSA commit to working with each other in good faith to maintain smooth industrial and harmonious relations.

12.3 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 are now serving under individual contracts.

### **13.0 FIJI REVENUE & CUSTOM SERVICE [FRCS]**

13.1 FRCS/FPSA MCA: The Master Collective Agreement (MCA) between FRCS and FPSA has been in existence since this statutory government entity came into existence in 1998 and the renewal of the MCA was progressing well and the Agreement was to be signed in due course. However, with arrival of new HR and Legal executives in FRCS, an attempt was made by their team to convert the talks into a fresh dispute. The Association protested at this move and the MEPIR officials assisted to restore the process to proceed as per the ER Act. The Association is hopeful that other statutory authorities and government owned entities will follow the example of FRCS in looking after the welfare of its employees during these hard times. The FRCS/FPSA CA will be signed upon the completion of the Allowance policy by FRCS.

### **13.2 FRCS JOB EVALUATION EXERCISE 2023**

In December 2023, the management conducted the JEE for the staffs without proper consultation and awareness, determinants and justification of salary bands. FPSA wrote to the management who has provided the one to one interview for staffs who have raised grievances and will have their respective positions re-evaluated. FPSA will allow for the internal grievance process to proceed and is closely monitoring the outcome and for further action in the near future.

#### **14.0 Land Transport Authority [LTA]**

**14.1 Collective Agreement:** The Secretariat filed a dispute on the the LTA/FPSA Master Collective Agreement in the Arbitration Court. We are pleased to inform that now both parties have engaged in a negotiation with the completion of the first draft and a meeting was held with the Acting CEO. Negotiation on the revision of the MCA has concluded and is awaiting the endorsement of the LTA Board on the final agreement before the signing of the MCA.

FPSA have negotiated for restoration of Paternity Leave, LSL and LSL Allowance. The Board have approved the open contract for members at LTA

**15.0 FPSA/WAF 2023 MCA:** On 16<sup>th</sup> February 2023, the Association and the Authority finally formalised the MCA which caters for the Terms and Conditions of Service and related benefits of the FPSA Members employed within WAF. Variation to clause 8 of the MCA was negotiated and agreed by both parties therefore the overtime threshold for WAF staff is \$35 000 which should greatly benefits our members in the salary point.

**15.1 WAF Salary Upgrade:** With the execution of the new WAF/FPSA MCA, the parties also arrived at a mutual agreement that provided for an across the board pay increase for all WAF Members with effect from 01<sup>st</sup> February 2023.

**16.0 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 9<sup>th</sup> August 2021.

FMIB/FPSA MCA IS STILL IN FORCE

**17.0 Municipal Councils:** We have recruited Members in most of the twelve Fiji town councils into FPSA membership. The names of the entities are entered in Clause 6 of the FPSA Constitution. Six municipal councils have issued with a Log of Claims [LOC] for an increase in the wages for our members.

#### **17.1 Suva City Council:**

On 20<sup>th</sup> March, 2023, negotiation on the Master Collective for Suva City Council was completed and signed by the former General Secretary and the then National President. They also signed the salary increase agreement on April 2023 which was backdated to 2016 to 2022 for all staff of the Suva City Council. The SCC staff pay increase was a major victory for us while we faced serious challenges from other employer organizations.

**17.2 Labasa & Savusavu Councils MCA:** The MCA was signed in 2021 and is in force for the 3 years from the date of the signing.

**17.3 Levuka Town Council:** The MCA was signed in 2022 is still in force.

**17.4 Sigatoka Town Council:** A draft Master Collective Agreement [MCA] has been served and the Secretariat will conduct awareness sessions for recruitment of potential members.

### **17.5 Lami Town Council:**

The final draft of the Lami Town Council/FPSA MCA has been completed and awaiting a confirmed date by the CEO Mr Azam Khan for signing.

### **17.6 Amendment to the the Local Government Act 1972:**

The Local Government Amendment Act 2023 was passed in parliament in September 2023 increasing the compulsory retirement age for municipal workers from 55years to 60years. The decision is applauded as it provides job security for our members.

**18.0 NATIONAL FIRE AUTHORITY [NFA]:** The FPSA/NFA MCA has expired and negotiation for a new MCA is in the early stage. There is delaying tactics from the FNA management and the Secretariat will file a trade dispute in the near future should such action persist.

### **19.0 FIJI HARDWOOD CORPORATION (FHC)**

The Association's dispute on redundancy packages on behalf of our then Fiji Hardwood Corporation members was filed with ERCC in June 2013. However, the judgment of the Court was delivered after ten (10) years on 12<sup>th</sup> June, 2023.

It is unfortunate that the High Court in its judgment ordered the termination of the proceedings on technical grounds which has left our ex-FHC members helpless. The Court in its judgment acknowledges that since the claim was not determined before the FHC was declared a designated corporation, the claim was caught by Decree 35/2011 and section 173(3) of the Constitution.

It is most unfortunate that the delay in determination of the claim by the Court has deprived the rights of our ex-members who were seeking justice. It is a good case to challenge the judgment of the Court in the Court of Appeal. However, as indicated above we no longer have FHC employees as our members as all of them were given redundancy packages in 2013 and the Corporation ceased to exist.

### **20.0 OTHER EMPLOYERS;**

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 employment sectors where FPSA operates..

### **21.0 FPSA Membership**

**21.1 2023 Membership Data:** A table of summary of Financial FPSA Membership as at 31<sup>st</sup> December 2023 in various categories is provided in this Report. These figures are the net results after accounting for new recruits and departures due to retirement, resignations - during the period. The increase in membership is attributed to the increase in retirement age and the repealing of the No Jab No Job policy. Over the decades, our Membership fluctuated due to normal attrition and at times for other reasons, e.g. the effect of political upheavals, introduction of draconian Decrees and Public Sector

**21.2 Membership History and Trend:** 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 the factors stated earlier.

### **18.3 Govt Wage Earners [GWEs]:**

The recruitment in this area of membership has fluctuated over the recent years. In 2023 a total of 373 GWE members was recorded. The review of the terms and Conditions for GWEs has been completed by MCS and Union representatives and has been circulated to stakeholders for the final draft.

### **21.3. SERVICE WORKER CREDIT UNION**

This is the twenty four (24<sup>th</sup>) year since the inception of the Service Worker Credit Union. Undoubtly the organization has grown over the years and is now well established and serving its members with diligence and also looking for opportunities to further develop the organization.

The SWCU's mission, vision and the corporate goal identifies that its most important task is to provide service to the members.

A prior membership in the FPSA is required for admission. Motivating SWCU members to be "savers" as opposed to "borrowers" is the primary goal. To achieve the credit union's goals, a variety of criteria are considered. SWCU does its utmost to fulfill any request from its members.

The economic analysis of Credit Unions deals with a complex social movement. It was originally conceived as an attack on poverty and was run on a self help basis. The stability of any undertaking and especially of a financial institution has an important influence on its rate of growth through its ability to attract and retain funds. Credit Unions like other non-profit institutions may restrict their growth but the "non –profit" feature does not mean that Credit Unions do not make profits. The surplus belongs to members and payments of substantial dividends to members' bear's testimony to this fact.

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.

Credit Unions will no doubt continue to evolve and change to become larger in size and more professional in operation and to be more and more visible as a financial institution subject to market forces as a result of growing competition an narrowing earning spreads.

## FPSA HQ & Internal Reports

### 24. FPSA Constitution

#### 24.1 General:

The FPSA Constitution was last revised and reprinted in 2007, which was fifteen years ago. Suggested by the need for both internal and external modifications and their cascading effects—such as work place reforms, ERP/ERA provisions, editorial adjustments, etc.—a number of constitutional amendments were proposed, deliberated, and decided upon through secret ballot at NAGMs in 2011, 2014, and 2017. The FPSA Constitution was re-printed in 2022.

#### 24.2 New 2023 Amendments:

The review of the FPSA Constitution will be a continuous process in the next years. Therefore; it will be the responsibility of the present and future Council Members to complete these procedures as quickly and effectively as feasible. Once more, a total of thirty (30) new amendments were endorsed following the secret balloting in the 2023 NAGM which has been approved by the Registrar of Trade Union

### 25.0 FPSA Membership

#### 25.1 2023 Membership Data:

The Membership summary table below provides a breakdown of Financial FPSA Membership as of December 31, 2022, 2023, broken down into different categories. These numbers represent the net outcomes after taking into consideration new hires and departures brought on by retirement, resignation, or contract non-renewal during the relevant period. Due to the government's reversal of the No Jab No Job policy and the rise in retirement age, membership has grown. Our membership has changed throughout the years as a result of regular attrition as well as other factors including political upheavals, the implementation of harsh decrees, and changes in the public sector.



## FPSA MEMBERSHIP ROLLS

@ 31<sup>st</sup> December 2015-2023

**Table 1**

	Year --→	2015	2016	2017	2018	2019	2020	2021	2022	2023
	Sector/Entity									
1	Fiji Civil Service	1264	1178	1122	1076	1036	1101	1077	1068	1090
2	Fiji Revenue & Custom Service	313	346	325	317	303	304	198	163	188
3	Land Transport Authority	123	179	214	267	272	266	253	240	212
4	Fiji Airports Limited	121	121	111	175	161	144	124	122	129
5	Civil Aviation Authority of Fiji	17	16	14	13	13	08	09	08	07
6	National Fire Authority	36	104	134	148	162	167	180	201	215
7	Fiji Competition & Consumer Comm.	12	11	07	08	08	08	09	08	09



8	ITaukei Land Trust Board	-	-	-	-	-	06	08	04	<b>04</b>
9	Fiji National University	236	203	211	187	181	157	105	90	<b>89</b>
10	Fiji Museum	07	06	15	15	18	18	16	15	<b>13</b>
11	Fiji Public Trustee Corp Ltd	10	09	06	13	10	10	03	04	<b>19</b>
12	Water Authority of Fiji	190	177	224	362	170	217	213	214	<b>263</b>
13	Maritime Safety Authority (MSAF)	18	19	35	31	37	36	34	32	<b>35</b>
14	Biosecurity Authority of Fiji	16	14	14	13	16	18	21	18	<b>15</b>
15	Fiji Human Rights Commission	04	03	02	01	01	01	01	01	<b>00</b>
16	Fiji Arts Council	-	-	-	-	-	-	-	07	<b>06</b>
17	ASPEN Health Care (Fiji) Pte Ltd	-	-	-	-	-	-	-	68	<b>70</b>
18	Fiji Meat Industry Board	-	-	-	-	05	10	12	11	<b>16</b>
19	Suva City Council	-	-	-	-	105	102	82	86	<b>75</b>
20	Lami Town Council	-	-	-	-	-	08	05	02	<b>09</b>
21	Nasinu Town Council	13	17	14	16	16	00	00	01	<b>01</b>
22	Labasa Town Council	-	17	33	29	34	29	26	26	<b>34</b>
23	Savusavu Town Council	-	-	15	22	27	22	06	07	<b>00</b>
24	Levuka Town Council	-	-	-	-	09	09	05	04	<b>03</b>
25	Counsmers Council of Fiji	-	-	01	03	03	03	03	03	<b>03</b>
26	Grid Security Services	-	-	-	-	-	-	-	77	<b>63</b>
27	TSLB	-	-	-	-	04	04	02	01	<b>01</b>
28	PAFCO	-	-	-	-	-	28	13	11	<b>06</b>
29	GWE – Govt Wage Earners	353	408	409	374	409	395	393	368	<b>373</b>
30	Others	-	-	-	03	05	08	07	06	<b>05</b>
	<b>Total</b>	<b>2743</b>	<b>2836</b>	<b>2921</b>	<b>3091</b>	<b>3034</b>	<b>3092</b>	<b>2805</b>	<b>2866</b>	<b>2954</b>
	<b>Annual Changes</b>	19	95	85	170	57	58	287	61	<b>88</b>
	<b>Annual Change %%</b>									

Source: FPSA HQ

## 26.0 FPSA National Council

**26.1 National Council Meetings [NCM]:** During the year 2023, 4 NCM meetings were held to deliberate on important matters of the Association and establish resolutions pertaining to the the EB papers presented in its meetings In 2023 four National Council meetings were held to deliberate on important matters of the Association and establish resolutions pertaining to the FPSA Executive Board papers.

**27.0 FPSA Executive Board [FEB]:** Under 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 routine operations and short notice/emergency matters between two consecutive NCMs. Meetings were held, and its deliberations were presented to the NCM as Working or Information Papers and which after due



considerations were ratified by the latter. In 2023 the FEB held 8 meetings to discuss urgent matters pertaining to the Association.

**28.0 2023 FPSA Elections:** As required by the FPSA Constitution, we fulfilled our responsibilities and sent out the regular notices on AGMs. As mandated by its regulations, the relevant information was given to the Fiji Elections Office [FEO] for the elections in 2023. Then, the FEO carried out their responsibilities for the FPSA elections in 2023 as in 2017 and 2020 previously. They created nomination forms, set deadlines, published announcements, scheduled polling places, etc. The Association has once more met with all conditions during the third election cycle of the 2023 FPSA Elections, and as a result, the FEO has started working. Newspapers have reported the most important information and developments on these issues. The Association carried out workplace and postal balloting upon FEO's request.

## 29.0 FPSA National Council 2023

### FPSA National Council 2023-2026:

The final results of the 2023 FPSA elections as announced on 03<sup>rd</sup> March 2023 by FEO resulted in the appointment of the current FPSA National Council, which is depicted in Table 2 below. Their term will expire at the 2026 NAGM and the posts will be filled by the final results of the elections, as conducted by FEO.

### FPSA National Council 2023- - 2026

Table 2

National Post		Elected	Station
National President	1	Bro Ropate D Pareti	National Fire Authority
National Vice (Women)	2	Sis Shaleeni P. Singh	Ministry of Finance
National Vice President	3	Bro Kamlesh Chand	Fiji Police Force
National Vice President	4	Sis Reapi Nayacakalou	ASPEN
General Secretary	5	Sis Judith Kotobalavu	FPSA HQ
General Treasurer	6	Bro Emosi Qiokacikaci	Auditor General's Office
Nat Councillor (General)	7	Bro Cama Rogo	National Fire Authority
Nat Councillor (General)	8	Bro Filipe Tikoisuva	National Fire Authority
Nat Councillor (General)	9	Bro Tomasi Tuilevu	National Fire Authority
Nat Councillor (General)	10	Sis Silipa Semikuraciri	Public Works Department
Nat Councillor (Youth)	11	Bro Sitiveni Naivota	Auditor General's Office [Resigned]
Nat Councillor (Youth)	12	Bro Jeremaia	National Fire Authority
Nat Councillor (Youth)	13	Tokamalua	Water Authority of Fiji
Nat Councillor (Youth)	14	Bro Apenisa Waqawai Sis Seshma Geeta	Ministry of Justice

### 2023 - 2026 FPSA National Councillors

### 30.0 **FPSA Branches**

**30.1 2023 BAGMs:** The four (4) FPSA Branches operated throughout 2023 to serve the FPSA Membership in their respective geographical areas allocated to them. They held their Branch Council meetings and presented quarterly Activities Reports to the duly convened National Council Meetings as necessary over last year. Their 2023 Annual Reports were prepared by Branch Officials and made available to Members at each BAGM in 2023 as per the Branch AGM Notices and Agenda.

**30.2 2023 Branch Co-Options:** The vacancies arising after the 2023 Branch elections were recommended to be filled by co-option by the Branch Councils, and ratified at the relevant National Council Meetings. The recent BAGMs also nominated their Delegates, in accordance with Clause 87, to represent them at the 2023 80<sup>th</sup> National AGM in Suva.

**30.3 National Women's Committee:** The aims and objectives and composition of the Committee were provided in a **Resolution 2021/01** which was approved the 2020 Annual Report, for the attention of the 78<sup>th</sup> NAGM for discussion and adoption.. As per the above resolution The Association found it proper that a Women's Committee be organized from within the Council ranks.

### 31.0. **Branch Councillors**

The elected branch officials for 2023 to 2026 are tabled below.

#### **FPSA Savusavu Branch**

Table 3

POST		Elected	Department
<i>Branch President</i>	1	Sis Matanisiga Navunisalevua	<i>Education</i>
<i>Branch Vice President</i>	2	Bro Lorima Valu	<i>Ministry of Employment</i>
<i>Branch Secretary</i>	3	Bro Mahendra Sami	<i>WAF</i>
<i>Branch Treasurer</i>	4	Bro Kuldeo Singh	<i>Rural &amp; Maritime</i>
<i>Branch Councillors x 5</i>	5	Sis Esita Basei	<i>Health</i>
	6	Bro Eugene Wong	<i>Education</i>
	7	Bro Kolinio Rokosuka	<i>FRCS</i>
	8	Sis Tulia Rokoseta	<i>WAF</i>
	9	Bro Shiu Chand	<i>Savusavu Town Council</i>

## FPSA Labasa Branch

Table 4

POST		Elected	Department
<i>Branch President</i>	1	Bro Sheik Yusuf	<i>Commerce Commission</i>
<i>Branch Vice President</i>	2	Bro Silvenus Chetty	<i>WAF</i>
<i>Branch Secretary</i>	3	Bro Sanjay Chand	<i>Agriculture</i>
<i>Branch Treasurer</i>	4	Bro Rishnel Rahul Chandra	<i>Rural Development</i>
<i>Branch Councillors x 5</i>	5	Sis Veena Vikashni Naidu	<i>Health</i>
	6	Sis Julianne Simmons	<i>Agriculture</i>
	7	Bro Maloni Rawesi	<i>Labasa Town Council</i>
	8	Bro Kamendra Naidu	<i>Judicial</i>
	9	Bro Sheeraz Mohammed	

## FPSA Western Branch

Table 5

POST		Elected	Department
<i>Branch President</i>	1	Bro Edwin Nambiar	<i>WAF</i>
<i>Branch Vice Presidents</i>	3	Bro Avimeleki Iosefo	<i>NFA</i>
	4	vacant	
<i>Branch Secretary</i>	5	Bro Ilaisa Latianara	<i>WAF</i>
<i>Branch Treasurer</i>	6	Bro Salen Singh	<i>Social Welfare</i>
<i>Branch Councillors x 5</i>	7	Bro Clement V Dari	<i>Social Welfare</i>
		Bro Aseri Momoivalu	<i>ASEPN</i>
	8	Bro Suneel Kumar	<i>Cooperative</i>
	9	Bro Ilisaseu Waqa Vola	<i>WAF</i>
	10	vacant	<i>Vacant</i>

## FPSA Suva Central Branch

Table 6

POST		Elected	Department
Branch President	1	Sis Losana Tarau	Rural & Maritime
Branch Vice Presidents	2	Bro Jitoko BJ Cika	NFA
	3	Bro William Cati	PWD [resigned]
		Bro Rusiate Lomani	FNU [Co-opted]
Branch Secretary	4	Bro Apenisa Rayawa	NFA
Branch Treasurer	5	Bro Kinijoji Sovakiwai	NFA
Branch Councillors x 5	6	Bro Ulaiasi Sautuca	NFA
	7	Sis Merewalesi V Lesubula	NFA
	8	Sis Daniele Koyanasau	NFA
	9	Sis Sereani Salabula	Energy
	10	Sis Ravi Tuicakau Vuiyasawa	Energy

### 32.0 Education/Training Programmes & Meetings etc

#### 32.1 Oceania Sub regional Advisory Committee (OSRAC) Meeting

GS and SIRO Sis Bua Vuli, attended the 2023 OSRAC meeting held on May, 2023 in Auckland. GS was nominated to the positions stated below during the meeting.

OSRAC	Sub titular
Asia Pacific Region Advisory (APRAC)	Sub titular/Titular Women
PSI Global Women Committee	Oceania representative

By virtue of the positions stated above the General Secretary is also a member of the PSI Executive Board.

#### 32.2 ITF Women Congress 25<sup>th</sup> – 28<sup>th</sup> September 2023

The meeting was held in Senegal, West Africa with the theme 'WOMENS TRANSPORT WORKERS – MOVING THE WORLD. ITF is developing more comprehensive integration where more leaders and activists (both men and women) are fulfilling their responsibility to increase women's voices, activism and leadership. The delegates focused on four themes at the Congress which are:

- Building women transport workers economic power. Ending the systemic exclusion of women from decent and secure work in the global transport logistics industry.
- Building the power of trade union action to end violence against women transport workers, globally, regionally, nationally and sectorally.

- Building the power of trade union action to ensure technological change is introduced in a way that advances gender equality.
- Building women's participation and leadership in transport decision making.

### **32.3 PUBLIC SERVICES INTERNATIONAL (PSI) CONGRESS**

The PSI 31<sup>st</sup> World Congress was held in Geneva from the 13<sup>th</sup> to the 19<sup>th</sup> of October, 2023 with the theme 'PEOPLE OVER PROFIT'. The General Secretary and SIRO were part of the 700 delegates that attended the congress.

Prior to Congress, on 12-14 October, meetings of the Regional Executive Committees (RECs), Women's Committee (WOC) and Executive Board (EB), as well as Young Workers seminars took place prior to the congress. The sessions covered important global public service issues such as Migration, Climate Change, Digitization, Tax justice, Young workers and LGBT rights with program of actions and resolutions for individual issues passed. The General Secretary attended the EB, APREC and the Womens World Committee meeting as the Sub titular for Oceania Sub Regional Advisory Committee and Titular for the Oceania Region respectively.

**33.0 Affiliations by FPSA:** Our relationships with local union bodies (Public Sector Union) continues and we participated best feasible. FPSA belongs to two International Trade Union Secretariat i.e PSI and ITF. The benefits from these group particularly for technical, solidarity and worker education purposes are available from time to time.- In return to affiliation fees paid, we derive further support from other global groups. At home FPSA is able to convey it's own skills to members or affiliates of these entities in a reciprocal manner. Thus a mutual ground for sharing plus solidarity is available to us.

**33.1. Public Service International (PSI):** Over 111 years ago, PSI was founded in Germany. It is now a global federation of more than 700 public sector unions from 154 countries, with its HQ in Ferny-Voltaire, France. Psi represents 30 million workers in the Public Sector. The new President Britta Lejon of Sweden was and Daniela Bertossa the new PSI General Secretary were both elected into the respective positions during the 31<sup>st</sup> PSI World Congress. They succeeded Bro David Prentis and Sis Rosa Panvelli respectively. In May, 2023 the General Secretary and Sis Bua Vuli attended the PSI Sub regional PSI OSRAC Committee in Auckland and the 31<sup>st</sup> PSI World Congress in Geneva..

**33.2 International Transport Federation (ITF):** Formed in 1896, ITF is a powerful member of General Union Federations (GFU). ITF has provided extensive education and organizing programmes in selected regions aimed at, strengthening its affiliates. Through this commitment, we have been able to participate in the organized activities. Sis Bua attended the Womens ITF Congress held at Senegal in September 2023.

### **34. FPSA MUTUAL AID BENEFIT SCHEME (MABS)**

#### **34.1 General:**

For the financial members' benefit, the FPSA Mutual Assistance Benefit Scheme [MABS] has been in place for the past 50 years. The kind and frequency of MABS advantages have steadily improved over the years. MABS's funding is entirely reliant on the Association's overall financial health as well as the collaboration and support of its officials, staff, and members. These provisions must only be implemented by the Council in order to "advance the benefits of Members and their families in any lawful manner where possible or viable." A few of the benefits that were originally listed in Service Worker has been amended by the Council. However, some of the benefits were reassessed and decreased as of August 1, 2009, as a result of the effects of the unanticipated and unprecedented global financial crisis in mid-2009. Since then, the rates have been gradually raised to the point where they were in March 2016. The MABS was endorsed by the National Council in 2023 and again reviewed by the MABS committee with the current guidelines for MABS tabled below.

MABS benefit includes Local Consultation, Maternity, Paternity, Death, Retirement/Resignation & Redundancy, Overseas Medical and Local Specialized Medical Treatment.

**34.2 MABS Records:** As ascertained in the MABS Summary chart above, overall yearly MABS expenses have shown steady variations in the fluctuating outlays over past decades due to a variety of reasons, aside from the unexpected high spikes over time. The information also provides a clear picture of how the three common natural attrition factors—death, resignations, and retirements—affect FPSA Membership changes. We appreciate the Members' comprehension of the aforementioned issues. The country's typically low quality of social and medical services as well as the high cost of health insurance make programs like FPSA MABS (& SWCU perks) a welcome extra source of help for our Members

**34.3 FPSA Physicians:** Our MABS offers local medical assistance to FPSA Members and their qualifying family members. Presently, 24 physicians in the majority of Fiji's districts offer Members and their families medical consultation services at their clinics throughout their listed regular business hours. The table below contains the List of Nominated FPSA Medical Doctors. Although the listing was up to date when it was printed, certain aspects could have changed. Public sector workers have access to medical care at public hospitals, but for convenience, they can also receive alternative care at private clinics. Members might want to examine the prices at which fully private medical appointments are typically charged against the consultation fees that are offered under our MABS.

**34.4 FPSA Medical ID Cards:** Members must present their official FPSA Medical ID card when they visit FPSA Nominated Doctors. The cards are issued by FPSA HQ and bear the name of the financial member as well as the names of any qualified family members. They are presently only valid for a limited time and must be updated whenever necessary with current information. The Secretariat will provide the ID with images that resemble credit or bank cards upon application. In these matters, the Members' customary assistance is solicited. Members are urged to ensure that their FPSA ID cards are valid and take appropriate action upon expiration.



## ANNUAL SUMMARY OF FPSA MABS

2015 to 2023 (9 years)

Table 7

	Overseas		Local										
Year	Medical		Medical		Bereavement		Retirement/ Resignation		Maternity		Paternity		Total
	No.	\$ Amount	No.	\$ Amount	No.	\$ Amount	No.	\$ Amount	No.	\$ Amount	No.	\$ Amount	\$
2015	2	1961	3648	16416	11	7616	23	18176	41	6107	-	-	50276
2016	5	5445	4340	19530	26	25424	52	41253	38	8179	-	-	254463
2017	7	10000	4478	21335	22	23355	55	43808	26	6248	-	-	104746
2018	12	15000	5121	28049	26	25700	39	33323	25	6920	-	-	108992
2019	4	6000	3673	33052.5	20	22482	61	38375.9	36	10150	-	-	110060.4
2020	6	7985	3701	33,279	29	27000	56	41,179.25	32	8350	-	-	117793.25
2021	5	5000	4872	26034	25	22000	112	80,294.50	25	7,150	-	-	140,478.50
2022	9	16,000	5157	48,091	28	29,250	85	59,796.50	27	7,400	-	-	160537.5
<b>2023</b>	<b>5</b>	<b>8,000</b>	<b>5308</b>	<b>50,028.70</b>	<b>33</b>	<b>40,250</b>	<b>40</b>	<b>28,623</b>	<b>19</b>	<b>5450</b>	<b>8</b>	<b>2000</b>	<b>134,351.70</b>
Total	55	75,391	40,198	275,815.20	220	223,077	523	384,829.15	279	65,954	8	2,000	1,027,066.35
Avg	6.1	8376	4466	30646	24	24786	58	42758	31	7328	8	2000	114118
%		14.50%		27.50%		14%		34%		10%			-100%

### 35.0 FPSA Secretariat

**35.1 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. The table below shows the composition of appointed FPSA staff, including changes, during 2022.

**FPSA Secretariat Staff 2023**

Table 8

	NAME	Abbrv	POSITION	Location
1	Judith Kotobalavu	GS	General Secretary ( <i>Elected</i> )	HQ, Suva
2	Shaneel Prasad	MFA	Manager Finance & Administration	HQ, Suva
3	Bua Vuli	SIRO	Senior Industrial Relations Officer	HQ Suva
4	Mohnish Dutt	EO	Executive Officer, Western	Western Branch
5	Abilash Chand	IRO	Industrial Relations Officer	HQ, Suva
6	Julia Mavoa	CO	Clerical Officer Accounts	HQ, Suva
7	Cilia Nasaroa	CO	Clerical Officer MABS/Membership	HQ, Suva
8	Shaneel Chandra	CO	Clerical Officer	Labasa Branch
9	Apinito Raganivatu		Cleaner/Messenger	HQ Suva

**Fig 11: Excerpt from FPSA Secretariat staff records**

**36.0 General:** Not all topics are covered in this report because to customary time and space limits. On the other hand, questions about how FPSA operates can be answered normally. At the scheduled meeting times and locations, members are entitled to receive, review, and approve the Activities and audited Financial Reports each year. We also forward the same reports, in accordance with the ERA, to the Registrar of Trade Unions for review and approval. It's possible that members have observed multiple remarks in this report that allude to a "change of times." The same opinions have been conveyed by several readers and commentators via local media outlets and open letters in print media. Of course, there will always be a small minority of critics.

**37.0 FPSA Milestones:** We commemorated our 75th Anniversary Platinum Jubilee in 2018 and, if necessary, plan to identify and mark comparable anniversaries in the future period or periods. Just five years separate the current 81st AGM from the just concluded 75th festivities. As a result, the 90th or 100th anniversary's following important dates could be chosen for a notable observation. It is the responsibility of the Association's present and future Members to anticipate these developments and advise the elected officials appropriately.

All of us are called to such a vision and optimism, but there may be conflicting signals due to unforeseen events in the future. We acknowledge that the financial members own all FPSA assets collectively and for their exclusive

use. Since they are a shared inheritance held in mutual trust and are reaffirmed annually by your mandate to the National Council at our Annual Meetings, no individual or group may claim them individually. In order to carry out the responsibilities, goals, and tasks of the Association, it is the primary duty of Members to elect devoted and skilled National and Branch executives.

**38.0     Acknowledgement & Appreciation:** I would like to express the Council's gratitude and thanks to all of the elected or co-opted FPSA Officials in the National and Branch Councils, as well as to all of the valuable FPSA personnel, friends, and past and present Members for the support and guidance. Our linked brethren both nationally and beyond have also provided us with invaluable aid, support, and direction.. Lastly, I would like to send out my greetings to all the organizations that have remained friendly with us over the years and have served as a source of courage, inspiration, and unity.

**39.0     Conclusion:** FPSA has experienced numerous hardships in the past, but we have persevered in overcoming them and moving forward to serve our members without fail and to the best of our abilities, even in the face of occasional delays and small setbacks. Our annual performance record, which we provide to you, also bears witness to our shortcomings and strengths, which motivates us to move forward into the upcoming decades. Few public sector organizations can match ours in terms of accomplishments, qualities, or resources. Your unwavering patience and support—which have been great so far—will reassure us all that FPSA will achieve our union's goals in the ensuing eight decades and beyond. These feelings will undoubtedly provide the whole meaning of "Reaching and Honoring Eight Decades of Development and Triumphs for Justice, Dignity, and Workers' Rights

With these words, I have much pleasure in commending the 2023 Activities & Industrial Relations Report, and its Appendices, to the 2023 80<sup>th</sup> National AGM for your kind endorsement.

Vinaka.

Judith Kotobalavu

**General Secretary**



## **Fiji Public Service Association**

## **Audited Financial Statements 2023**

**PKF Aliz Pacific, Chartered Accountant**

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**FIJI PUBLIC SERVICE ASSOCIATION  
ORGANIZATION DIRECTORY  
AS AT 31 DECEMBER 2023**

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<b>NATURE OF THE ORGANIZATION</b>	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 its Constitution.
<b>EXECUTIVE BOARD</b>	Ropate Daukakakaka Pareti Shaleeni P. Singh Kamlesh Chand Reapi Nayacakalou Emosi Qioakacikaci Judith Kotobalavu
<b>GENERAL SECRETARY</b>	Judith Kotobalavu
<b>AUDITORS</b>	PKF aliz pacific Chartered Accountants & Business Advisors Suva
<b>LOCATION</b>	: 298 Waimanu Road Suva
<b>BANKERS</b>	: Bank of the South Pacific Bred Bank Australia and New Zealand Bank Westpac Banking Corporation
<b>SOLICITORS</b>	: Sherani & Company Capital Legal

**FIJI PUBLIC SERVICE ASSOCIATION  
STATEMENT BY THE PRESIDENT, GENERAL SECRETARY AND TREASURER  
FOR THE YEAR ENDED 31 DECEMBER 2023**

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 2023;
- (ii) the accompanying Statement of Changes in Accumulated 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 2023;
- (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 2023;
- (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 2023;
- (v) the accompanying Financial Statement are drawn up in accordance with International Financial Reporting Standards for Small and Medium-sized Entities;
- (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; and
- (vii) all related party transactions have been adequately recorded in the books of the Association.

**Going Concern**

The financial statement 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 statement as they believe that the Association has adequate funds to meet its liabilities as and when they fall due over the next twelve months.

**Significant Events during the Year and Events Subsequent to Balance Date**

In November 2017, the Association registered a fully owned subsidiary company, Public Service Association Investments Company (Fiji) Pte Limited for the purpose of transferring the Association's real estate investment business (comprising of vacant land and buildings) to the subsidiary company. During the financial year, on 1st May 2023, Fiji Public Service Association transferred its investment assets to Public Service Association Investments Company (Fiji) Pte Limited. The financial statements have been prepared upon conditions existing as at 31st December 2023 and considering those events occurring within and subsequent to that date, that provide evidence of conditions that existed at the end of the reporting period. Adjustments have been made to financial statements as at 31 December 2023 for the impacts of the transfer.

There has not arisen in the interval between the end of the year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the council members, to affect significantly the operations of the Associations, the results of those operations or the state of affairs of the Association in subsequent financial years.

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

Dated this 4th day of March 2024

President

General Secretary

General Treasurer



## **INDEPENDENT AUDITOR'S REPORT**

### **To the Members of Fiji Public Service Association**

#### **Report on the Audit of the Financial Statement**

We have audited the financial statements of Fiji Public Service Association (the Association) which comprise the statement of financial position as at 31 December 2023, the statement of comprehensive income, the statement of changes in Accumulated Funds, the statement of cash flows for the year ended, and notes to the financial statements, including a summary of significant accounting policies.

#### **Basis for Opinion**

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Association as at 31 December 2023, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SMEs).

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 Company in accordance with the International Ethics Board for Accountants Code of Ethics for Professional Accountants (IESBA Code), the Companies Act 2015, and the ethical requirements that are relevant to our audit of the financial statements and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Emphasis of Matter**

We draw attention to Note 21 of the financial statements, which note that on 1st May 2023, Fiji Public Service Association transferred its investment assets and related liabilities to its fully subsidiary entity, Public Service Association Investments Company (Fiji) Pte Limited.

The transfer was made possible with no tax implication to Fiji Public Service Association following approvals received in February 2024 from Fiji Revenue and Customs Service (by way of a private binding ruling). The ruling was in favour of Fiji Public Service Association with respect to the transfers of the Association's real estate investment business to the subsidiary company in accordance with section 88 of the ITA, 2015 and paragraph 8 of the Second Schedule of the VAT Act, 1991.

The financial statements as at 31 December 2023 have been prepared with appropriate accounting entries, disclosures and adjustments (as necessary) for the impacts of the transfer.

Our opinion is not modified in respect of these matters.

#### **Other Information**

The Executive Board Members are responsible for the other information. The other information that we received comprises the Statement by the President, General Secretary and Treasurer, and the client representation letter of the Association for the year ended 31 December 2023 but does not include the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements, our knowledge obtained during the audit, or otherwise appears to be materially misstated. If based upon the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

### **Responsibilities of the Executive Board Members and those charged with the governance of the Financial Statements**

The Executive Board Members are responsible for the preparation and fair presentation of the financial statements in accordance with IFRS for (SMEs) and the Companies Act 2015, and for such internal control as the Management and Directors 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.

As part of an audit in accordance with ISA, we exercise professional judgment 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.

We also provide the Executive Board Members with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

#### **Report on Other Legal and Regulatory Requirements**

In our opinion, the financial statements have been prepared in accordance with the requirements of the Applicable Accounting Standards in all material respects, and;

- a) We have been given all information, explanations, and assistance necessary for the conduct of the audit; and
- b) The Association has kept financial records sufficient to enable the financial statements to be prepared and audited.



**Sunil Sharma**  
Partner  
Suva, Fiji  
06 March 2024



**PKF aliz pacific**  
CHARTERED ACCOUNTANT

FIJI PUBLIC SERVICE ASSOCIATION  
STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	31 December 2023 \$FJ	31 December 2022 \$FJ
Income	4(i)	735,484	470,584
<b>Expenses:</b>			
Administration Cost	5(i)	313,128	130,209
Depreciation	5(ii)	85,716	25,730
Personnel Cost	5(iii)	358,218	273,832
Special Expenditure	5(iv)	7,398	3,339
Welfare Benefits	5(v)	135,352	161,739
<b>Total Expenses</b>		<b>899,811</b>	<b>594,849</b>
Operating deficit before surplus from Building Account		<b>(164,327)</b>	<b>(124,265)</b>
Operating surplus from Building Account		621,114	2,109,612
Add Income Tax Benefit/ (Expense) - Building Account		1,971,038	(303,987)
<b>Net operating surplus from Building Account</b>		<b>2,592,153</b>	<b>1,805,625</b>
Gain on Disposal/Transfer of Investment Properties	4(iii)	37,540,836	-
Other Comprehensive Income		-	-
<b>Total Comprehensive Income</b>		<b>39,968,662</b>	<b>1,681,360</b>

The Statement of Comprehensive Income is to be read in conjunction with the Accounting Policies and notes to the Financial Statements set out on pages 10 to 20.

FIJI PUBLIC SERVICE ASSOCIATION  
STATEMENT OF CHANGES IN ACCUMULATED FUNDS  
FOR THE YEAR ENDED 31 DECEMBER 2023

	Accumulated Funds \$FJ	Asset Revaluation Reserve	Total \$FJ
Balance as at 31 December 2021	15,866,382	34,329,698	50,196,080
Surplus for the year ended 31 December 2022	1,681,360		1,681,360
Total Comprehensive Income for the year			
<b>Balance as at 31 December 2022</b>	<b>17,547,742</b>	<b>34,329,698</b>	<b>51,877,439</b>
Reversal of Revaluation Surplus on Investment Property	-	(33,786,753)	(33,786,753)
Surplus for the year ended 31 December 2023	39,968,662	-	39,968,662
Revaluation Surplus on Land & Building, net of capital gains tax		2,629,765	2,629,765
Total Comprehensive Income for the year			
<b>Balance as at 31 December 2023</b>	<b>57,516,403</b>	<b>3,172,710</b>	<b>60,689,114</b>

The Statement of Changes in Accumulated Funds is to be read in conjunction with the Accounting Policies and Notes to the Financial Statements set out on pages 10 to 20.

FIJI PUBLIC SERVICE ASSOCIATION  
STATEMENT OF FINANCIAL POSITION  
AS AT 31 DECEMBER 2023

	Notes	31 December 2023 \$FJ	31 December 2022 \$FJ
<b>Current Assets</b>			
Cash and Cash Equivalents	6	1,284,821	3,153,258
Receivables	7	90,417	178,159
Financial Assets	10	1,014,097	279,267
<b>Total Current Assets</b>		<b>2,389,335</b>	<b>3,610,684</b>
<b>Non-Current Assets</b>			
Property, Plant and Equipment	8	3,847,501	919,685
Investment Properties	9	-	57,615,276
Financial Assets	10	1,301,205	960,318
Investment in Subsidiary	15	53,668,940	-
Deferred Tax Asset	13	-	30,027
<b>Total Non-Current Asset</b>		<b>58,817,647</b>	<b>59,525,306</b>
<b>Total Assets</b>		<b>61,206,981</b>	<b>63,135,990</b>
<b>Current Liabilities</b>			
Payables and Accruals	11(i)	23,424	250,875
Provisions	11(ii)	55,278	167,675
Current Tax Liability	13	66,387	94,326
Interest Bearing Borrowings	12	-	373,562
<b>Total Current Liabilities</b>		<b>145,089</b>	<b>886,438</b>
<b>NON-CURRENT LIABILITIES</b>			
Interest Bearing Borrowings	12	-	4,497,378
Provisions	11(iii)	20,255	10,353
Deferred Tax Liabilities	13	352,524	5,864,382
<b>Total Non-Current Liabilities</b>		<b>372,779</b>	<b>10,372,113</b>
<b>Total Liabilities</b>		<b>517,868</b>	<b>11,258,551</b>
<b>NET ASSETS</b>		<b>60,689,114</b>	<b>51,877,439</b>
<b>ACCUMULATED FUNDS</b>			
Opening balance		17,547,742	15,866,382
Surplus for the year		39,968,662	1,681,360
Asset Revaluation Reserve	16	3,172,710	34,329,698
<b>Total Accumulated Funds</b>		<b>60,689,114</b>	<b>51,877,439</b>

These Financial Statements have been audited.

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

President

General Secretary

General Treasurer

The Statement of Financial Position is to be read in conjunction with the Accounting Policies and Notes to the Financial Statements set out on pages 10 to 20



FIJI PUBLIC SERVICE ASSOCIATION  
STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	31 December 2023 \$FJ	31 December 2022 \$FJ
<b>Cash Flows from Operating Activities</b>			
Receipts from Tenants and Members		1,831,655	3,423,613
Payments to Suppliers and Employees		(1,353,275)	(1,190,341)
Interest paid		(63,996)	(220,952)
Interest received		26,458	44,721
Interest withholding taxes paid		(2,646)	(2,639)
<b>Net Cash Provided by Operating Activities</b>	14(ii)	<b>438,195</b>	<b>2,054,402</b>
<b>Cash Flows from Investing Activities</b>			
Disposal/(Acquisition) of Property, Plant and Equipment		(107,391)	(3,480)
Payment for Financial Assets		(1,075,717)	(551,277)
<b>Net Cash (Used in) Investing Activities</b>		<b>(1,183,109)</b>	<b>(554,757)</b>
<b>Cash Flows from Financing Activities</b>			
(Repayment)/Proceeds of Interest Bearing Borrowings		(123,273)	(369,455)
Payment to Related Entity		(1,000,250)	-
<b>Net Cash (Used in) Financing Activities</b>		<b>(1,123,523)</b>	<b>(369,455)</b>
Net (Decrease)/ Increase in Cash and Cash Equivalents		(1,868,436)	1,130,190
Cash and Cash Equivalents at the beginning of the year		3,153,258	2,023,068
<b>Cash and Cash Equivalents at the end of the year</b>	14(i)	<b>1,284,821</b>	<b>3,153,258</b>

The Statement of Cash Flows is to be read in conjunction with the Accounting Policies and Notes to the Financial Statements set out on pages 10 to 20  
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## 1 General Information

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 their activities during the financial year.

## 2 Basis of Presentation

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 SME's), 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 judgements. 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 statement and estimates with a significant risk of material adjustments in the next year are disclosed, where applicable, in the relevant notes to the financial statement.

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.

The amount reflected in the financial statement are stated in the Fijian currency.

## 3 Summary of Significant Accounting Policies

This financial statement is prepared by Fiji Public Service Association in accordance with the 'International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SME's)' issued by the International Accounting Standards Board. The principal accounting policies applied in the preparation of these financial statement are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

### a). 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.

### b). 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.

**3 Summary of Significant Accounting Policies (Cont'd)**

**c). Property, Plant and Equipment**

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

Assets	Rates
Buildings	1.25% - 2.5%
Furniture and Fittings	10% - 15%
Equipment	12.50% - 25%
Motor Vehicle	25%

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

**d). 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.

**e). Trade and Other Payables**

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

**f). Revenue 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.

**g). 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 recognized as a liability or asset to the extent that it is unpaid or refundable.



### 3 Summary of Significant Accounting Policies (Cont'd)

#### *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.

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 and the group 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.

#### h). Provisions for employee entitlements

##### *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.

##### *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*

Contributions to Fiji National Provident Fund are expensed when incurred.

#### i). 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.

#### j). 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.

Life insurance policy held with BSP Life (Fiji) Limited is carried at amortised cost. The premium payment has been capitalised as it is regarded as long term investments and is stated at cost.

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.

### 3 Summary of Significant Accounting Policies (Cont'd)

#### *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 and 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 statements of financial position (Note 5). Bad debts are written off during the period in which they are identified.

#### k). *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.

#### l). *Comparatives*

Where necessary, comparatives figures have been regrouped to confirm to changes in presentation in the current year.

#### m). *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 expenditure 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.

#### n). *Value Added Tax*

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

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  
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.

#### o). *Investment in Subsidiary*

A subsidiary is an entity in which the Association have power to control the financial and operating policies so as to obtain benefits from its activities. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the Association has such power over another entity.

An investment in subsidiary is stated in the Association financial statements at cost less impairment losses, if any. On disposal of such an investment, the difference between the net disposal proceeds and its carrying amount is included in the statement of comprehensive income.

**FIJI PUBLIC SERVICE ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

**p). Critical Accounting Estimates and Judgements**

In application of the Association's accounting policies, which are described in Note 2, the Executive Board Members are required to make judgements, 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 judgements 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** Fair value assessment of investment properties  
Deferred tax liabilities  
Provision for doubtful debts  
Deferred tax assets

<b>4(i) Income</b>	<b>31 December 2023 \$FJ</b>	<b>31 December 2022 \$FJ</b>
Subscriptions	443,488	433,894
Management Fees	189,681	-
Interest Income	60,145	-
Dividend Income	13,269	11,560
Fair Value gain on Financial Assets	27,619	25,130
Other income	1,283	-
	<b>735,484</b>	<b>470,584</b>
<b>(ii) Rental Income</b>	<b>31 December 2023 \$FJ</b>	<b>31 December 2022 \$FJ</b>
Interest	20,008	44,721
Other Income	22,470	26,868
Outgoings	42,200	127,082
Parking fee income	54,857	111,672
Rental Income	956,636	2,726,640
	<b>1,096,170</b>	<b>3,036,983</b>
<b>(iii) Gain on Disposal/Transfer of Investment Properties</b>	<b>31 December 2023 \$FJ</b>	<b>31 December 2022 \$FJ</b>
Investment Property Per Sale and Purchase agreement dated 13/12/2022	57,403,665	-
Investment Property Cost	(19,862,829)	-
<b>Gain on Disposal/Transfer</b>	<b>37,540,836</b>	<b>-</b>



FIJI PUBLIC SERVICE ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

5	Expenses	31 December 2023 \$FJ	31 December 2022 \$FJ
(i)	<b>Administration Cost</b>		
	Affiliation & Capitation fees	4,056	8,625
	Audit Fees	5,750	4,800
	Accounting & Professional fees	62,295	537
	Bank Charges	816	374
	Books & Periodicals	1,909	1,699
	Cleaning & Incidental	3,710	3,469
	Electricity & Water	7,605	7,706
	General Expenses	2,062	763
	Honorarium	15,089	9,450
	Legal Fees	9,044	2,566
	Motor Vehicle Expenses	12,367	6,527
	Municipal Rates	1,165	760
	Office Security	904	537
	Postage, Telephone & Freight	17,560	9,161
	Printing & Stationery	8,545	6,819
	Rent	9,519	8,844
	Repairs & Maintenance	15,191	514
	Travelling & Subsistence	6,696	942
	Meeting Expenditure	128,846	56,116
		<b>313,128</b>	<b>130,209</b>
(ii)	<b>Depreciation</b>	<b>85,716</b>	<b>25,730</b>
(iii)	<b>Personnel Cost</b>		
	Fringe Benefit Tax	843	-
	Salaries & Wages	338,352	257,230
	Superannuation	15,443	14,206
	Training Levy	3,580	2,396
		<b>358,218</b>	<b>273,832</b>
(iv)	<b>Special Expenditure</b>		
	Donations & Claims	6,376	2,583
	Members Commission	1,022	756
		<b>7,398</b>	<b>3,339</b>
(v)	<b>Welfare Benefits</b>		
	Bereavement Assistance	40,250	29,250
	Local Medical Assistance	50,029	48,091
	Maternity Allowance	5,450	7,400
	Overseas Medical Assistance	8,000	16,000
	Retirement Benefit	28,623	59,798
	Other assistance	1,000	1,200
	Paternity Allowance	2,000	-
		<b>135,352</b>	<b>161,739</b>
6	<b>Cash and Cash Equivalents</b>	<b>31 December 2023 \$FJ</b>	<b>31 December 2022 \$FJ</b>
	Cash on Hand	1,400	1,150
	Cash at Bank - WBC	1,692	810,316
	Cash at Bank - ANZ	183,743	1,125,095
	Cash at Bank - Bredbank	1,097,986	1,130,408
	Cash at Bank - BSP	-	86,289
		<b>1,284,821</b>	<b>3,153,258</b>

FIJI PUBLIC SERVICE ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

7	Trade & Other Receivables	31 December 2023 \$FJ	31 December 2022 \$FJ
	Rent Receivable	145,776	225,190
	Less : Allowance for doubtful debts	(145,345)	(72,319)
	Deposits and Prepayments	1,595	5,527
	Interest receivables	71,565	18,329
	Other Receivables	2,123	1,431
	Receivable from Related party	14,703	-
		<b>90,417</b>	<b>178,159</b>
8	Property, Plant & Equipment	31 December 2023 \$FJ	31 December 2022 \$FJ
	Land	125,000	125,000
	Revaluation Gain	1,845,000	-
		<b>1,970,000</b>	<b>125,000</b>
	Buildings	782,449	782,449
	Revaluation Gain	1,076,961	-
	Addition	7,151	-
	Provision for Depreciation	(136,562)	(126,730)
		<b>1,730,000</b>	<b>655,719</b>
	Furniture & Fittings	151,571	148,091
	Additions	16,341	3,480
	Provision for Depreciation	(148,566)	(140,401)
		<b>19,346</b>	<b>11,170</b>
	Motor Vehicles	271,238	271,238
	Additions	83,900	-
	Provision for Depreciation	(226,983)	(143,442)
		<b>128,155</b>	<b>127,796</b>
	<b>Net Written Down Value</b>	<b>3,847,501</b>	<b>919,685</b>

(ii) Reconciliations

Reconciliations of the carrying amounts for each class of property, plant and equipment between the beginning and at the end of the current financial year.

	Land	Building	Furniture Fittings	& Motor Vehicles	Total
Carrying Amount	125,000	655,719	11,170	127,796	919,685
Additions	-	7,151	16,341	83,900	107,391
Revaluation Gain	1,845,000	1,076,963	-	-	2,921,963
Depreciation		(9,833)	(8,165)	(83,541)	(101,538)
<b>Net Written Down Value</b>	<b>1,970,000</b>	<b>1,730,000</b>	<b>19,346</b>	<b>128,155</b>	<b>3,847,501</b>

An independent valuation was carried out by registered valuer, South Pacific Property Consulting Services (SPPCS) Pte Limited in December 2023 for the investment properties of Fiji Public Service Association to assess the fair values of the properties. The Executive Board Members work closely with the external valuer to establish the appropriate valuation techniques and inputs to the valuation method. The valuation methodologies adopted by the valuer were sales comparison and income capitalization methods.

**FIJI PUBLIC SERVICE ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

9	Investment Properties	Freehold Land	Building	Total
	Balance at 31 December 2022	28,301,400	29,313,876	57,615,276
	Disposal	(28,301,400)	(29,313,876)	(57,615,276)
	<b>Balance at 31 December 2023</b>	<b>-</b>	<b>-</b>	<b>-</b>

During the financial year, on 1st May 2023, Fiji Public Service Association transferred its investment assets to Public Service Association Investments Company (Fiji) Pte Limited (refer note 21).

10	Financial Assets	31 December 2023 \$FJ	31 December 2022 \$FJ
	<b>Current</b>		
	Kontiki Finance Limited	1,014,097	279,267
	<b>Non-current</b>		
	Life Insurance policy - Keyman Insurance	800,000	500,000
	Units in Unit Trust of Fiji	501,205	460,318
		<b>1,301,205</b>	<b>960,318</b>
	<b>Reconciliation of Financial Assets at fair value</b>	<b>31 December 2023 \$FJ</b>	<b>31 December 2022 \$FJ</b>
	Opening Balance	460,318	423,626
	Dividends re-invested	13,269	11,562
	Fair Value Gain	27,619	25,130
		<b>501,205</b>	<b>460,318</b>

The Senior Accountant of the Association is insured with Keyman's insurance policy held with BSP Life (Fiji) Limited for which the Association is the beneficiary. The full premium has been capitalized as it is regarded as long term investments and is stated at cost. The policy can only be surrendered after holding it for a year and there is no intention by the management to redeem it before maturity. The Association took the policy in June 2022 which matures in June 2032.

11	Payables & Accruals	31 December 2023 \$FJ	31 December 2022 \$FJ
(i)	<b>Included in Current Liabilities</b>		
	Audit Fee Payable	5,875	17,500
	Professional Fee Payable	8,175	3,300
	FBT Payable	422	302
	VAT Payable	-	23,328
	Local Medical Payable	1,652	1,503
	Other Payable	7,300	14,627
	Rental Deposit	-	190,315
		<b>23,424</b>	<b>250,875</b>
(ii)	<b>Provisions</b>		
	Employee Entitlements - Annual Leave	17,191	129,588
	Provision for Retirement Benefits	38,087	38,087
		<b>55,278</b>	<b>167,675</b>

FIJI PUBLIC SERVICE ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

Provisions (Cont'd)	31 December 2023 \$FJ	31 December 2022 \$FJ
(iii). Included in Non-Current Liabilities		
Employee Entitlements - Long Service Leave	20,255	10,353
<b>12 Interest Bearing Borrowings</b>		
(a) Bank of South Pacific -		
Bank loan from Bank of South Pacific is subject to 4% interest per annum, repayable by monthly installment of \$46,800 (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.		
	31 December 2023 \$FJ	31 December 2022 \$FJ
Included in Current Liabilities	-	373,562
Included in Non-Current Liabilities	-	4,497,378
	<u>-</u>	<u>4,870,940</u>
This debt was taken over by the subsidiary company - Public Service Association Investments Company (Fiji) Pte Limited together with the Investment Properties following the transfer ( refer note 21).		
<b>13 Income Tax Expense</b>	<b>31 December 2023 \$FJ</b>	<b>31 December 2022 \$FJ</b>
The prima facie tax payable on Rental Account surplus is reconciled to the Income Tax Expense as follows:		
Operating Surplus from Building Account before Income Tax	621,114	2,109,612
Prima facie Tax Expense thereon at 25% (2022:20%)	155,279	421,922
Tax effect of permanent differences:		
Tax Concession	-	(56,156)
Over Provision of Income Tax in prior years	-	(61,779)
Depreciation	(116,306)	-
Reversal of Deferred Tax Liabilities	(2,010,011)	-
<b>Income Tax (Benefit)/Expense for the year</b>	<b><u>(1,971,038)</u></b>	<b><u>303,987</u></b>
<b>Income Tax Expense comprises movements in:</b>		
Deferred Tax Asset	30,027	84,846
Current Tax Liabilities	48,905	181,815
Deferred Tax Liabilities	(2,049,971)	37,326
	<u>(1,971,038)</u>	<u>303,987</u>
<b>Current Tax Assets / (Liability)</b>	<b>31 December 2023 \$FJ</b>	<b>31 December 2022 \$FJ</b>
Balance at the beginning of the year	(94,326)	84,850
Resident Interest Withholding Tax paid	2,646	2,639
Income Tax paid	74,199	-
Tax liability for the year	(48,905)	(181,815)
<b>Balance at the end of the year</b>	<b><u>(66,386)</u></b>	<b><u>(94,326)</u></b>



FIJI PUBLIC SERVICE ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023

13 Income Tax Expense (Cont'd)

Deferred Tax Liabilities	31 December 2023 \$FJ	31 December 2022 \$FJ
Deferred tax liabilities comprise the estimated expense at future capital gains tax rate of 10% of the following items:		
Difference in net carrying value of investment property for accounting and income tax purpose ( Capital Gains Tax @10%)	352,524	5,864,382
Deferred Tax Assets	31 December 2023 \$FJ	31 December 2022 \$FJ
Deferred tax assets comprise of the estimated future benefit at future income tax rate of 25% of the following items:		
Allowance for doubtful debts	-	14,464
Employee entitlements	-	15,563
	-	30,027

14 Notes to the Statement of Cash Flows

(i) Reconciliation of Cash

Cash as at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:-

	31 December 2023 \$FJ	31 December 2022 \$FJ
Cash on Hand	1,400	1,150
Cash at Bank - WBC	1,692	810,316
Cash at Bank - ANZ	183,743	1,125,095
Cash at Bank - Bredbank	1,097,986	1,130,408
Cash at Bank - BSP	-	86,289
<b>Cash at Bank</b>	<b>1,284,821</b>	<b>3,153,258</b>

(ii) Reconciliation of Net Cash Provided By Operating Activities to Operating Profit After Income Tax

	31 December 2023 \$FJ	31 December 2022 \$FJ
Net Profit after Income Tax	39,968,662	1,681,360
Add/(Less) Non Cash Items:-		
Depreciation	101,538	56,527
Gain on Disposal/Transfer of Investment Properties	(37,540,836)	-
	2,529,364	1,737,887
Changes in assets and liabilities during the financial year:-		
Decrease in Receivables	83,809	26,198
(Increase)/Decrease in Deferred Tax Asset	30,027	84,846
(Decrease)/Increase in Deferred Tax Liabilities	(2,049,971)	37,325
Decrease in Current Tax Asset	-	84,850
Increase in Current Tax Liability	(27,939)	94,326
(Decrease) in Trade and Other Payables	(24,600)	(17,183)
(Decrease)/Increase in Provisions	(102,495)	6,153
<b>Net Cash Provided by Operating Activities</b>	<b>438,195</b>	<b>2,054,402</b>

**FIJI PUBLIC SERVICE ASSOCIATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

<b>15 Investment in Subsidiary and Associate Companies</b>	<b>31 December 2023 \$FJ</b>	<b>31 December 2022 \$FJ</b>
100% Equity held in Public Service Association Investment Company (Fiji) Pte Limited	<u><b>53,668,940</b></u>	<u><b>-</b></u>
<b>16 Movement in Asset Revaluation Reserves</b>	<b>31 December 2023 \$FJ</b>	<b>31 December 2022 \$FJ</b>
Opening Balance	34,329,698	34,329,698
Reversal of Revaluation Surplus on Investment Property	(33,786,753)	-
Increase in Asset Revaluation Reserve	2,629,765	-
<b>Closing Balance</b>	<u><b>3,172,710</b></u>	<u><b>34,329,698</b></u>

**17 Contingent Liabilities**

Contingent Liabilities as at 31 December 2023 amounted to \$40,500 (2022: \$Nil)

The FPSA received an order dated 9 August 2023 by the High Court Fiji to compensate a former employee for unfair dismissal. This judgment was subsequently appealed by FPSA and the case is now with the Court of Appeal. This liability is considered contingent as of the balance date because its occurrence depends on the final ruling from the Court of Appeal.

**18 Capital Commitments**

Capital Commitments as at 31 December 2023 amounted to \$65,250 (2022: \$174,950)

**19 Organisation Details**

**Registered Office**

298 Waimanu Road, Suva.

**20 Events Subsequent to Balance Date**

There has not arisen in the interval between the end of the year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Council Members, to affect significantly the operations of the Associations, the results of those operations or the state of affairs of the Association in subsequent financial years.

**21 Significant Event During the Year**

During the financial year, on 1st May 2023, Fiji Public Service Association transferred its investment assets and related liabilities to its fully subsidiary entity, Public Service Association Investments Company (Fiji) Pte Limited.

The transfer was made possible with no tax implication to FPSA following approvals received in February 2024 from FRCS (by way of a private binding ruling). The ruling was in favour of FPSA with respect to the transfers of the Association's real estate investment business to the subsidiary company in accordance with section 88 of the ITA, 2015 and paragraph 8 of the Second Schedule of the VAT Act, 1991.

The financial statements as at 31 December 2023 have been prepared with appropriate accounting entries, disclosures and adjustments (as necessary) for the impacts of the transfer.

Apart from the above, no other matters or circumstances have arisen since the end of the financial year, which would require adjustment to, or disclosure in, the financial statements of the Association.

**22 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:

Ropate Daucakacaka Pareti - President	Shaleeni Priya Singh - Vice President
Kamlesh Chand - Vice President	Reapi Nayacakalou - Vice President
Judith Kotobalavu - General Secretary	Emosi Qioakacaci - General Treasurer

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

Short term benefits including honorarium is \$175,455 (2022: \$246,569)

The General Secretary is also provided with motor vehicle benefit.



#### **DISCLAIMER TO SUPPLEMENTARY INFORMATION**

The additional financial data presented in the following pages is in accordance with the books and records of Fiji Public Service Association which have been subjected to the auditing procedures applied in our statutory audit of the Association for the year ended 31 December 2023. It should be appreciated that our statutory audit did not cover all the details of the additional financial data. Accordingly, we do not express an opinion on such financial data and no warranty of accuracy or reliability is given.

In accordance with our firm's policy, we advise that neither the firm nor any member or employee of the firm undertakes responsibility arising in any way whatsoever to any person (other than the Association) in respect of such data including any errors or omissions therein arising through negligence or otherwise however caused.

**DATE: 6 March 2024**  
**SUVA, FIJI.**

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**PKF aliz pacific**  
**CHARTERED ACCOUNTANTS**

**FIJI PUBLIC SERVICE ASSOCIATION  
DETAILED STATEMENT OF INCOME AND EXPENDITURE  
FOR THE YEAR ENDED 31 DECEMBER 2023**

	31 December 2023 \$FJ	31 December 2022 \$FJ
<b>Income</b>		
Dividend Income	13,269	11,560
Fair Value gain on Financial Assets	27,619	25,130
Interest Income	60,145	-
Management Fees	189,681	-
Other income	1,283	-
Subscriptions	443,488	433,894
<b>Total Income</b>	<b>735,484</b>	<b>470,584</b>
<b>Expenses</b>		
Affiliation & Capitation fees	4,056	8,625
Audit Fees	5,750	4,800
Accounting & Professional fees	62,295	537
Bank Charges	816	374
Books & Periodicals	1,909	1,699
Cleaning & Incidental	3,710	3,469
Depreciation	85,716	25,730
Electricity & Water	7,605	7,706
Fringe Benefit Tax	843	-
General Expenses	2,062	763
Honorarium	15,089	9,450
Legal Fees	9,044	2,566
Motor Vehicle Expenses	12,367	6,527
Municipal Rates	1,165	760
Office Security	904	537
Postage, Telephone & Freight	17,560	9,161
Printing & Stationery	8,545	6,819
Rent	9,519	8,844
Repairs & Maintenance	15,191	514
Salaries & Wages	338,352	257,230
Superannuation	15,443	14,206
Training Levy	3,580	2,396
Travelling & Subsistence	6,696	942
<u>Welfare Benefits:</u>		
Bereavement Assistance	40,250	29,250
Local Medical Assistance	50,029	48,091
Maternity Allowance	5,450	7,400
Overseas Medical Assistance	8,000	16,000
Retirement Benefit	28,623	59,798
Other assistance	1,000	1,200
Paternity Allowance	2,000	-
Meeting Expenditure	128,846	56,116
<u>Special Expenditure:</u>		
Donations & Claims	6,376	2,583
Members Commission	1,022	756
<b>Total Expenses</b>	<b>899,811</b>	<b>594,849</b>
<b>Net Operating (Deficit) before surplus from Rental Account</b>	<b>(164,327)</b>	<b>(124,265)</b>

The Detailed Statement of Income and Expenditure is to be read with the disclaimer to supplementary information set out on page 21.

FIJI PUBLIC SERVICE ASSOCIATION  
DETAILED STATEMENT OF RENTAL INCOME AND EXPENDITURE  
FOR THE YEAR ENDED 31 DECEMBER 2023

	31 December 2023 (4 months) \$FJ	31 December 2022 (12 months) \$FJ
<b>Income</b>		
Interest	20,008	44,721
Other income	22,470	26,868
Outgoings	42,200	127,082
Parking fee income	54,857	111,672
Rental income	956,636	2,726,640
<b>Total Income</b>	<b>1,096,170</b>	<b>3,036,983</b>
<b>Expenses</b>		
Accounting Fees	1,075	21,162
Advertising & Promotion	4,724	3,486
Audit Fees	-	11,200
Bank Charges	5,574	15,859
Cleaning & Incidentals	355	12,071
Depreciation	15,822	30,797
Doubtful Debts / (Reversal of doubtful debts) on receivables	73,027	(8,202)
Electricity & Water	9,901	25,112
Fringe Benefit Tax	867	1,552
Honorarium	678	1,710
Insurance	67,666	54,623
Interest	63,996	220,952
Legal Fees	100	16,793
Meeting Expense	5,917	8,773
Motor Vehicle Expenses	1,514	12,879
Postage, Telephone & Freight	2,638	8,390
Printing & Stationery	6,238	14,601
Property Management	-	121,874
Rates	450	9,295
Repair & Maintenance	82,543	58,578
Security Expenses	3,355	-
Superannuation	5,799	15,603
Training Levy	698	2,635
Travelling & Subsistence	693	1,082
Valuation Fees	1,500	2,800
Wages & Salaries	119,928	263,746
<b>Total Expenses</b>	<b>475,056</b>	<b>927,371</b>
<b>Net Rental Income</b>	<b>621,114</b>	<b>2,109,612</b>

The Detailed Statement of Rental Income and Expenditure is to be read with the disclaimer to supplementary information set out on page 21.



## 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 where possible and viable.
- (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

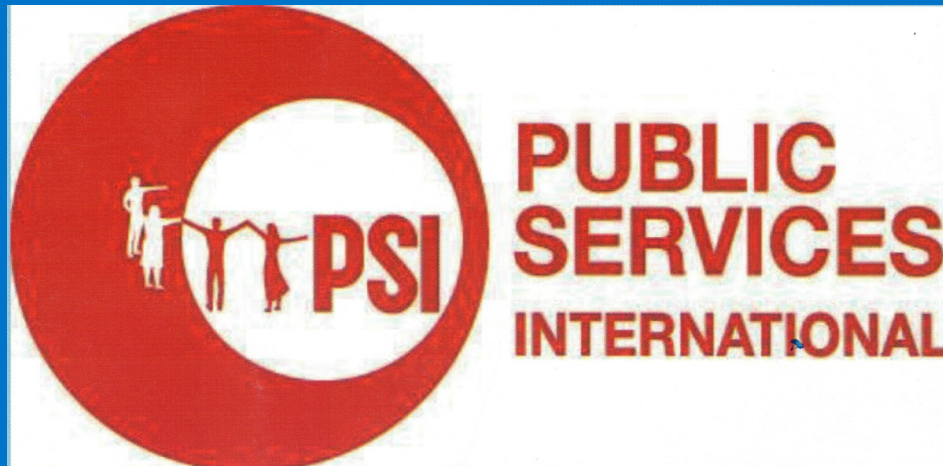


(Cont'd)

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 Tuimanu	M. P. Chaudhry	Satish Chandra
1989	Dhirendra P. Singh Rajeshwar Singh	Rajeshwar Singh, I. Koroitanao, Nirbhay G. Singh	M. P. Chaudhry	Satish Chandra
1990	Rajeshwar Singh	I. Koroitanao, N. 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, Usha 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 Ramesh Chand
2021	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Ramesh Chand
2022	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Ramesh Chand
2023	<b>Ropate Daucakacaka Pareti</b>	<b>Reapi Nayacakalou, Shaleeni Singh, Kamlesh Chand</b>	<b>Judith Kotobalavu</b>	<b>Emosi Qiokacikaci</b>



# INTERNATIONAL AFFILIATIONS



**INTERNATIONAL TRANSPORT WORKERS  
FEDERATION**