



Fiji Public Service Association

83rd Annual General Meeting

28th March 2026

Annual Report 2025



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 Mavoava | Tamesar Bhim | Yashwant Singh | David Peters |
| 1965 | Jonati Mavoava, T. Bhim | Tamesar Bhim, J. Artack | Govind Prasad | David Peters |
| 1966 | Tamesar Bhim | M. V. Buadromo | Govind Prasad | H. J. Khunkun |
| 1967 | Atfoa Varea | Mohd A. Sahib | Govind Prasad | Dhirendra P. Singh |
| 1968 | Atfoa Varea | Mohd A. Sahib | Govind Prasad | Dhirendra P. Singh |
| 1969 | Charles Walker | Tamesar Bhim | Ken F. Vera | Dhirendra P. Singh |
| 1970 | Charles Walker, C.P.Sharma | T. Bhim, W. Bakalevu | Mahendra P. Chaudhry | John O'Brien |
| 1971 | C. P. Sharma | Atfoa Varea, W. Bakalevu | M. P. Chaudhry | John O'Brien |
| 1972 | C. P. Sharma | Rasik Lal, E. B Waqairawai | M. P. Chaudhry | John O'Brien |
| 1973 | Atfoa Varea | Rasik Lal, E. B. Waqairawai | M. P. Chaudhry | John O'Brien |
| 1974 | A. Varea, M. P. Chaudhry | Rt O. Gavidi, Jan Mohammed | M. P. Chaudhry | J. O'Brien, S.Chandra |
| 1975 | E. B. Waqairawai | J. Mohammed, I. Tuianaqalau | M. P. Chaudhry | Satish Chandra |
| 1976 | E. B. Waqairawai | I. Tuianaqalau, D.P. Singh | M. P. Chaudhry | Satish Chandra |
| 1977 | E. B. Waqairawai | I. Tuianaqalau, D.P. Singh | M. P. Chaudhry | Satish Chandra |
| 1978 | Timoci U. Bavadra | I. Tuianaqalau, D.P. Singh | M. P. Chaudhry | Satish Chandra |
| 1979 | T. U. Bavadra | D.P. Singh, J. Leweniqila | M. P. Chaudhry | Satish Chandra |
| 1980 | T. U. Bavadra | D.P. Singh, J. Leweniqila | M. P. Chaudhry | Satish Chandra |
| 1981 | T. U. Bavadra | D. P. Singh, Laikini Jiko | M. P. Chaudhry | Satish Chandra |
| 1982 | T. U. Bavadra | D. P. Singh, Laikini Jiko | M. P. Chaudhry | Satish Chandra |
| 1983 | T. U. Bavadra | D. P. Singh, Laikini Jiko | M. P. Chaudhry | Satish Chandra |
| 1984 | T. U. Bavadra | D. P. Singh, Laikini Jiko | M. P. Chaudhry | Satish Chandra |
| 1985 | T. U. Bavadra | D. P. Singh, Laikini Jiko | M. P. Chaudhry | Satish Chandra |
| 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 |



Industria Cum Dignitate

Fiji Public Service Association

| | | |
|-----------------------------|---|---|
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| Email | : | gs@fpsa.org.fj |
| FPSA Branches | : | Labasa, Savusavu, Suva Central & Western. |
| <u>Affiliations:</u> | | |
| 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

83 National Annual General Meeting

Saturday 28th March, 2026

PRELIMINARY NOTICE (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 **83 National Annual General Meeting** [NAGM] of the Association shall be convened on or about **Saturday 28th March 2026** 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*] issued pursuant to Clause 64 (a). Further details of Motions (*if any*) will be published in FPSA's Journal *Service Worker*, as required under Clause 64 (b).

This Preliminary Notice also invites Motions (*under Clauses 70 or 96*) that Financial Members may wish to submit for the 83 NAGM.

Motions (*if any*) shall be on the respective Forms C & D provided for the purpose and may be obtained from the General Secretary of the Association at FPSA HQ, GP O Box 1405, Suva. All Motions (*if any*) MUST be received by the General Secretary prior to 04.00 pm on **Friday 13th March 2026**.

(Sgd)

Judith Kotobalavu

GENERAL SECRETARY

NOTE on 2026 FPSA Elections: As per existing regulations, the notice, nomination and balloting for 2026 FPSA Elections will be undertaken by the Fiji Elections Office.



Fiji Public Service Association 83 National Annual General Meeting

Saturday 28th March 2026

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 Friday 30th January 2026. 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 ***83 National Annual General Meeting*** [NAGM] of the Association shall be convened, as follows:

Day/Date : **Saturday 28th March 2026**
Time : **10.00am**
Venue : **Yatulau Conference Room (Studio 6)**

The **Agenda** for the 2026 FPSA 83rd National AGM shall be:

- 1) Opening: Quorum, Apologies, *Presidential Welcome* Address.
- 2) Introduction of and Keynote Address by Chief Guest
- 3) Confirmation of Notice & Agenda for the 2026 83rd NAGM.
- 4) Introduction & Roll Call of 2026 Delegates to 83rd NAGM.
- 5) Confirmation of Minutes of 2025 82nd NAGM & Matters Arising.
- 6) Presentation of 2025 National Activities Report & Matters Arising.
- 7) Presentation of 2025 FPSA Financial Report & Matters Arising.
- 8) Appointment of 2026 Auditors of the Association.
- 9) Election Results for 2026-2029 FPSA National Councillors.
- 10) Motions for the 2026 FPSA 83 National AGM (if any).
- 11) 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 2026 83rd FPSA NAGM will be published in FPSA's Journal Service Worker for your information and attention. The balloting schedule for 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 82nd National Annual
General Meeting [2025]
Saturday 29th March 2025
Girmit Center, Lautoka

- 1.0 Present : **Principal Officers**
- | | |
|-----------------------|------------------------------|
| Bro Ropate Pareti | - National President (Chair) |
| Sis Shaleeni P Singh | - National Vice President |
| Bro Kamlesh Chand | - National Vice President |
| Sis Reapi Nayacakalou | - National Vice President |
| Bro Emosi Qiokacikaci | - General Treasurer |
| Sis Judith Kotobalavu | - General Secretary |

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 In attendance : Master of Ceremony [MC] Bro Clement Dari
Secretariat

1.3 **Preliminaries**

Quorum: Following confirmation of a quorum by the Registration Committee, the Chairperson, Bro Ropate Pareti, welcomed all delegates to the 82nd FPSA National Annual General Meeting (NAGM) and formally called the meeting to order at 12:15 p.m. He invited members to participate fully, encouraged them not to hesitate in asking questions, and requested that any apologies forwarded by Councillors or Delegates be duly recorded.

1. **Agenda Item 2: Notice of 2025 Meeting & Agenda**

- 1.1 **Confirmation of 82nd NAGM Notices:** At the Chair's invitation, the Madam General Secretary read out the *Preliminary and Confirmatory Notices and Agenda* for the 82nd NAGM as published on 30th January 2025 and 13th March 2025 respectively in the Fiji Times. The Chair then called for a motion from the floor to confirm the Notice and the Agenda, as published

MOVED Sis Alfreda Florence (Suva) **SECONDED** Bro Mahendra Sami Gounder (Savusavu), **THAT** the Preliminary and Confirmatory Notices & Agenda for the 82nd FPSA NAGM, as published and circulated be **CONFIRMED and ADOPTED**. The Motion was **CARRIED** on voices.

2. **Agenda Item 3: Observations & Roll Call 2025 NAGM**

- 2.1 **Roll Call of Delegates:** The MC Mr. Clement Dari conducted a roll call of the appointed Delegates from the four FPSA Branches who were recognized by the house.

3. Agenda Item 4: 2024 NAGM Minutes & Matters Arising

- 3.1 **Presentation of 2024 NAGM Minutes:** The National President tabled the Minutes of the 2024 NAGM, held on Saturday 25th March, 2024 at the Suva Civic Centre. At his request, the Madam General Secretary informed the members that the Minutes are printed in the 2024 FPSA Annual Report, on pages 4 to 8 incl., and she briefed the delegates and members on the minutes on page by page basis. The Chairperson then called for corrections or amendments, if any, from the Delegates to the 2024 Minutes. As there was none, the Chairperson then called for a motion to confirm the Minutes of the 81st NAGM.

MOVED Sis Alfreda Florence (Suva) **SECONDED** Bro Mahendra Sami Gounder (Savusavu), **THAT** the Preliminary and Confirmatory Notices & Agenda for the 82nd FPSA NAGM, as published and circulated be **CONFIRMED and ADOPTED**. The Motion was **CARRIED** on voices.

- 3.2 As there were no comments or queries from members, and noting that the Minutes of the 2024 NAGM had been presented at all Branch AGMs, the Chair called for a motion to adopt the Minutes of the 2024 NAGM.

MOVED Sis Litiana Diani (Labasa) **SECONDED** Bro Sanjay Chand (Labasa), **THAT** the Minutes of the 81st NAGM and **Matters Arising** be **ADOPTED**. The Motion was **CARRIED**.

4. Agenda Item 5: FPSA 2024 Activities Report

- 4.1 **Presentation:** The National President introduced the Agenda item 5 (*pages 28 to 47 incl*) and requested the Madam General Secretary (GS) to present the FPSA 2024 Activities Report. The Madam GS joined the National President to welcome the members as well. She informed the meeting that the FPSA Activities Report is the most important report where details of how the Association fought for the betterment of its members with the government and other employers, including trade union rights, human rights, individual rights and other issues that arise, including whether it is for public interest when the Association makes its views known. She reminded the Delegates that the FPSA 2024 Activities Report was distributed in advance and later formally tabled at each 2024 Branch AGMs. In this manner, the rank and file Members at the four (4) Branches could read, discuss and air their views on the contents. Madam GS further informed the Delegates that though the Report has been presented in the four (4) Branch AGMs, she would also present further supplementary detailed report and other clarifications as necessary.

- 4.2 **Supplementary Address by General Secretary:** Madam GS then delivered her supplementary address which supplemented the 2024 Activities Report. Madam GS informed the delegates that the 2024 Activities Report have been adopted in the 2025 Branch AGMs. She highlighted key national and public sector concerns, including the expansion of Fiji's cabinet and rising ministerial salaries amid austerity measures, delays in reviewing and implementing outdated civil service allowances and General Orders, ongoing labour migration and skills shortages, persistent national poverty and inequality, and the escalating HIV outbreak that is straining the health system. The Association commended efforts to review civil service conditions but urged urgent, concrete government action to improve living standards, retain skilled workers, address poverty, and strengthen healthcare. The address concluded by thanking members and staff for their dedication, reaffirming FPSA's commitment to equality and social justice, and commending the 2024 Activities Report to the house. [Full Supplementary Address - [Attachment B](#)]

- 4.3 **Adoption:** Since there were no queries or comments from the floor the National President called for a Motion to adopt the comprehensive 2024 Activities Report and the Matters Arising.

4.4 **MOVED** *Sis Sereana Mataitoga (Suva)* **SECONDED** *Sis Matanisiga Navvunisalevu (Savusavu)*, **THAT** the 2024 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**.

5. Agenda Item 6: Audited Financial Report 2024

The National President invited the General Treasurer (GT) to present the FPSA Audited Financial Report for the year ended 2024.

The General Treasurer presented the Audited Financial Report for 2024 on behalf of the Fiji Public Service Association, advising that the report had been considered and adopted by the Executive Board, National Council, and all four branches. Members were informed that the Independent Auditor issued an unqualified audit opinion, confirming a true and fair view of the Association's financial position as at 31 December 2024. Total income improved compared to the previous year, primarily due to dividend income of approximately \$1.1 million from the investment company, with member subscriptions contributing \$465,809. Total expenditure amounted to \$911,680, reflecting controlled administrative costs. The Association recorded an operating surplus of \$833,986 and total comprehensive income of \$951,518. Cash and cash equivalents at year end stood at approximately \$1.5 million, while total assets increased to approximately \$62 million. The Treasurer's report was noted by members.

6. Other Matters

6.1 Job Evaluation – Fiji Airports

Bro Inia Vukialau from the Fiji Airports raised a question regarding whether employers may proceed with job evaluation exercises without union consultation.

Response:

It was clarified that while legislation may not explicitly mandate consultation, the principle of good faith under employment relations requires employers to engage with recognised unions. Job evaluation exercises should be conducted in a consultative manner, and unions have the right to reject unilateral processes and request negotiations.

6.2 Workplace Culture

Sis Alfreda Florence acknowledged the President's address and highlighted ongoing concerns regarding workplace toxicity within the public service.

Response:

The concerns were noted and acknowledged, with assurance that the Association remains committed to supporting members and addressing workplace challenges.

6.3 Recruitment and Promotion Systems

Sis Losana Tarau raised a concerns regarding inconsistencies and perceived unfairness in current recruitment systems (OMRS), with a request to consider reverting to previous processes.

Response:

Reference was made to similar issues experienced during earlier job evaluation implementations. It was confirmed that the Association continues to engage with relevant authorities to address concerns relating to seniority, progression, and fairness. Some corrective measures have already been implemented.

6.4 **National Fire Authority – Employment Contracts**

A query was raised regarding the legality of annual employment contracts at the National Fire Authority.

Response:

It was advised that clarification is required, and the matter will be referred to the relevant line ministry for review.

6.5 **National Fire Authority – Retirement Age**

A question was raised regarding continued employment of individuals over the age of 60 on contract.

Response:

It was noted that this matter requires further verification in accordance with the National Fire Authority's rules and regulations.

6.6 **Finance and Lending Concerns**

Sis Seramana of ASPEN raised a concerns regarding high interest rates and administration costs charged by external lenders such as Kontiki.

Response:

Members were advised that administration cost matters should be addressed internally through union governance processes. The importance of financial literacy and responsible borrowing was emphasised, and members were reminded of government policies limiting salary deductions to protect take-home pay.

7. **Conclusion:**

7.1 **Appreciation & Adjournment:** The Chairperson, Bro Ropate Pareti formally thanked all members for their participation throughout the meeting. He concluded by encouraging all to continue to maintain solidarity for the advancement and betterment of the Association, so that FPSA is 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.

7.2 **MOVED** Bro Silipa Senikuraciri (Suva) **SECONDED** Sis Rishnel Rahul (Labasa) **THAT** the 82nd 2025 FPSA National AGM be adjourned with a *Vote of Thanks* to the Chair.

7.3 **Closure:** The Chair then declared 82nd 2025 NAGM of the Association **closed** at 1.15pm and wished the Delegates a safe journey home.

Confirmed Correct:

.....
National President

.....
General Secretary

28th March 2026



Fiji Public Service Association
**Address by Chief Guest - Minister for
Labour, Hon. Agni Deo Singh**
82nd FPSA NAGM 2025
"Celebrating 80th Year of Service to Members"



Hon Agni Deo Singh

Ladies and Gentlemen,

For the last decade and a half, workers and trade unions in this country suffered terribly under the previous administration. That period must never be forgotten.

We cannot forget the Essential National Industries Decree, which classified a wide range of occupations as "essential" and, in doing so, denied thousands of workers—including the entire public sector—the right to operate as fully fledged trade unions.

We must also remember the imposition of contractual appointments. Their real purpose was simple: to silence civil servants. There was a saying at the time—*if you speak up today, you will be turned 55 tomorrow*. Fear became a daily reality.

I experienced this personally when I served as General Secretary of the Fiji Teachers Union. At public gatherings, particularly among teachers, people would quietly move away from me. They were afraid even to be seen with their own General Secretary. On one occasion, while attending a school sports day in Labasa, I found myself suddenly sitting alone at the head table. Later, I was told that a call had come from the then Minister for Education questioning my presence.

That was the climate in which civil servants lived—day in and day out. Trade union leaders were harassed, arrested, charged on vague allegations, and dragged through endless court appearances. These were deliberate fear tactics.

As a result, trade union density collapsed—from 35 percent to just 9 percent. Public sector unions could no longer bargain or negotiate. Instead, they became little more than social welfare providers, relying on credit unions and medical schemes to survive. There was no collective bargaining—only one-way decisions.

That reality is the reason I joined the political fight to remove that government. I had no other reason. I was content where I was, but I could not accept the continued erosion of workers' rights.

When we came into office, the first thing we did was remove contractual appointments and extend the retirement age to 60, with provision to go up to 62 in areas of critical shortage. I personally hope to see this extended to 65 in due course.

Second, we reviewed the Essential National Industries listing and aligned it with International Labour Organization (ILO) standards. Public sector unions, banks, and many other occupations were removed from that list. That injustice is now behind us.

We then properly constituted the Employment Relations Advisory Board, ensuring equal representation of employers, workers, and trade unions, in full compliance with ILO Convention 144. Through this process, we began the comprehensive review of the Employment Relations Act.

This has not been easy. It has been challenging and time-consuming, but we are now almost there. The draft legislation has undergone nationwide consultation, with every trade union and employer given the opportunity to contribute. No one was left behind. The Bill is now with the Solicitor-General's Office and is expected to proceed to Parliament, followed by further scrutiny through the Sector Committee before enactment.

I can assure you: **all workers' and trade union rights are fully restored in the proposed legislation.**

We have also reconstituted all Wages Councils. Ten sectoral councils are now operational, and an eleventh—covering miscellaneous sectors—is being established to ensure that **every worker in this country is covered**. As trade unions, we must always speak for those who cannot speak for themselves.

I want to acknowledge the Fiji Public Service Association. I have long admired the way you have conducted yourselves, particularly in strengthening your financial base. A strong union must also be financially strong.

Today, the public sector is once again free to negotiate. The same applies to municipal councils, statutory bodies, and government-owned entities. In the private sector, we are actively working to remove the toxicity that once defined worker–employer relations. When the State was a bad employer, the private sector followed suit. That culture is now changing.

We are engaging continuously with the Fiji Commerce and Employers Federation and the Chambers of Commerce to rebuild trust and encourage good-faith negotiations. One by one, the consultation structures that were dismantled are being rebuilt.

I ask for your patience. These reforms take time—but they are real, and they are happening.

As a result, Fiji is no longer on the ILO blacklist. The ILO has expressed strong satisfaction with the progress we are making in restoring workers' and trade union rights. At recent International Labour Conferences, employers and workers have jointly supported a single national address by the Minister—something unheard of in the past.

We have also taken responsibility for workers' compensation through the ACCF. Outstanding claims—some delayed for years—have now been cleared efficiently and cost-effectively. Two major Bills are being prepared for Parliament: the Employment Relations Act and the Work Care Bill.

Education and training remain critical. Student loan schemes have been converted into scholarships. Approximately \$650 million in student debt has been forgiven. The only requirement is that beneficiaries serve this country for a specified period. Technical and vocational institutions that were previously closed are being reopened, providing pathways for young people who might otherwise be left behind.

We are also committed to fair remuneration for civil servants. That work will continue. You are now free—truly free—to negotiate with the Public Service Commission. Any dispute brought to the Ministry will be handled fairly and justly.

Under the proposed law, the Arbitration Court will be abolished. Disputes will be resolved through the Tribunal and the Employment Court, ensuring timely and transparent justice.

That is why we have changed the name of the Ministry. We are no longer the Ministry of Industrial Relations. We are now the **Ministry of Workplace Relations**—because the future depends on working together in good faith.

Your rights have been restored:

- Freedom of expression
- Freedom of association
- The right to strike
- The right to demonstrate
- The right to speak without fear

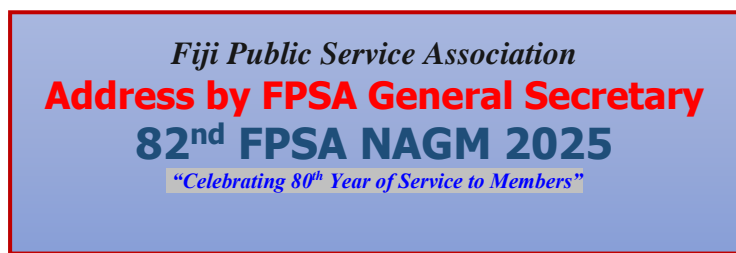
There is no longer a culture of silence. The media is free. Criticism is welcome. That is the right of every citizen in a democracy.

With those words, Madam General Secretary, Mr. President, and members of the Executive, I wish you fruitful deliberations. Our Ministry operates an open-door policy. You are welcome at any time.

Thank you, and God bless you all.







Sis Judith Kotobalavu

SUPPLEMENT to 2024 FPSA Annual Activities

Report Agenda Item # 05

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

1. Introduction

Dear colleagues, I join our National President and the FPSA Executive Board Members to welcome you all. We appreciate the efforts by the Delegates who travelled long distance to show their solidarity for what our Association stands for. Your presence at this 82nd National AGM (NAGM) is very reassuring for the future success of FPSA in years to come.

The full Activities Report was also tabled at the four (4) Please allow me to present FPSA 2025 Branch AGMs, and discussed and adopted by them.

Please permit me to present this Supplementary Address to you.

2. Cabinet Expansion

The recent cabinet reshuffle has resulted in the current administration expanding to 34 ministers and assistant ministers, as seven of the G9 members were appointed as Ministers and Assistant Ministers, marking one of the largest cabinets in Fiji's history. This unprecedented increase in the number of ministers represents a significant proportion of Members of Parliament (MPs) serving in ministerial roles. This cabinet expansion follows substantial salary increases that MPs granted themselves last year, with each Minister now receiving a minimum annual salary of \$200,000 and each Assistant Minister earning \$120,000.

This situation is particularly difficult to accept given that ordinary Fijians are enduring severe austerity measures, including a 6 percent increase in VAT. While taxpayers are being urged to tighten their belts, the government appears to be enjoying a lavish lifestyle. Such an inflated cabinet is not warranted by the size of Fiji's population or its legislative body. The financial resources could be more effectively allocated to sectors such as healthcare, education, and addressing poverty and the HIV crisis.

3. Review of the 2021 – 2022 Civil Service Report

The Review Report of the Ministry of Civil Service for the 2021-2022 period by the Standing Committee on Foreign Affairs and Defense has underscored concerns regarding the escalating cost of living and the necessity to reassess the allowances for civil servants, including those for meals, housing, acting, and rural and maritime transfers. The report also indicated that proposed changes to these allowances were evaluated last year and forwarded to the Finance Ministry for consideration in the 2024-2025 budget. However, due to financial limitations, the implementation of these adjustments has been deferred.

It has been noted that the Civil Service Ministry is prioritising the issue in its proposal for the 2025-2026 National Budget and has recommended a thorough review of civil service allowances. The Association commends the MCS on the foregoing and is hopeful that the review and the implementation of allowances will be conducted without delay.

Workers in the Public Sector are disadvantaged as the allowances are outdated and should include various factors including the need to modernize Fiji's civil service, the need to recruit and retain civil servants based on merit and performance and to align to the prevailing market conditions. The Government has prioritize the salary of the Member of Parliament and is disconnected from the reality of hardships faced by the public.

Labour migration continues to be a national issue and it is reported that a total of 2,197 Fijian migrated in 2024. Furthermore, it is reported that the Deputy Prime Minister and Minister for Finance, Hon. Biman Prasad confirmed that Fiji is presently facing a significant shortage of skills and gaps in essential sectors, including construction, nursing, and specialized professions such as telecommunications engineering and aviation safety regulation.

The Government needs to urgently address the issue as retention of talents within the civil service is essential for maintaining a skilled workforce and is vital for the country's economic development and nation-building efforts.

The Association looks forward to active actions being taken by the Government rather than lip service.

The report further revealed that the General Orders of 2011 was reviewed in collaboration with unions and government ministries, with implementation anticipated by August. The review is long overdue and workers are again disadvantaged as their working terms and conditions are also outdated. The Government needs to urgently implement the GO without delay.

The review will guarantee that the terms and conditions of employment are equitable and transparent, therefore minimise the likelihood of conflicts arising between employees and employers.

4. National Poverty

Poverty status in Fiji

A) Poverty statistics: The most recent Household Income Expenditure Survey conducted by the Asian Development Bank (ADB) for the years 2019-2020 indicates that approximately 29.9% of the Fijian population lives below the national poverty line, which translates to around 258,053 individuals.

B) Disparities in growth: The distribution of poverty in Fiji is uneven across various regions of the islands. Specifically, the outer islands experience higher poverty rates, affecting 36.8% of their inhabitants, compared to 28.1% on the main island of Viti Levu. Additionally, there exists a significant urban-rural divide, with 62% of the population residing in rural areas where poverty rates are double those found in urban settings.

C) Stagnation in poverty alleviation: Over the past 15 years, Fiji's efforts to reduce poverty have seen little progress. According to the Pacific News Service, this stagnation was evident even prior to the COVID-19 pandemic. The poverty rate in 2014 stood at 28.1%, which is only 1.7% lower than the figure recorded in 2020. The nation has struggled to maintain consistent economic growth and meet its development and poverty reduction goals due to various economic and social vulnerabilities.

D) Susceptibility to external shocks: As a small developing nation, Fiji is particularly susceptible to environmental and global events that exacerbate poverty levels. The COVID-19 pandemic led to border

closures that severely impacted the vital tourism sector, resulting in an estimated loss of employment or reduced working hours for over 100,000 individuals. Additionally, frequent natural disasters hinder agricultural growth, further worsening food security and poverty conditions in the country.

E) Access to clean water and sanitation: Action on Poverty (AOP) highlights that Fiji encounters considerable obstacles in providing access to clean water and sanitation, especially in remote and economically disadvantaged regions.

The government needs to address poverty and improve living standards such as access to clean water and sanitation, healthcare, education, reasonable working hours and livable wages.

5. HIV status in Fiji

Fiji's minister of health declared an official HIV outbreak in January, citing 1,093 new cases from January to September 2024 – triple the number from the same period in 2023. Furthermore, it is reported that 60% of the inmates have contracted HIV.

The outbreak has been attributed to Fiji's ongoing methamphetamine crisis. However, the crisis extends beyond drug use. Increasing urbanisation, homelessness and unemployment, coupled with disconnection from traditional land and culture, contribute to risky health behaviours.

"This declaration reflects the alarming reality that HIV is evolving faster than our current services can cater for," according to the Minister for Health & Medical Services. "Prioritization of HIV by the Government is critical for not only the people of Fiji, but for the Pacific region.

The rise in HIV cases will impose significant financial burdens on both the country and the surrounding region. The impact of HIV/AIDS affects household budgets due to lost wages and heightened healthcare expenses, while also redirecting public funds away from other essential services, ultimately influencing the economic stability at both national and regional levels.

The HIV crisis adds to the current Health Service burden of drug shortages, failing health care infrastructure and the recycling of critical medical consumables in public hospitals due to severe shortages.

6. Conclusion

Colleagues, I extend my sincere gratitude for your ongoing encouragement, which has been invaluable. I would like to express my appreciation to both current and former Members, as well as the Secretariat and Branch staff, for your unwavering commitment and dedication to our mission. Your support will strengthen FPSA's vision of assisting stakeholders in creating a society devoid of poverty, discrimination, and injustice.

Our aspiration for equality, a goal that trade unions have tirelessly pursued, remains steadfast. If we collaborate diligently, this vision can indeed become a reality. Additionally, the upcoming election of a new Government next year presents another opportunity for all citizens to assess the performance of the current administration. With heartfelt thanks for your cooperation, I am pleased to commend the 2024 Activities Report to the house.

Vinaka
Judith Kotobalavu
General Secretary

Fiji Public Service Association **83rd National AGM, 28th March 2026** **FPSA Activities Report 2025**

1.0 INTRODUCTION

Dear Colleagues,

I join our National President and the Members of the National Council in warmly welcoming you all. We sincerely appreciate the commitment shown by our Delegates who have travelled considerable distances to demonstrate their solidarity with the principles and values upheld by our Association. Your presence at this 83rd National Annual General Meeting (NAGM) is both encouraging and reassuring for the continued strength and future success of FPSA.

Under Agenda Item 5, the 2025 FPSA Activities Report is now open for discussion. At the request of the Chairperson, I seek your indulgence to present this Supplementary Address. The full report was previously tabled, together with additional comments from the Secretariat, at the four FPSA 2026 Branch AGMs, where it was duly discussed and adopted.

2.0 Coalition Government

The Coalition government maintained coalition stability despite resignations of senior ministers and intra-party tensions. It also advanced constitutional reform with a draft amendment bill; the Supreme Court clarified pathways, showing commitment to rule-of-law processes.

The Coalition government initiated a formal review of the 2013 Constitution (January 2025). A Constitution Review Commission (CRC) was appointed to conduct a consultative review of the 2013 Constitution and recommend amendments, with a focus on enhancing the independence of institutions and the balance of power. The Constitution (Amendment) Bill 2025 was introduced to adjust amendment procedures. The parliament narrowly rejected the Bill, highlighting political and procedural challenges. The government sought and received Supreme Court clarification on amendment thresholds, affirming a 2/3 parliamentary majority plus referendum. The Supreme Court has pledged a consultative, inclusive reform process with broad public input.

The Coalition government also launched AUD \$25 million Australia–Fiji Governance Partnership, aimed at strengthening civil service efficiency, accountability, and institutional capacity. It also aimed to modernize civil service infrastructure, including digital systems, staffing structures, and performance evaluation frameworks. It further implemented expanded training and capacity-building initiatives for public servants to improve service delivery. The Coalition government restored press freedom by repealing the Media Industry Development Repeal Act, reviewed the Employment Relations Amendment Act.

However, leadership instability caused public perception concerns and the controversies surrounding the FICAC Commissioner inquiry raised questions about governance transparency and independence. The internal coalition tensions occasionally delayed policy implementation. Certain labor reforms, particularly around TOIL and overtime payment, were only partially implemented, leading to staff dissatisfaction in the public service.

There are gaps in timely communication and enforcement of workers' rights policies. Furthermore, governance controversies, such as the FICAC inquiry and cabinet reshuffles, undermined public trust in institutional stability. The full implementation of civil service reforms is ongoing, leaving gaps in oversight and consistency.

2.0 ECONOMIC OVERVIEW

Economic Activity

- Tourism arrivals reached a **record 986,367** (+0.3%).
- Tourism earnings rose **11.3%** to **\$2.1 billion** (first three quarters).
- Electricity production increased **0.7%**, with **53% renewable generation**.

Sectoral Highlights

- Sugar production declined **12.5%** (weather and cane quality issues).
- Mineral water output fell **11.2%**.
- Gold ore output declined **29.2%**.
- Construction activity expanded **20.4%** (to September).

Labour shortages during the financial year has eased but remain sector-specific. Outward migration declined overall, though participation in short-term labour mobility schemes increased. Year-end inflation (2025): **0.0%**.

- Inflation forecast (2026): **2.5%**.
- Foreign reserves: **\$3.7 billion** (5.4 months import cover).
- Overnight Policy Rate maintained at **0.25%**. The 2025 economic environment reflects macroeconomic stability, low inflation, strong liquidity, and continued tourism-driven growth. While labour market pressures have moderated, sectoral workforce challenges and outward labour mobility remain concerns.

This environment underscores the importance of:

- Protecting real wages amid potential tariff and cost pressures.
- Monitoring fiscal sustainability and public sector employment stability.
- Advocating for workforce retention and improved employment conditions.

3.0 2025 – 2026 National Budget (Budget Announcement 27th June 2025)

The Fiji Coalition Government’s 2025–26 National Budget represents a strategic shift toward expansionary fiscal support, emphasizing household relief, social protection, and infrastructure investment, compared to the more fiscally cautious 2024–2025 Budget.

The 2025–2026 budget signals a strategic pivot from revenue consolidation in 2024–2025 to stimulus-oriented, socially responsive fiscal policy. By prioritizing cost-of-living relief, infrastructure, and human capital, the government aims to balance economic growth with social welfare, while accepting short-term fiscal risks.

The budget reflects the Coalition Government’s intent to provide immediate economic support and strengthen public services, though careful management is required to maintain fiscal sustainability. Below is the summary of the 2025 – 2026 National Budget.



RBF January 2026 ECONOMIC REVIEW

at a glance

International Economy

Global Economy



Global growth revised up by 0.2 percentage points to 3.3% in 2026 while the outlook for 2027 remains steady at 3.2%.

Source: International Monetary Fund January World Economic Outlook Report

Commodity Prices : Dec end (Y-O-Y)



Sources: Bloomberg & FAO

Fijian Economy in 2025 (Y-O-Y)

Sectoral



Sources: FBoS & Various Industries

Labour Market



Job Advertisements: -4.1%
Approved Work Permits: -87.4%
Resident departure by purpose - 1yr above

- Employment -15.5%
- Education/Training -5.4%
- Emigration -2.4%

Sources: FBoS, RBF & Ministry of Immigration

Consumption



- Net VAT Collections -3.8%
- New Consumption Lending: 23.6%*
- Vehicle Registrations 23.6%**
- PAYE Tax: 17.0%

Investment



- New Investment Lending: 0.2%*
- Construction-related Imports (Jan-Oct): 5.4%

* Excluding refinancing
 ** Including new and second-hand vehicles

Sources: FRCS, RBF & Various Industries

Financial Conditions



Liquidity (29/01)
\$1.9 billion



Broad Money
10.4%



Private Sector Credit
8.4%



Outstanding Lending Rate
4.49%

Source: RBF

External Sector

Tourism Earnings (Jan-Sep) 11.3%



Net Remittances (Jan-Nov) -0.4%

Inward
1.8%



Outward
5.5%

Source: FBoS & RBF

Risks to the Outlook



Global:

- Continued geopolitical and trade tensions.
- Spillover effects via higher imported inflation, weak tourism demand, and lower remittance inflows.

Domestic:

- Possibility of electricity tariff increases.
- Wait-and-see approach by investors in the lead-up to the national elections.
- Impact of natural disasters.

Monetary Policy Objectives

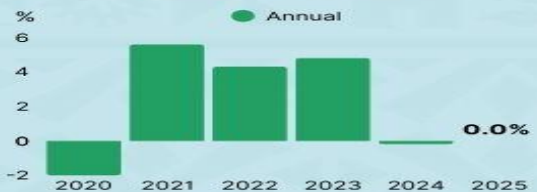
Foreign Reserves



\$3.7 billion (30/01)
5.4 MORI

Source: RBF

Headline Inflation



Source: FBoS

Overnight Policy Rate



The RBF Board maintained the Overnight Policy Rate at **0.25%** in its January meeting.

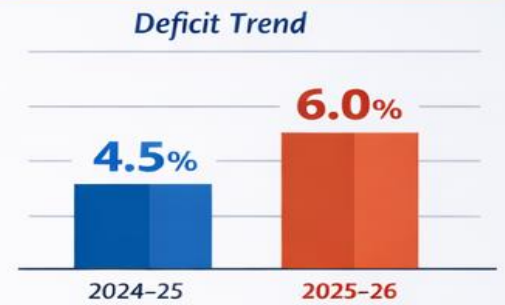
FIJI NATIONAL BUDGET 2025–26

Executive Summary

A shift from fiscal prudence in 2024–25 to expansionary policies in 2025–26, focusing on relief, social support, and infrastructure investment.

1. Fiscal Overview

| | 2024-25 | 2025-26 |
|------------------------|-------------|-------------|
| Expenditure | FJ\$4.55 bn | FJ\$4.83 bn |
| Revenue | FJ\$3.92 bn | FJ\$3.95 bn |
| Deficit (% of GDP) | 4.5% | 6.0% |
| Public Debt (Debt/GDP) | 77.8% | 79.8% |



Expansionary Approach: Higher spending and wider deficit.

2. Revenue & Tax Policy

- **VAT Cut:** Reduced from 15% to 12.5%
- **Duty Reductions:** Lower import duties on essential goods.

Impact: Lower revenue to ease cost-of-living pressures.

3. Social Support Measures

↑ 5%

Welfare & Pension Increase

↑ 3%

Civil Servant Pay Raise



Bus Fare Subsidy + Student Transport Aid

4. Infrastructure & Development

- **Education:** Expanded scholarships & grants
- **Public Works:** Major roads & water projects.

Strengths

- ✓ Targeted Household Relief
- ✓ Infrastructure Investment
- ✓ Social Protection Boost

Risks

- ✓ Rising Public Debt **79.8%** of GDP
- ✓ Reduced Revenue Base
- ✓ Exposure to External Shocks

Conclusion: Strategic shift to support households & growth, but with increased fiscal risks.

4.0 National Debt

The national debt stood at approximately FJ\$10.8 billion as at October 2025, by mid-2025, official projections in the 2025/2026 Budget anticipated total debt nearing **FJ\$11.7 billion** (~79.8 % of GDP). The debt-to-GDP ratio around ~73.8 % at end of October 2025. This ratio reflects a notable decline from highs above **90 %** in prior years (e.g., ~90.7 % in FY2021-22). Domestic debt (~FJ\$7.0 billion) forms the majority (~48–65 % of GDP) of total debt, with the Fiji National Provident Fund (FNPF) holding over half of government bonds. External obligations account for the rest amounting to ~FJ\$3.7 billion.

Heavy reliance on domestic borrowing, notably from the FNPF and local capital markets, increases domestic exposure but limits currency and exchange risks relative to foreign debt. External concessional loans (e.g., from the Asian Development Bank and World Bank) are being used to fund strategic projects with favorable terms.

In 2025, Fiji’s national debt remained elevated but showed signs of moderation in terms of the debt-to-GDP ratio, moving down from historical highs toward the *upper 70s* percent range. While the Government is pursuing fiscal consolidation and strategic investment, continued deficits and structural challenges mean that debt sustainability will depend on sustained economic growth, prudent budgeting, and risk management. Despite these pressures, strong domestic investor support and concessional financing partnerships help mitigate immediate fiscal strain.

With the national debt of close to \$11m as alluded to earlier the Association sincerely hope that there will be prudent spending of the taxpayer’s money. It further hope for non-excessive spending on matters such as the Ministers travel, Commission of Enquiry and costs associated with court cases based on decisions subject to court interventions such as the one that occurred last year.

5.0 National Minimum Wage [NMW] & Income Policy

Fiji’s national minimum wage was increased to **FJD 5.00 per hour**, effective **1 April 2025**. This followed a previous increase from **FJD 4.00 to FJD 4.50** on **1 August 2024**. The \$5.00 rate applies to **all workers earning below that rate**, whether local or foreign, across formal and informal sectors. In addition to the base minimum wage, **10 sectoral wages** covering industries like retail, hotel & catering, construction, and security also increased by phased increments aligned with the national rate.

The NMW is **insufficient to meet living costs as it** still leaves many workers below poverty or struggling to cover basic needs, especially with inflation and healthcare costs. In terms of **real wage pressure**, without indexing to inflation or regular scheduled reviews, gains may erode over time, which is a common concern for the Association.

6.0 EMPLOYMENT RELATIONS ACT (ERA)

In early 2025, public consultations began on proposed changes to the *Employment Relations Act 2007* (including amendments later formalised in the 2025 Bill). Later in *August 2025* the bill was formally drafted and tabled, as *Employment Relations (Amendment) Bill 2025* (Bill No. 27 of 2025), which sets out proposed amendments to employment contracts, disputes, sexual harassment, offences, penalties, and labour officers’ powers.

Nationwide consultations continued from late October to November 2025 through the Parliamentary Standing Committee on Economic Affairs, with submissions from unions, businesses, and civil society.

The bill remains under review and consultation from December 2025 to early 2026, with anticipation it will be refined and formally debated in Parliament during sittings typically scheduled for late November/early December (as indicated by ministerial statements).

The Association proposed the following

- 3 days Menstruation leave for female workers apart from their sick leave entitlements.
- Restoration of Clause 68 (b) as per the ERA (Budgetary Amendment) Act 23/2018 Act, including the provision of 5 days Family Care Leave.
- The restoration of Clause 101(A) as per the ERA Amendment (Budgetary Amendment) Act 23/2018 including the provision of 5 days Paternity Leave for male workers.
- restoration of subsection 1 of Clause 127.
- 3 days off following a deployment during a natural disaster to allow for physical and mental recovery.
- 5 days Adoption Leave for workers.

7.0 GENERAL ORDER

The General Order has been reviewed and FPSA with other unions namely FTA, FTU, FNA and NUPW was part of the review team that was chaired by the Ministry of Civil Service representative. The review has been finalized and Association is awaiting the final draft from MCS and for tabling in parliament. The Association is also negotiating with the MCS for the working terms and conditions for GWEs.

8.0 FJI NATIONAL PROVIDENT FUND

The members fund for 2025 is 9.5 million and the total asset is 12.1 billion. Total member contributions received for the financial year reached \$961.8 million, marking a significant 23.3% increase compared to the previous year. Net contributions (after withdrawals) were \$444.1 million and Additional contributions (over and above mandatory amounts) rose to \$98 million (21% increase). The Voluntary contributions achieved a record high at over \$31 million, the highest ever recorded.

While contribution totals grew strongly, active contributors declined slightly, partly due to higher migration-related withdrawals (> \$82 million) and elevated death-related withdrawals (≈ \$40 million).

Retirement Products & Take-Up

FNPF offers several retirement choices designed to convert retirement savings into ongoing income, including:

- Life Pension – lifelong monthly pension after retirement.
- Term Annuity – fixed-term monthly payments (e.g., 5, 10, or 15 years).
- Drawdown Account (DDA) – flexible retirement income with monthly pay-outs until the account exhausts.

The overall retirement product take-up rate, the proportion of eligible members choosing a retirement income option was 12.4%, up slightly from the previous year.

Pre-retirement and other benefits

\$531.0M was paid out to members during the year compared to \$474.2m in 2024 for benefits such as Retirement, Migration, Early Withdrawals, Housing, Death, Annuity Payments, Special Death Benefit, Disability, Drawdown and Small Account. The highest pay-out was towards Retirement followed by Migration then Early Withdrawals

Membership Profile

The total contributing members is 404 309 with 57.6% being male and 42.4% female members respectively. A large share of members holds comparatively low savings balances:

- 45% (~194,000 members) have ≤ \$5,000 in their accounts.
- Combined with members holding \$5,000–\$20,000, more than 72% of members have balances below \$20,000.

This reflects the challenge of building meaningful retirement funds for many members, particularly younger and lower-income contributors.

Member Balances by Age

| Members Balances | <=15yrs | 16-24yrs | 25-34yrs | 35 - 44yrs | 45 - 49yrs | 50 - 54yrs | >= 55 | TOTAL |
|---------------------------------------|-------------------|-----------------|-----------------|-------------------|-------------------|-------------------|-----------------|----------------|
| Zero or Negative Balance | 19 | 1,881 | 1,654 | 875 | 386 | 299 | 895 | 6,009 |
| \$0.01 to \$5,000.00 | 3,564 | 53,235 | 64,030 | 40,670 | 15,784 | 10,351 | 6,993 | 194,627 |
| \$5,000.01 to \$20,000.00 | 110 | 53,235 | 50,427 | 37,764 | 13,349 | 7,404 | 4,175 | 120,283 |
| \$20,000.01 to \$40,000.00 | 11 | 7,054 | 16,525 | 22,358 | 8,359 | 6,006 | 1,852 | 55,192 |
| \$40,000.01 to \$100,000.00 | 7 | 81 | 5,725 | 21,305 | 9,288 | 6,738 | 1,856 | 44,928 |
| \$100,000.01 to \$250,000.00 | 1 | 9 | 281 | 4,041 | 3,834 | 4,027 | 1,293 | 15,482 |
| \$250,000.01 to \$500,000.00 | 0 | 5 | 16 | 341 | 417 | 501 | 448 | 1,725 |
| \$500,000.01 to \$1,000,000.00 | 0 | 0 | 2 | 61 | 75 | 115 | 212 | 465 |
| Over \$1,000,000.00 | 0 | 0 | 0 | 11 | 8 | 30 | 102 | 151 |
| TOTAL | 3,712 | 62,265 | 138,660 | 127,426 | 51,500 | 35,471 | 17,826 | 436,380 |

9.0 LABOUR MIGRATION

In 2025, Fiji is facing a critical and increasingly complex labour migration landscape. The country is experiencing a substantial outflow of skilled workers to Australia and New Zealand, while simultaneously receiving foreign workers to address domestic labour shortages. This dual dynamic reflects a growing “brain drain” challenge with significant economic and social implications.

Factors such as unemployment (5–7 per cent during 1980–2001) and political upheavals and land insecurities were the main contributing push factors for emigration. Additionally, higher pay and standard of living, better economic opportunities, better health facilities and educational prospects for children contributes to labour migration.

Scale of Outward Migration

Labour mobility to Australia and New Zealand continues at high levels, particularly under the Pacific Australia Labour Mobility (PALM) scheme and other seasonal worker programs. Participation has expanded considerably in the post-COVID recovery period.

- By July 2025, more than **15,000 Fijian workers** were employed under seasonal worker schemes in Australia and New Zealand.
- As of November 2025, over **5,000 Fijians** were working in Australia under the PALM scheme alone.

These figures underscore the sustained and large-scale migration of Fijian workers, particularly in semi-skilled and skilled categories.

Impact on Domestic Labour Market - The continued departure of skilled and experienced workers has created significant workforce gaps across key sectors, including:

- **Healthcare** – particularly among nurses and allied health professionals
- **Construction and trades**
- **Education**

These shortages are placing pressure on service delivery, increasing workloads for remaining staff, and driving up recruitment and training costs for employers.

10.0 CLIMATE CHANGE

Climate change is not a future threat for Fiji rather it’s **a present reality**, manifesting in rising seas, displacement, extreme weather, health impacts, and economic strain. The government has developed one of the region’s most advanced **legal and policy frameworks** to respond, backed by national planning, adaptation financing strategies, health plans, and international advocacy. However, limited resources and rising costs of adaptation continue to challenge implementation, particularly in relocation and infrastructure resilience. Continued global cooperation and enhanced funding are critical to support Fiji’s climate adaptation and mitigation goals.

Challenges the government needs to address are:

Funding limitations: National resources and external finance remain insufficient to meet all adaptation needs, especially for large relocation efforts and infrastructure resilience.

Implementation constraints: Translating plans into on-the-ground action such as effective relocations or health system adaptation demands multi-year investment and coordination across ministries and communities.

Economic vulnerabilities: Reliance on climate-sensitive sectors (tourism, agriculture) makes economic stability precarious if climate impacts intensify faster than adaptive capacity improves.

FPSA members who are allied health workers, together with members of the Fiji Nursing Association (FNA), attended a Labour Migration Workshop in June 2025. The workshop report was subsequently launched in the Solomon Islands during the Pacific Island Countries Heads of State Meeting. The report is available on the PSI website.

11.0 PSI – OSRAC/APREC

FPSA is affiliated PSI a global federation union of public service workers. The advisory committee of the Oceania region, Oceania Sub Region Advisory Committee (OSRAC) during its meeting in May 2025, appointed the General Secretary as the Sub titular for the Oceania region, Titular for the APREC and a member of the PSI World Women's Committee.

The 2025 OSRAC meeting was held online and the 2025 APRECON meeting was held in Kathmandu, Nepal, which was attended by the General Secretary, the National Vice President Bro. Kamlesh Chand and Bro. Shaneel Prasad. The National President was also invited to be a guest speaker for the Firefighters workshop.



12.0 INTERNATIONAL TRANSPORT FEDERATION

The ITF is an affiliated-led federation recognized as the world’s leading transport authority. The ITF Maritime Roundtable Meeting was held in September 2025, whereby Senior Industrial Relations Officer, Sis Bua Vuli represented FPSA.

ITF ROUNDTABLE MEETING – 15 TO 18 SEPTEMBER, 2025 - CYPRUS

The meeting was attended by more than 150 participants from the International Transport Workers’ Federation (ITF), including dockworkers, seafarers, and union representatives from across the globe, who came together to strengthen collective union power.

It was specifically targeted at union officials, staff, and activists seeking to deepen their involvement in organising and campaigning. The programme was designed to nurture the next generation of ITF leaders by enhancing participants’ skills, fostering solidarity, and empowering them to advance the interests of maritime workers worldwide.

By the conclusion of the meeting, participants had developed practical strategies to build union strength and reinforce their respective organisations. They gained a deeper understanding of the ITF’s work, including the Flags of Convenience (FOC) campaign and dockworkers’ campaigns, and forged strong networks through the exchange of knowledge and shared experiences with maritime workers from different regions.

The meeting also expressed strong support for the recognition that safe travel to and from work is a matter of dignity, equality, and occupational health and safety for transport workers. Speakers emphasised that transport workers operate around the clock and face heightened risks when commuting during unsociable hours—particularly women, young workers, Black and migrant workers, workers with disabilities, and LGBT+ colleagues. It was underscored that employers’ duty of care must extend beyond the immediate workplace to include ensuring that workers can return home safely, and that governments and legal frameworks must be strengthened to address existing gaps.

ITF urged employers to acknowledge and fulfil their responsibilities, and called on unions to campaign for safer journeys as an integral component of core health and safety obligations. The meeting concluded that guaranteeing safe travel for all workers especially those in vulnerable groups is essential to building a fair, inclusive, and sustainable transport industry.



13.0

Public Service Matters

13.1 General Order

For the Civil Service, the Collective Agreement is embodied in the General Orders. Since 2024, the revised General Orders has been with the Solicitor-General's Office for vetting. This vetting process has now been completed. The Ministry of Civil Service has informed us that it has received the vetted draft from the Solicitor-General's Office and is currently undertaking further amendments.

13.2 Government Wage Earner Terms & Conditions of Employment

With respect to the Terms and Conditions for the Government Wage Earners (GWE), the vetted document from the Solicitor-General remains with the Ministry of Civil Service.

13.3 FPSA 2025 – 2026 National Budget Submission

Each year, the government invites submissions from stakeholders, including trade unions, industry bodies, and civil society, to inform the development of the national budget. The Association has historically used this opportunity to advocate for investments in public services, fair labor practices, infrastructure, and social protections aligned with members' interests.

Summary of Submission

The Union's submission for the 2025/2026 National Budget to the Ministry of Finance and the Ministry of Civil Service on 30th April 2025 (30/04/25), including the following thematic areas:

i. Cost of Living Adjustment (COLA)

Proposed for 10% COLA payment to members and employees in the Civil Service who are on Band G and below, and 5% COLA to Band H and above.

ii. Value Added Tax Rate (VAT)

Proposed the reduction of VAT on essential items by 5% and implement a 10% VAT on the foregoing.

iii. National Minimum Wage (NMW)

Proposed for the increase in the in the National Minimum Wage to \$6.

iv. Job Evaluation Exercise (JEE)

Proposed that in the best interest of the Fijian Civil Service recommends that since eight (8) years has already passed from the last JEE, it is time for the government to commission another Job Evaluation Exercise service-wide as soon as practical.

v. Reinstatement of Benefits in the Civil Service

Proposed for the reinstatement of meal allowance from \$15 to \$20, reinstatement of the long service leave in relation to tenure employment and the payment of overtime instead of giving time off in lieu.

13.3 **Our ongoing Campaigns**

We have continued with other calls for urgent attention to many other pending and more deserving matters in the Public Service e.g.

- * Removal of the OMRS System
- * Job Evaluation for the Civil Service
- * Security of Civil Service posts, succession plan and tenure
- * Enhancement of career prospects
- * Periodic improvements to salary level and related allowances
- * Re-introduction of original meal allowance rates
- * Restoration of training opportunities and service exams for civil service
- * Review of unfair procedures regarding transfers and disciplinary issues
- * Re-implementation of family care and paternity leave
- * Genuine collective bargaining across the board
- * Periodic improvement to rates of civil service pensions
- * Review of FNPF Board operations and Members/Pensioner benefits

14.0

Statutory & GCC Entities

Land Transport Authority – The Long Service Leave matter in the Arbitration Court is partly heard. The Arbitration Court subject to the availability of the panel will determine the next hearing date.

Water Authority of Fiji – The OT threshold has been increased after the JEE. All individual grievances are being raised with the management to handle internally before the Association can pursue it further.

Suva City Council – The Council has regularized all Acting positions, paid the Sick Leave Bonus and the Performance Bonus respectively following the pursuing of the matter by the Association. The JEE has been completed and is awaiting the endorsement of the council.

National Fire Authority – Individual grievances were resolved at its internal Tribunal, whereby the Association represents its members.

Fiji Museum – The Association had consultation meeting with the CEO of Fiji Museum regarding the Job Evaluation conducted at the organization.

Fiji Meats Industry Board – The Association met with the Board members regarding our member's grievance which was resolved.

Individual grievances were handled were handled by the IR team who represented members at the Mediation Services, ERT and PSDT.

Master Collective Agreement

Labasa Town Council – MCA was signed in March 2025

Negotiations are ongoing for Fiji Airports, Savusavu Town Council, Fiji Museum, Fiji Public Trustee Corporation PTE Ltd and National Fire Authority.

Visits & Awareness Sessions

The secretariat staff conducted the awareness sessions and visits to the following organizations

- Fiji Airports
- WAF Wailoku Depot & Kinoya Depot
- Ministry of Health & Medical Services
- Ministry of Rural & Maritime Development
- Ministry of Public Works

Talanoa Session

The talanoa sessions were held for the Suva Central members and Western members respectively on 20th of June 2025. The second talanoa session for the Suva members was held on 25th July, 2025. All issues raised and discussed was raised with the respective management

Sports Day

The sports day for the Labasa Branch was held on 04th October 2025. A sincere appreciation to the Branch Executives for organizing a successful sports day enjoyed by our members in Labasa and Savusavu.



FPSA HQ & Internal Reports

15.0 MEMBERSHIP REPORT



FPSA MEMBERSHIP ROLLS **31st December 2017-2025**

| No | Sector/Entity | Year | | | | | | | | |
|----|-----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
| 1 | Fiji Civil Service | 1122 | 1076 | 1036 | 1101 | 1077 | 1068 | 1090 | 1122 | 1199 |
| 2 | Fiji Revenue & Custom Service | 325 | 317 | 303 | 304 | 198 | 163 | 188 | 283 | 256 |
| 3 | Land Transport Authority | 214 | 267 | 272 | 266 | 253 | 240 | 212 | 212 | 210 |
| 4 | Fiji Airports Limited | 111 | 175 | 161 | 144 | 124 | 122 | 129 | 118 | 109 |
| 5 | Civil Aviation Authority of Fiji | 14 | 13 | 13 | 08 | 09 | 08 | 07 | 17 | 13 |
| 6 | National Fire Authority | 134 | 148 | 162 | 167 | 180 | 201 | 215 | 212 | 258 |
| 7 | Fiji Competition & Consumer Comm. | 07 | 08 | 08 | 08 | 09 | 08 | 09 | 10 | 10 |
| 8 | I-Taukei Land Trust Board | - | - | - | 06 | 08 | 04 | 04 | 03 | 03 |
| 9 | Fiji National University | 211 | 187 | 181 | 157 | 105 | 90 | 89 | 90 | 90 |
| 10 | Fiji Museum | 15 | 15 | 18 | 18 | 16 | 15 | 13 | 13 | 12 |
| 11 | Fiji Public Trustee Corp Ltd | 06 | 13 | 10 | 10 | 03 | 04 | 19 | 14 | 11 |
| 12 | Water Authority of Fiji | 224 | 362 | 170 | 217 | 213 | 214 | 263 | 241 | 184 |
| 13 | Maritime Safety Authority (MSAF) | 35 | 31 | 37 | 36 | 34 | 32 | 35 | 33 | 32 |
| 14 | Biosecurity Authority of Fiji | 14 | 13 | 16 | 18 | 21 | 18 | 15 | 10 | 09 |
| 15 | Fiji Human Rights Commission | 02 | 01 | 01 | 01 | 01 | 01 | 00 | 00 | 00 |
| 16 | Fiji Arts Council | - | - | - | - | - | 07 | 06 | 06 | 06 |
| 17 | ASPEN Health Care (Fiji) Pte Ltd | - | - | - | - | - | 68 | 70 | 68 | 59 |
| 18 | Fiji Meat Industry Board | - | - | 05 | 10 | 12 | 11 | 16 | 19 | 17 |
| 19 | Suva City Council | - | - | 105 | 102 | 82 | 86 | 75 | 112 | 141 |
| 20 | Lami Town Council | - | - | - | 08 | 05 | 02 | 09 | 08 | 08 |
| 21 | Nasinu Town Council | 14 | 16 | 16 | 00 | 00 | 01 | 01 | 00 | - |
| 22 | Labasa Town Council | 33 | 29 | 34 | 29 | 26 | 26 | 34 | 48 | 47 |
| 23 | Savusavu Town Council | 15 | 22 | 27 | 22 | 06 | 07 | 00 | 08 | 21 |
| 24 | Levuka Town Council | - | - | 09 | 09 | 05 | 04 | 03 | 02 | 02 |
| 25 | Consumer Council of Fiji | 01 | 03 | 03 | 03 | 03 | 03 | 03 | 02 | 02 |
| 26 | Grid Security Services | - | - | - | - | - | 77 | 63 | 70 | 58 |
| 27 | TSLB | - | - | 04 | 04 | 02 | 01 | 01 | 01 | - |
| 28 | PAFCO | - | - | - | 28 | 13 | 11 | 06 | 05 | 05 |
| 29 | Aust Fire Pte Ltd | - | - | - | - | - | - | - | 07 | 07 |
| 30 | GWE – Government Wage Earners | 409 | 374 | 409 | 395 | 393 | 368 | 373 | 374 | 408 |
| 31 | Others | - | 03 | 05 | 08 | 07 | 06 | 05 | 08 | 08 |
| | Total | 2836 | 2921 | 3091 | 3034 | 3092 | 2805 | 2866 | 2954 | 3185 |
| | <i>Annual Changes</i> | 95 | 85 | 170 | 57 | 58 | 287 | 61 | 88 | 231 |
| | <i>Annual Change %</i> | - | 3% | 6% | -2% | 2% | -9% | 2% | 3% | 8% |

16.0 NATIONAL COUNCIL

16.1 There are 22 FPSA National Council members including the FEB (6), NC General (4), NC Youth (4), the Branch Presidents and the Branch Secretaries (8). There were four (4) NCM meetings held in 2025 to deliberate and endorse the EB papers presented in its meetings. The notices for all meetings and proper records of the proceedings are maintained, as required under the Constitution.

16.2 There were vacant positions (1 National Councillor Youth, the Labasa Branch President due to the demise of Bro. Silvanus Chetty)

Table 1 2023 - 2026 FPSA National Councillors

| National Post | No | Elected | Station |
|--------------------------|----|---------------------------------|---------------------------------|
| National President | 1 | Bro Ropate D Pareti | <i>National Fire Authority</i> |
| National Vice (Women) | 2 | Sis Shaleeni P. Singh | <i>Ministry of Finance</i> |
| National Vice President | 3 | Bro Kamlesh Chand | <i>Fiji Police Force</i> |
| National Vice President | 4 | Sis Reapi Nayacakalou | <i>ASPEN</i> |
| General Secretary | 5 | Sis Judith Kotobalavu | <i>FPSA HQ</i> |
| General Treasurer | 6 | Bro Emosi Qiokacikaci | <i>Auditor General's Office</i> |
| Nat Councillor (General) | 7 | Bro. Tomasi Tuilevu | <i>National Fire Authority</i> |
| Nat Councillor (General) | 8 | Bro Filipe Tikoisua | <i>National Fire Authority</i> |
| Nat Councillor (General) | 9 | Sis. Silipa Senikuraciri | <i>National Fire Authority</i> |
| Nat Councillor (General) | 10 | Sis Alfreda Florence | <i>Public Works Department</i> |
| Nat Councillor (Youth) | 11 | Bro Jeremaia Tokamalu | <i>National Fire Authority</i> |
| Nat Councillor (Youth) | 12 | Bro Apenisa Waqawai | <i>Water Authority of Fiji</i> |
| Nat Councillor (Youth) | 13 | Bro. Eminiomi Vulalevu | <i>National Fire Authority</i> |
| Nat Councillor (Youth) | 14 | Vacant | |

17.0. FPSA EXECUTIVE BOARD

EB Members

The Principal Officials of the Association are also termed "*FPSA Executive Board [FEB]*" by the Council. Meetings were held, and its deliberations were presented to the NCM as Working or Information Papers and which after due considerations were ratified accordingly. There were six (6) FEB meetings held in 2025.

Table 2 2023 - 2026 FPSA Executive Board

| Post | No | Elected | Department |
|--|----|-------------------------------|----------------------------------|
| <i>National President</i> | 1 | <i>Bro. Ropate D. Pareti</i> | <i>National Fire Authority</i> |
| <i>National Vice President - Women</i> | 2 | <i>Sis. Shaleeni Singh</i> | <i>Ministry of Finance</i> |
| <i>National Vice President</i> | 3 | <i>Bro Kamlesh Chand</i> | <i>Fiji Police Force</i> |
| <i>National Vice President</i> | 4 | <i>Sis. Reapi Nayacakalou</i> | <i>Aspen Medical</i> |
| <i>General Treasurer</i> | 5 | <i>Bro. Emosi Qiokacikaci</i> | <i>Office of Auditor General</i> |
| <i>General Secretary</i> | 6 | <i>Sis. Judith Kotobalavu</i> | <i>FPSA HQ</i> |

18.0 FPSA Branches

The four (4) FPSA Branches operated throughout 2025 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 2025 Annual Reports were prepared by Branch Officials and made available to Members at each BAGM in 2025, as per the Branch AGM Notices and Agenda.

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

Table 3

FPSA Savusavu Branch

| POST | | Elected | Department |
|-------------------------------|---|------------------------------------|------------------------------|
| <i>Branch President</i> | 1 | <i>Sis Matanisiga Navunisalevu</i> | <i>Education</i> |
| <i>Branch Vice President</i> | 2 | <i>Bro Shiu Chand (Co-opted)</i> | <i>Savusavu Town Council</i> |
| <i>Branch Secretary</i> | 3 | <i>Bro Mahendra Sami</i> | <i>WAF</i> |
| <i>Branch Treasurer</i> | 4 | <i>Bro Kuldeo Singh</i> | <i>Rural & Maritime</i> |
| <i>Branch Councillors x 5</i> | 5 | <i>Sis Esita Basei</i> | <i>Health</i> |
| | 6 | <i>Bro Eugene Wong</i> | <i>Education</i> |
| | 7 | <i>Bro Kolinio Rokosuka</i> | <i>FRCS</i> |
| | 8 | <i>Sis Tulia Rokoseta</i> | <i>WAF</i> |
| | 9 | <i>Ann Takai (Co-opted)</i> | <i>Judicial</i> |

Table 4

FPSA Labasa Branch

| POST | | Elected | Department |
|-------------------------------|---|----------------------------------|--|
| <i>Branch President</i> | 1 | <i>Bro Rishnel Rahul Chandra</i> | <i>Rural & Maritime Development [Co-opted]</i> |
| <i>Branch Vice President</i> | 2 | <i>Sis Anita Devi</i> | <i>Justice [Co-opted]</i> |
| <i>Branch Secretary</i> | 3 | <i>Bro Sanjay Chand</i> | <i>Agriculture</i> |
| <i>Branch Treasurer</i> | 4 | <i>Bro Sheeraz Mohammed</i> | <i>Information</i> |
| <i>Branch Councillors x 5</i> | 5 | <i>Sis Veena Vikashni Naidu</i> | <i>Health</i> |
| | 6 | <i>Sis Julianne Simmons</i> | <i>Agriculture</i> |
| | 7 | <i>Bro Maloni Rawesi</i> | <i>Rural & Maritime Development</i> |
| | 8 | <i>Bro Kamendra Naidu</i> | <i>Judicial</i> |
| | 9 | <i>Vacant</i> | |

Table 5

FPSA Western Branch

| POST | No | Elected | Department |
|-------------------------------|----|--------------------------------|---|
| <i>Branch President</i> | 1 | <i>Bro Clement Dari</i> | <i>Ministry of Women, Children & Social Protection [Co-opted]</i> |
| <i>Branch Vice Presidents</i> | 2 | <i>Bro Avimeleki Iosefo</i> | <i>NFA</i> |
| | 3 | <i>Sis Varanise Tusaqa</i> | <i>Ministry of Education [Co-opted]</i> |
| <i>Branch Secretary</i> | 4 | <i>Bro Ilaisa Latianara</i> | <i>WAF</i> |
| <i>Branch Treasurer</i> | 5 | <i>Bro Kevin Raikatalau</i> | <i>Ministry of Women, Children & Social Protection</i> |
| <i>Branch Councillors x 5</i> | 6 | <i>Bro Aseri Momoivalu</i> | <i>ASPEN</i> |
| | 7 | <i>Sis Alitiana Dokonivalu</i> | <i>Judicial [Co-opted]</i> |
| | 8 | <i>Sis Seremana Tinai</i> | <i>Aspen</i> |
| | 9 | <i>Vacant</i> | <i>Vacant</i> |

Table 6

FPSA Suva Central Branch

| POST | No | Elected | Department |
|------------------------|----|---------------------------|------------------|
| Branch President | 1 | Sis Losana Tarau | Rural & Maritime |
| Branch Vice Presidents | 2 | Bro Jitoko Cika | NFA |
| | 3 | Bro Rusiate Lomani | FNU [Co-opted] |
| Branch Secretary | 4 | Bro Apenisa Rayawa | NFA |
| Branch Treasurer | 5 | Bro Prem Chand | SCC [Co-opted] |
| 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 | Ben Baka | FRCS [Co-opted] |

Table 7

FPSA Secretariat Staff 2025

| NAME | Abbrv | POSITION | Location |
|--------------------|-------|-------------------------------------|----------------|
| Judith Kotobalavu | GS | General Secretary (Elected) | HQ, Suva |
| Shaneel Prasad | MFA | Manager Finance & Administration | HQ, Suva |
| Bua Vuli | SIRO | Senior Industrial Relations Officer | HQ Suva |
| Makereta Muakalou | EO | Executive Officer, Western | Western Branch |
| Abilash Chand | IRO | Industrial Relations Officer | HQ, Suva |
| Cilia Nasaroa | CO | Clerical Officer MABS/Membership | HQ, Suva |
| Mithlesh Prasad | AA | Assistant Accountant | HQ, Suva |
| Shaneel Chandra | CO | Clerical Officer | Labasa Branch |
| Laniana Nasegai | | Receptionist | HQ, Suva |
| Apinito Raganivatu | | Cleaner/Messenger | HQ Suva |

19.0 Education/Training Programmes & Meetings etc

| Training, Meetings & Workshops | Date | Venue | Participants |
|--|---|---------------------|---|
| PSI Labour Migration for Health Workers workshop | 04 th – 05 th August, 2025 | FLIPS, Nasese | Bro. Ropate D Pareti, Sis. Reapi Nayacakalou, Sis. Veena Naidu, Sis. Esita. Sis Seremana Tinai, Sis. Sovia Tekina, Sis. Mereoni Gaunavinaka, Sis Joana Saumi, Sis Jimaima Ledua, Sis Arieta Ravoka, Sis. Sera Koroi, Sis Erema Panapasa, Bro Jolame Kaulotu, Bro Lekima Kausoqo |
| APRECON | 08/09 – 11/09/2025 | Kathmandu, Nepal | Bro. Ropate D Pareti (NP), Bro Kamlesh Chand, Sis Judith Kotobalavu (GS), Bro, Shaneel Prasad (MFA) |
| ITF Maritime Roundtable Meeting | 15/09 – 18/09/2025 | Cyprus | Sis Bua Vuli (SIRO) |

20.0 Affiliation by FPSA

20.1 Public Service International (PSI)

The Global Union Federation workers in the public service consisting of more than 700 trade unions representing 30 million workers in 154 countries. It is a united group of socialists, trade unionists and workers created to link the struggles of the working class around the world.

The APRECON 2025 was held in Kathmandu, Nepal whereby resolutions were passed and the General Secretary was appointed as the PSI Sub-Titular for the Oceania region, PSI Titular of APREC and a member of the PSI World Women’s Committee.

20.2 International Transport Federation (ITF)

International Transport Workers Federation - World’s leading transport authority that fight passionately to improve workers' lives, connecting more than 700 affiliated trade unions from 150 countries to secure rights, equality and justice for workers' globally. The Federation is the voice for nearly 18.5 million transport workers across the world.



21.0 FPSA Mutual Aid Benefit Scheme (MABS)



FPSA MABS – Revised and Issued by National Council

| No | FPSA MABS BENEFIT | Old Rate or Status Wef 01 Jan 2009 | CURRENT Rate Wef 01 st April 2023 |
|----|---|---|--|
| 1 | Overseas Medical Allowance | a) Member: \$2500 b) Spouse : \$1000 c) Child : \$1000 d) Parents: \$0 | a) \$3000 b) \$1500 c) \$1500 d) \$1500 } 3yrs continuous membership |
| 2 | Local Medical Costs | Per visit to FPSA doctor, by Member and/or eligible beneficiaries, with FPSA ID Cards: > Member pays \$1 to Doctor > FPSA pays \$4.50 to Doctor | FPSA pays \$9 to Doctor (Wef 01 st October, 2018). |
| 3 | Bereavement Allowance | a) Member: \$1250 b) Spouse : \$ 500 c) Child : \$ 50 d) Parents (Single Members Only) | a) \$2500 b) \$1000 c) \$1000 d) \$1000 } 1year continuous membership |
| 4 | Maternity Allowance | Female Member only: \$200 for each confinement. | 1 st Confinements - \$400 2 nd + confinements - \$250 |
| 5 | Retirement or Resignation or Redundancy or Termination Allowance [Wef 01.01.2011] | Member only, completed years of membership: a) Completing Year 10 = \$ 550 min fixed. b) Yrs 11-20 @\$30pa(550+300) = \$ 850 c) Yrs 21-30 @\$35pa(850+350) = \$1200 d) Yrs 31+ @\$40pa (1200+400) = \$ 1600 max. | Fixed amounts, once only: a) Yrs 05-09 = \$350 b) Yrs 10-14 = \$600 c) Yrs 15-19 = \$950 d) Yrs 20-24 = \$1200 e) Yrs 25-29 = \$1800 f) Yrs 30+ = \$2500 |
| 6 | Paternity Allowance | Male financial members | Flat rate of \$250 |
| 7. | Local Specialised Surgical Treatment | Financial members only | Flat rate of \$1000.00 (5yrs of continuous membership) |

NOTES

- 1) Applications made for claims effective prior to 01st August 2009 & 01st April 2023 were actioned at the previous rates.
- 2) The full criteria, guidelines were published in the FPSA Information Brochure.
- 3) Additional instructions are provided on the respective FPSA forms devised for claiming these benefits.



ANNUAL SUMMARY OF FPSA MABS 2017 to 2025 (9 years)

| Year | Overseas Medical | | Local Medical Consultation | | Local Specialized Treatment | | Bereavement | | Retirement/ Resignation | | Maternity | | Paternity | | Total \$ |
|--------------|------------------|----------------|----------------------------|-------------------|-----------------------------|--------------|-------------|----------------|-------------------------|-------------------|------------|---------------|------------|---------------|---------------------|
| | No | \$ Amt | No. | Amount \$ | No | Amt \$ | No | Amt \$ | No | Amount \$ | No | Amt \$ | No | Amt \$ | |
| 2017 | 7 | 10,000 | 4478 | 21335.00 | - | - | 22 | 23355 | 55 | 43,808.00 | 26 | 6248 | - | - | 104,746.00 |
| 2018 | 12 | 15,000 | 5121 | 28049.00 | - | - | 26 | 25700 | 39 | 33,323.00 | 25 | 6920 | - | - | 108,992.00 |
| 2019 | 4 | 6,000 | 3673 | 33052.50 | - | - | 20 | 22482 | 61 | 38,375.90 | 36 | 10150 | - | - | 110,060.40 |
| 2020 | 6 | 7,985 | 3701 | 33,279.00 | - | - | 29 | 27000 | 56 | 41,179.25 | 32 | 8350 | - | - | 117,793.25 |
| 2021 | 5 | 5,000 | 4872 | 26034.00 | - | - | 25 | 22000 | 112 | 80,294.50 | 25 | 7,150 | - | - | 140,478.50 |
| 2022 | 9 | 16,000 | 5157 | 48,091.00 | - | - | 28 | 29,250 | 85 | 59,796.50 | 27 | 7,400 | - | - | 160,537.50 |
| 2023 | 5 | 8,000 | 5308 | 50,028.70 | - | - | 33 | 40,250 | 40 | 28,623.00 | 19 | 5450 | 8 | 2000 | 134,351.70 |
| 2024 | 5 | 12,000 | 4633 | 42,376.61 | - | - | 36 | 56,250 | 37 | 30,354.50 | 20 | 6050 | 12 | 3000 | 150,031.11 |
| 2025 | 10 | 22,500 | 4820 | 50,629.91 | 1 | 1,000 | 36 | 50,450 | 20 | 20,509.00 | 24 | 7000 | 27 | 6750 | 158,838.91 |
| Total | 63 | 102,485 | 41,763 | 332,875.72 | 1 | 1,000 | 255 | 296,737 | 505 | 376,263.65 | 234 | 64,718 | 47 | 11,750 | 1,185,829.37 |
| <i>Avg</i> | <i>6.4</i> | <i>9,492</i> | <i>4,587</i> | <i>33,530</i> | | | <i>27</i> | <i>30,190</i> | <i>59</i> | <i>44,111</i> | <i>27</i> | <i>7,321</i> | <i>2.2</i> | <i>2,500</i> | <i>3,511,716</i> |
| <i>%</i> | | <i>14.50%</i> | | <i>27.50%</i> | | | | <i>14%</i> | | <i>34%</i> | | <i>10%</i> | | | <i>-100%</i> |





FPSA Local Medical Assistance
 [Under FPSA Mutual Assistance Benefit Scheme – MABS]
FPSA Nominated Doctors

| No | Name | Address | Phone/Fax |
|----|-----------------------------------|--|-----------------|
| 01 | Dr Sarika Chandra | Bay Health Medical Clinic, Bayly House, 193 Rodwell Rd, Suva | 3315888/9245713 |
| 02 | Samabula Medical Clinic | 4 Sese St, Samabula | 3370880 |
| 03 | Dr. Shrestha | PAM's Medical Centre, Samabula | 3383880 |
| 04 | Dr.Ami Chandra | Suva Central Medical Centre, Nands Shopping Mall, Nabua | 3588883/9380115 |
| 05 | Dr. Rajesh Maharaj | Maharaj Medical Centre - Lot 12 Vesivesi Kinoya & Damodar City Complex | 3390400 |
| 06 | Dr. Lorina Chandra | Sports City Medical Clinic. Shop 2, Sports City, Laucala Bay | 3270164 |
| 07 | Dr. Yogendra Prasad | Lot 1, Matanikorovatu Rd, Makoi | 3343157 |
| 08 | Dr Waheed Ali | Rubina Medical & Research Centre, Qarase Rd, Nadera | 3342832/9254186 |
| 09 | Makoi Health Care | Lot 2 R1792 Vindogo St, Hansons Bldng, Makoi | 3555735/8010315 |
| 10 | Dr Joyin Olawale Jenyo | Olivet Medical centre, Corner of Adi Davila Ganilau Rd, Nakasi | 7223848/9484748 |
| 11 | Premium Care | Garden City, Nayan's Plaza Nadera, Nausori Town Council Complex | 3313355 |
| 12 | Dr. Guna Seelan Goundar | Winina Arcade, Main Street, Nausori | 3400850 |
| 13 | Dr. Gurusmarna Dasi | Market Square, Sigatoka | 6500369 |
| 14 | PSH Hospitals | Walu Bay, Foster Rd & Nadi, opposite Tokatoka Hotel | 3310022/8922241 |
| 15 | Dr. Gunsakaran Goundar | Sarada Medical Centre, Ashram Rd, Nadi | 6707410 |
| 16 | Dr Maria Seeto | PolyMedical Centre, 1st Flr, Sarju Prasad Bld, Vakabale St, Lautoka | 292655/6669572 |
| 17 | Zens Medical | Nadi HQ, Lautoka, Ba, Rakiraki, Labasa & Savusavu | 7766600 |
| 18 | Dr. Dur Samy | Shop 7, Shatudean Blding, Namoli Avenue Lautoka & Main St, Ba Town | 6652793/9494595 |
| 19 | Dr. Sanjesh Singh | Mid -Town Medical Centre, Ba | 6670462 |
| 20 | Dr. Mohammed Saiyad Riyad Ud Dean | Al Shifa Medical Centre , Ba Town | 9968795/7088795 |
| 21 | Dr. Bayani Dragon | Wellcare Medical Centre, Nasivi St, Tavua | 9223508 |
| 22 | Dr. Mohd Ishaque | Savusavu Medical Centre, Main Street | 8850721/9239043 |
| 23 | Dr. Pardeep Singh | Jaduram St, Labasa | 8813824 |
| 24 | Dr. Bharthee Balram | 9 Nanuku St, Labasa | 8818755 |

NOTE: For procedures and qualifications on FPSA MABS, please see relevant issue of Service Worker.

- **"It is a wise man's part, to avoid sickness, rather than to wish for medicines."** ~Thomas More
- **"The doctor of the future will give no medicine but will interest his patients in the care of the human frame, in diet and in the cause and prevention of disease."** ~Thomas Edison



Benefits available for financial FPSA Members

| | Pharmacy | Address | District | Discount |
|---|------------------------------|-----------------------------------|----------|--|
| 1 | Pharmacy PLUS | 190 Renwick Rd, Suva. Ph: 3305300 | Suva | 10% for all cosmetics & other non-medicine items only. |
| 2 | Absolute Care Pharmacy | Lot 3 Khalsa Rd, Harris Plaza | Nasinu | 10% medication & all merchandise sold with the shop. |
| 3 | Optimum Health Care Pharmacy | Jaduram Building | Labasa | 10% on the counter sales. |

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

22.0. Acknowledgement & Appreciation:

I would like to express the Council's sincere gratitude and appreciation to all elected and co-opted FPSA officials serving on the National and Branch Councils, as well as to our dedicated FPSA staff, friends, and both past and present members, for their continued support and guidance. We also acknowledge with deep appreciation our affiliated partners, both nationally and internationally, whose invaluable assistance, solidarity, and direction have strengthened our work. Finally, we extend our warmest greetings to all organizations that have maintained a longstanding friendship with FPSA and have been a source of courage, inspiration, and unity throughout the years.

23.0 Conclusion:

FPSA has faced numerous challenges throughout its history. Yet, through resilience, unity, and determination, we have continued to overcome adversity and move forward in service of our members. Even in the face of occasional delays and setbacks, we have remained steadfast in our commitment to deliver to the best of our ability. Our annual performance report, which we present to you, reflects both our achievements and the areas where we continue to grow. It is through this honest reflection on our strengths and shortcomings that we are inspired to build an even stronger future in the decades ahead.

Few public sector organizations can match FPSA's record of accomplishments, institutional strength, and enduring commitment to workers' rights. Your continued patience, trust, and unwavering support provide the foundation upon which we stand. With this collective resolve, we are confident that FPSA will continue to advance our union's goals over the next eight decades and beyond. Together, we truly embody the spirit 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 *2025 Activities & Industrial Relations* Report, and its Appendices, to the 2025 83rd National AGM for your kind endorsement.

Vinaka.

Judith Kotobalavu
General Secretary





Fiji Public Service Association

Audited Financial Statements 2025

PKF Aliz Pacific, Chartered Accountant



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**FIJI PUBLIC SERVICE ASSOCIATION
ORGANIZATION DIRECTORY
AS AT 31 DECEMBER 2025**

| | |
|-----------------------------------|---|
| NATURE OF THE ORGANIZATION | 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. |
| EXECUTIVE BOARD | Ropate Daucakacaka Pareti Shaleeni P. Singh Kamlesh Chand Reapi Nayacakalou Emosi Qioakacikaci Judith Kotobalavu |
| GENERAL SECRETARY | Judith Kotobalavu |
| AUDITORS | PKF aliz pacific Chartered Accountants & Business Advisors Suva |
| LOCATION | : 298 Waimanu Road Suva |
| BANKERS | : Bred Bank Australia and New Zealand Bank |
| SOLICITORS | : Sherani & Company Capital Legal |

**FIJI PUBLIC SERVICE ASSOCIATION
STATEMENT BY THE PRESIDENT, GENERAL SECRETARY AND TREASURER
FOR THE YEAR ENDED 31 DECEMBER 2025**

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 2025;
- (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 2025;
- (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 2025;
- (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 2025;
- (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

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 Association, 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 26th day of February 2026

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 comprises the statement of financial position as at 31 December 2025, 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.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Association as at 31 December 2025, 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).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the International Ethics Board for Accountants Code of Ethics for Professional Accountants (IESBA Code) 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.

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 2025 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 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
27 February 2026

PKF aliz pacific
PKF aliz pacific
CHARTERED ACCOUNTANTS

FIJI PUBLIC SERVICE ASSOCIATION
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2025

| | Notes | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
|-----------------------------------|--------|-----------------------------|-----------------------------|
| Income | 4 | 1,151,265 | 1,745,588 |
| Expenses: | | | |
| Administration Cost | 5(i) | 328,512 | 268,340 |
| Depreciation | 5(ii) | 57,639 | 111,783 |
| Personnel Cost | 5(iii) | 399,860 | 377,643 |
| Special Expenditure | 5(iv) | 2,299 | 3,005 |
| Welfare Benefits | 5(v) | 159,339 | 150,831 |
| Total Expenses | | 947,648 | 911,602 |
| Operating Surplus | | 203,617 | 833,986 |
| Less Income Tax (Benefit) | 11(i) | - | (117,602) |
| Net Operating Surplus | | - | 117,602 |
| Other Comprehensive Income | | - | - |
| Total Comprehensive Income | | 203,617 | 951,588 |

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 2025**

| | Accumulated Funds \$FJ | Asset Revaluation Reserve \$FJ | Total \$FJ |
|--|---------------------------------------|---|-----------------------|
| Balance as at 31 December 2023 | 57,516,404 | 3,172,710 | 60,689,114 |
| Surplus for the year ended 31 December 2024 | 951,588 | - | 951,588 |
| Other Comprehensive Income | - | - | - |
| Total Comprehensive Income for the year | 58,467,992 | 3,172,710 | 61,640,702 |
| Surplus for the year ended 31 December 2025 | 203,617 | - | 203,617 |
| Other Comprehensive Income | - | - | - |
| Balance as at 31 December 2025 | 58,671,609 | 3,172,710 | 61,844,319 |

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 2025**

| | Notes | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
|--------------------------------------|---------|-----------------------------|-----------------------------|
| Current Assets | | | |
| Cash and Cash Equivalents | 6 | 1,647,348 | 1,554,695 |
| Receivables | 7 | 191,212 | 129,702 |
| Current Tax Asset | 11(ii) | - | 51,216 |
| Total Current Assets | | 1,838,560 | 1,735,613 |
| Non-Current Assets | | | |
| Property, Plant and Equipment | 8 | 3,698,597 | 3,752,396 |
| Financial Assets | 9 | 3,098,087 | 2,936,580 |
| Investment in Subsidiary | 13 | 53,668,940 | 53,668,940 |
| Total Non-Current Asset | | 60,465,624 | 60,357,917 |
| Total Assets | | 62,304,184 | 62,093,530 |
| Current Liabilities | | | |
| Payables and Accruals | 10(i) | 29,350 | 15,627 |
| Provisions | 10(ii) | 57,690 | 62,700 |
| Total Current Liabilities | | 87,040 | 78,326 |
| Non-Current Liabilities | | | |
| Provisions | 10(iii) | 20,302 | 21,978 |
| Deferred Tax Liabilities | 11(iii) | 352,524 | 352,524 |
| Total Non-Current Liabilities | | 372,826 | 374,502 |
| Total Liabilities | | 459,866 | 452,828 |
| Net Assets | | 61,844,319 | 61,640,702 |
| Accumulated Funds | | | |
| Opening Balance | | 58,467,992 | 57,516,404 |
| Surplus for the year | | 203,617 | 951,588 |
| Asset Revaluation Reserve | 14 | 3,172,710 | 3,172,710 |
| Total Accumulated Funds | | 61,844,319 | 61,640,702 |

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 2025**

| | Notes | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
|---|--------|-----------------------------|-----------------------------|
| Cash Flows from Operating Activities | | | |
| Receipts from Members and other Activities | | 489,285 | 465,859 |
| Payments to Suppliers and Employees | | (779,755) | (739,760) |
| Interest received | | 70,473 | 75,034 |
| Net Cash (Used In) Operating Activities | 12(ii) | (219,997) | (198,867) |
| Cash Flows from Investing Activities | | | |
| (Acquisition) of Property, Plant and Equipment | | (3,840) | (16,678) |
| Net (Payment) for Financial Assets | | (161,506) | (621,279) |
| Dividend Received | | 477,996 | 1,106,698 |
| Net Cash Provided by Investing Activities | | 312,650 | 468,741 |
| Net Increase in Cash and Cash Equivalents | | 92,653 | 269,875 |
| Cash and Cash Equivalents at the beginning of the year | | 1,554,695 | 1,284,821 |
| Cash and Cash Equivalents at the end of the year | 12(i) | 1,647,348 | 1,554,695 |

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

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. Judgements 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). 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.

e). Revenue Recognition

- Subscription income is recognised on a receipt 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.

f). 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.

g). 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.

h). 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.

i). 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

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 and Fiji Holdings Unit Trust 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 7). Bad debts are written off during the period in which they are identified.

j). 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.

k). Comparatives

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

l). 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.

m). 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.

n). 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 2025**

o). 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 Deferred tax liabilities
 Provision for doubtful debts
 Deferred tax assets

| 4 | Income | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
|------------|-------------------------------------|--------------------------------------|--------------------------------------|
| | Subscriptions | 488,615 | 465,809 |
| | Interest Income | 70,473 | 75,034 |
| | Dividend Income | 477,996 | 1,106,698 |
| | Fair Value gain on Financial Assets | 113,510 | 97,998 |
| | Other income | 670 | 50 |
| | | 1,151,265 | 1,745,588 |
| 5 | Expenses | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| (i) | Administration Cost | \$FJ | \$FJ |
| | Affiliation & Capitation Fees | 4,541 | 4,964 |
| | Audit Fees | 5,625 | 5,750 |
| | Accounting & Professional Fees | (88) | 7,163 |
| | Bank Charges | 2,145 | 2,636 |
| | Books & Periodicals | 627 | 1,288 |
| | Cleaning & Incidental | 2,500 | 2,808 |
| | Doubtful Debts | - | (13,551) |
| | Electricity & Water | 9,308 | 10,057 |
| | General Expenses | 20,410 | 3,538 |
| | Honorarium | 10,850 | 10,496 |
| | Insurance | 4,893 | 13,983 |
| | Legal Fees and Related Charges | 52,524 | 15,550 |
| | Motor Vehicle Expenses | 14,153 | 17,423 |
| | Municipal Rates | 1,059 | 485 |
| | Postage, Telephone & Freight | 22,321 | 22,157 |
| | Printing & Stationery | 7,511 | 7,925 |
| | Rent | 5,370 | 10,320 |
| | Repairs & Maintenance | 2,113 | 14,633 |
| | Travelling & Subsistence | 3,289 | 3,839 |
| | Meeting Expenditure | 159,361 | 126,876 |
| | | 328,512 | 268,340 |

FIJI PUBLIC SERVICE ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

| 5 | Expenses (Continued) | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
|-------|-------------------------------------|-----------------------------|-----------------------------|
| (ii) | Depreciation | 57,639 | 111,783 |
| (iii) | Personnel Cost | | |
| | Fringe Benefit Tax | 6,439 | 2,893 |
| | Salaries & Wages | 354,575 | 339,208 |
| | Superannuation | 35,239 | 32,311 |
| | Training Levy | 3,606 | 3,231 |
| | | 399,860 | 377,643 |
| (iv) | Special Expenditure | | |
| | Donations & Claims | - | 1,500 |
| | Members Commission | 2,299 | 1,505 |
| | | 2,299 | 3,005 |
| (v) | Welfare Benefits | | |
| | Bereavement Assistance | 50,450 | 56,250 |
| | Local Medical Assistance | 51,630 | 42,377 |
| | Maternity Allowance | 7,000 | 6,050 |
| | Overseas Medical Assistance | 22,500 | 12,000 |
| | Retirement Benefit | 8,200 | 5,455 |
| | Redundancy Benefit | 3,600 | 1,600 |
| | Retirement Benefit | 8,709 | 23,300 |
| | Other Assistance | 500 | 800 |
| | Paternity Allowance | 6,750 | 3,000 |
| | | 159,339 | 150,831 |
| 6 | Cash and Cash Equivalents | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| | Cash on Hand | 1,400 | 1,400 |
| | Cash at Bank - ANZ | 29,542 | 32,934 |
| | Cash at Bank - Bredbank | 1,616,406 | 1,520,361 |
| | | 1,647,348 | 1,554,695 |
| 7 | Receivables | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| | Rent Receivable | 79,625 | 79,625 |
| | Less : Allowance for Doubtful Debts | (79,625) | (79,625) |
| | Deposits and Prepayments | 7,921 | 2,274 |
| | Interest Receivables | 183,292 | 127,428 |
| | | 191,212 | 129,702 |

**FIJI PUBLIC SERVICE ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

| 8(i) Property, Plant & Equipment | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
|----------------------------------|-----------------------------|-----------------------------|
| Land | 125,000 | 125,000 |
| Revaluation Gain | 1,845,000 | 1,845,000 |
| | <u>1,970,000</u> | <u>1,970,000</u> |
| Buildings | 789,600 | 789,600 |
| Revaluation Gain | 1,076,961 | 1,076,961 |
| Provision for Depreciation | (183,226) | (159,894) |
| | <u>1,683,336</u> | <u>1,706,668</u> |
| Furniture & Fittings | 184,589 | 167,912 |
| Additions | 3,840 | 16,678 |
| Provision for Depreciation | (169,387) | (158,998) |
| | <u>19,042</u> | <u>25,591</u> |
| Motor Vehicles | 355,138 | 355,138 |
| Provision for Depreciation | (328,919) | (305,001) |
| | <u>26,219</u> | <u>50,137</u> |
| Net Written Down Value | <u>3,698,597</u> | <u>3,752,396</u> |

(ii) Property, Plant & Equipment

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 | 1,970,000 | 1,706,668 | 25,591 | 50,137 | 3,752,396 |
| Additions | - | - | 3,840 | - | 3,840 |
| Depreciation | | (23,332) | (10,389) | (23,918) | (57,639) |
| Net Written Down Value | <u>1,970,000</u> | <u>1,683,336</u> | <u>19,042</u> | <u>26,219</u> | <u>3,698,597</u> |

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 2025**

| 9 Financial Assets | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
|--|--------------------------------------|--------------------------------------|
| Non-current | | |
| Life Insurance policy - Keyman Insurance | 800,000 | 800,000 |
| Units in Unit Trust of Fiji | 1,153,664 | 1,062,082 |
| Units in Fijian Holdings Unit Trust | 1,144,422 | 1,074,499 |
| | 3,098,087 | 2,936,580 |
| Reconciliation of Financial Assets at fair value- Unit Trust of Fiji | | |
| | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| Opening Balance | 1,062,082 | 501,206 |
| New Units Invested | - | 500,000 |
| Dividends re-invested | 29,141 | 20,800 |
| Fair Value Gain | 62,441 | 40,077 |
| | 1,153,665 | 1,062,082 |
| Reconciliation of Financial Assets at fair value- Fijian Holdings Unit Trust | | |
| | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| Opening Balance | 1,074,499 | - |
| New Units Invested | - | 1,000,000 |
| Dividends re-invested | 18,855 | 16,578 |
| Fair Value Gain | 51,069 | 57,920 |
| | 1,144,422 | 1,074,499 |
| <p>The Manager Finance & Administration 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 2024 which matures in June 2032.</p> | | |
| 10 Payables & Accruals | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| Other Payables | | |
| (i) Included in Current Liabilities | | |
| Audit Fee Payable | 8,438 | 5,750 |
| Professional Fee Payable | - | 4,438 |
| FBT Payable | 134 | 565 |
| Local Medical Payable | 1,478 | 1,566 |
| Payroll Payables | 8,669 | - |
| Other Payables | 10,630 | 3,308 |
| | 29,350 | 15,627 |
| (ii) Provisions | | |
| Employee Entitlements - Annual Leave | 14,448 | 23,458 |
| Provision for Retirement Benefits | 43,242 | 39,242 |
| | 57,690 | 62,700 |

FIJI PUBLIC SERVICE ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

| 10 Payables & Accruals (Cont'd) | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
|---|-----------------------------|-----------------------------|
| (iii) Included in Non-Current Liabilities | | |
| Employee Entitlements - Long Service Leave | 20,302 | 21,978 |
| 11(i) Income Tax Expense | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| 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 | - | - |
| Prima facie Tax Expense thereon at 25% | - | - |
| Tax effect of permanent differences: | | |
| Over Provision of Income Tax in prior years | - | (117,602) |
| Income Tax (Benefit) for the year | - | (117,602) |
| Income Tax Expense comprises movements in: | | |
| Current Tax Liabilities | - | (117,602) |
| | - | (117,602) |
| (ii) Current Tax Assets/(Liability) | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| Balance at the beginning of the year | 51,216 | (66,386) |
| Income Tax Refund | (51,216) | - |
| Over provision of income tax in prior years | - | 117,602 |
| Balance at the end of the year | - | 51,216 |
| (iii) Deferred Tax Liabilities | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| Recognised deferred tax liabilities on the following items: | | |
| Provision for Capital Gains Tax @ Tax rate 10% | 352,524 | 352,524 |

**FIJI PUBLIC SERVICE ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

12 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 2025 \$FJ | 31 December 2024 \$FJ |
|--|--------------------------------------|--------------------------------------|
| Cash on Hand | 1,400 | 1,400 |
| Cash at Bank - ANZ | 29,542 | 32,934 |
| Cash at Bank - Bredbank | 1,616,406 | 1,520,361 |
| Cash at Bank | 1,647,348 | 1,554,695 |
| (ii) Reconciliation of Net Cash Provided By Operating Activities to Operating Profit After Income Tax | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| Net Profit | 203,617 | 951,588 |
| Add/(Less) Non Cash & Other Items:- | | |
| Depreciation | 57,639 | 111,783 |
| Dividends Received | (477,996) | (1,106,698) |
| | (216,740) | (43,326) |
| Changes in assets and liabilities during the financial year:- | | |
| (Increase) in Receivables | (61,510) | (39,286) |
| Decrease/(Increase) in Current Tax Asset | 51,216 | (51,216) |
| (Decrease) in Current Tax Liability | - | (66,387) |
| Increase/(Decrease) in Payables and Accruals | 13,723 | (7,797) |
| (Decrease)/Increase in Provisions | (6,685) | 9,145 |
| Net Cash (Used in) Operating Activities | (219,997) | (198,867) |
| 13 Investment in Subsidiary and Associate Companies | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| 100% Equity held in Public Service Association Investment Company (Fiji) Pte Limited | 53,668,940 | 53,668,940 |
| 14 Movement in Asset Revaluation Reserves | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
| Opening Balance | 3,172,710 | 3,172,710 |
| Increase in Asset Revaluation Reserve | - | - |
| Closing Balance | 3,172,710 | 3,172,710 |

15 Contingent Liabilities

Contingent Liabilities as at 31 December 2025 amounted to \$Nil (2024: \$40,500).

16 Capital Commitments

Capital Commitments as at 31 December 2025 amounted to \$434,400 (2024: \$65,250)
These are summarised below:

| | \$ |
|----------------------|---------|
| HQ Building | 331,900 |
| Furniture & Fittings | 20,000 |
| IT and Software | 72,500 |
| Conference Room | 10,000 |

17 Organisation Details

Registered Office

298 Waimanu Road, Suva.

18 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.

19 Significant Event During the Year

No 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.

20 Key Management Personnel Remuneration

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

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

Judith Kotobalavu- General Secretary

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

Short term benefits is \$81,822.

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 2025. 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.

PKF aliz pacific
PKF aliz pacific
CHARTERED ACCOUNTANTS
Suva, Fiji
27 February 2026

**FIJI PUBLIC SERVICE ASSOCIATION
DETAILED STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2025**

| | 31 December 2025 \$FJ | 31 December 2024 \$FJ |
|-------------------------------------|--------------------------------------|--------------------------------------|
| Income | | |
| Dividend Income | 477,996 | 1,106,698 |
| Fair Value Gain on Financial Assets | 113,510 | 97,998 |
| Interest Income | 70,473 | 75,034 |
| Other income | 670 | 50 |
| Subscriptions | 488,615 | 465,809 |
| Total Income | 1,151,265 | 1,745,588 |
| Expenses | | |
| Affiliation & Capitation Fees | 4,541 | 4,964 |
| Audit Fees | 5,625 | 5,750 |
| Accounting & Professional Fees | (88) | 7,163 |
| Bank Charges | 2,145 | 2,636 |
| Books & Periodicals | 627 | 1,288 |
| Cleaning & Incidental | 2,500 | 2,808 |
| Depreciation | 57,639 | 111,783 |
| Reversal of Doubtful Debts | - | (13,551) |
| Electricity & Water | 9,308 | 10,057 |
| Fringe Benefit Tax | 6,439 | 2,893 |
| General Expenses | 20,410 | 3,538 |
| Honorarium | 10,850 | 10,496 |
| Insurance | 4,893 | 13,983 |
| Legal Fees and Related Charges | 52,524 | 15,550 |
| Motor Vehicle Expenses | 14,153 | 17,423 |
| Municipal Rates | 1,059 | 485 |
| Postage, Telephone & Freight | 22,321 | 22,157 |
| Printing & Stationery | 7,511 | 7,925 |
| Rent | 5,370 | 10,320 |
| Repairs & Maintenance | 2,113 | 14,633 |
| Salaries & Wages | 354,575 | 339,208 |
| Superannuation | 35,239 | 32,311 |
| Training Levy | 3,606 | 3,231 |
| Travelling & Subsistence | 3,289 | 3,839 |
| <u>Welfare Benefits:</u> | | |
| Bereavement Assistance | 50,450 | 56,250 |
| Local Medical Assistance | 51,630 | 42,377 |
| Maternity Allowance | 7,000 | 6,050 |
| Overseas Medical Assistance | 22,500 | 12,000 |
| Retirement Benefit | 8,200 | 5,455 |
| Other Assistance | 500 | 800 |
| Paternity Allowance | 6,750 | 3,000 |
| Redundancy Benefit | 3,600 | 1,600 |
| Resignation Benefit | 8,709 | 23,300 |
| Meeting Expenditure | 159,361 | 126,876 |
| <u>Special Expenditure:</u> | | |
| Donations & Claims | - | 1,500 |
| Members Commission | 2,299 | 1,505 |
| Total Expenses | 947,648 | 911,602 |
| Net Operating Surplus | 203,617 | 833,986 |

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

PHOTO GALLERY

NORTHERN SPORTSDAY 2025



SAVUSAVU AGM 2025



LABASA AGM 2025



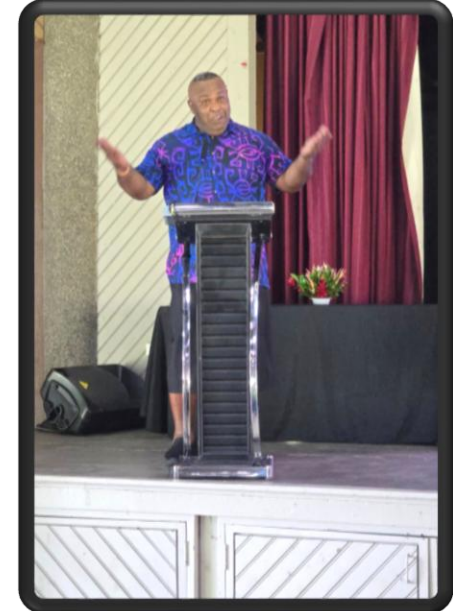
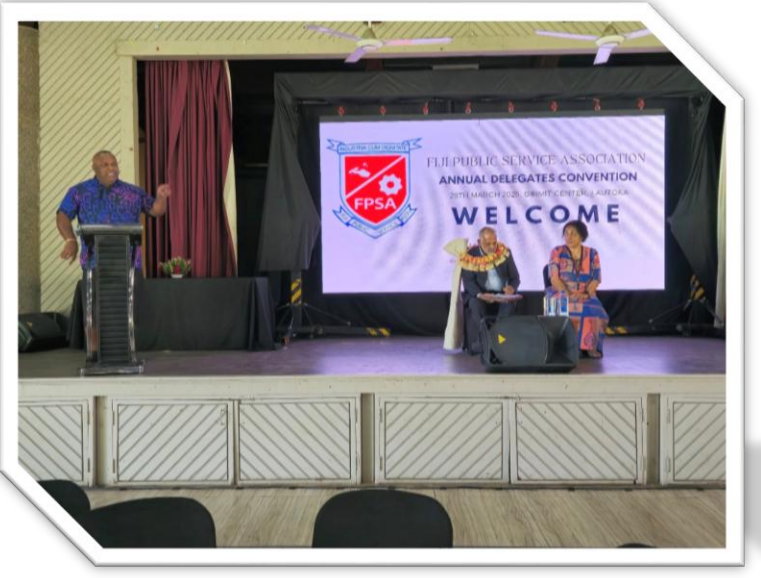
SUVA AGM 2025



LAUTOKA AGM 2025



NATIONAL AGM 2025



GENERAL





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.

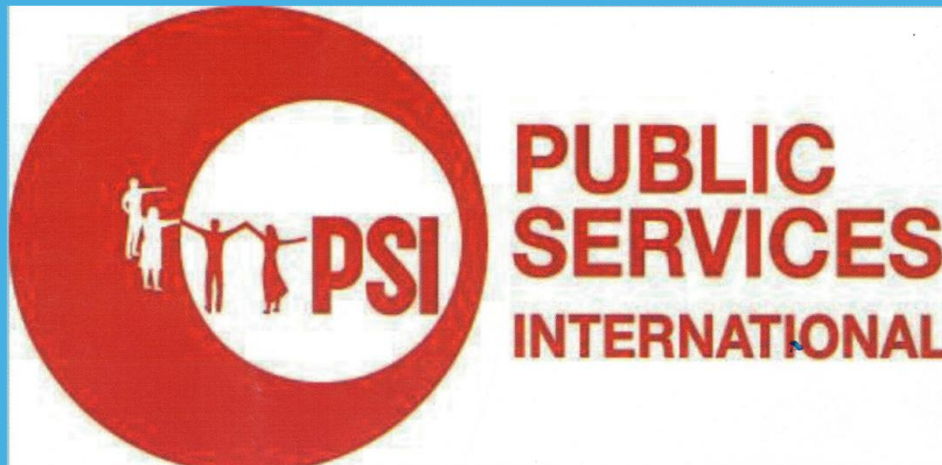
Fiji Public Service Association - Honours Board



(Cont'd)

| Year | President | Vice President | General Secretary | General Treasurer |
|------|------------------------------------|--|-------------------------------------|---------------------------------|
| 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, Rejjeli 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 | Ropate Daucakacaka Pareti | Reapi Nayacakalou, Shaleeni Singh, Kamlesh Chand | Judith Kotobalavu | Emosi Qiokacikaci |
| 2024 | Ropate Daucakacaka Pareti | Reapi Nayacakalou, Shaleeni Singh, Kamlesh Chand | Judith Kotobalavu | Emosi Qiokacikaci |
| 2025 | Ropate Daucakacaka Pareti | Reapi Nayacakalou, Shaleeni Singh, Kamlesh Chand | Judith Kotobalavu | Emosi Qiokacikaci |

INTERNATIONAL AFFILIATIONS



**INTERNATIONAL TRANSPORT WORKERS
FEDERATION**