

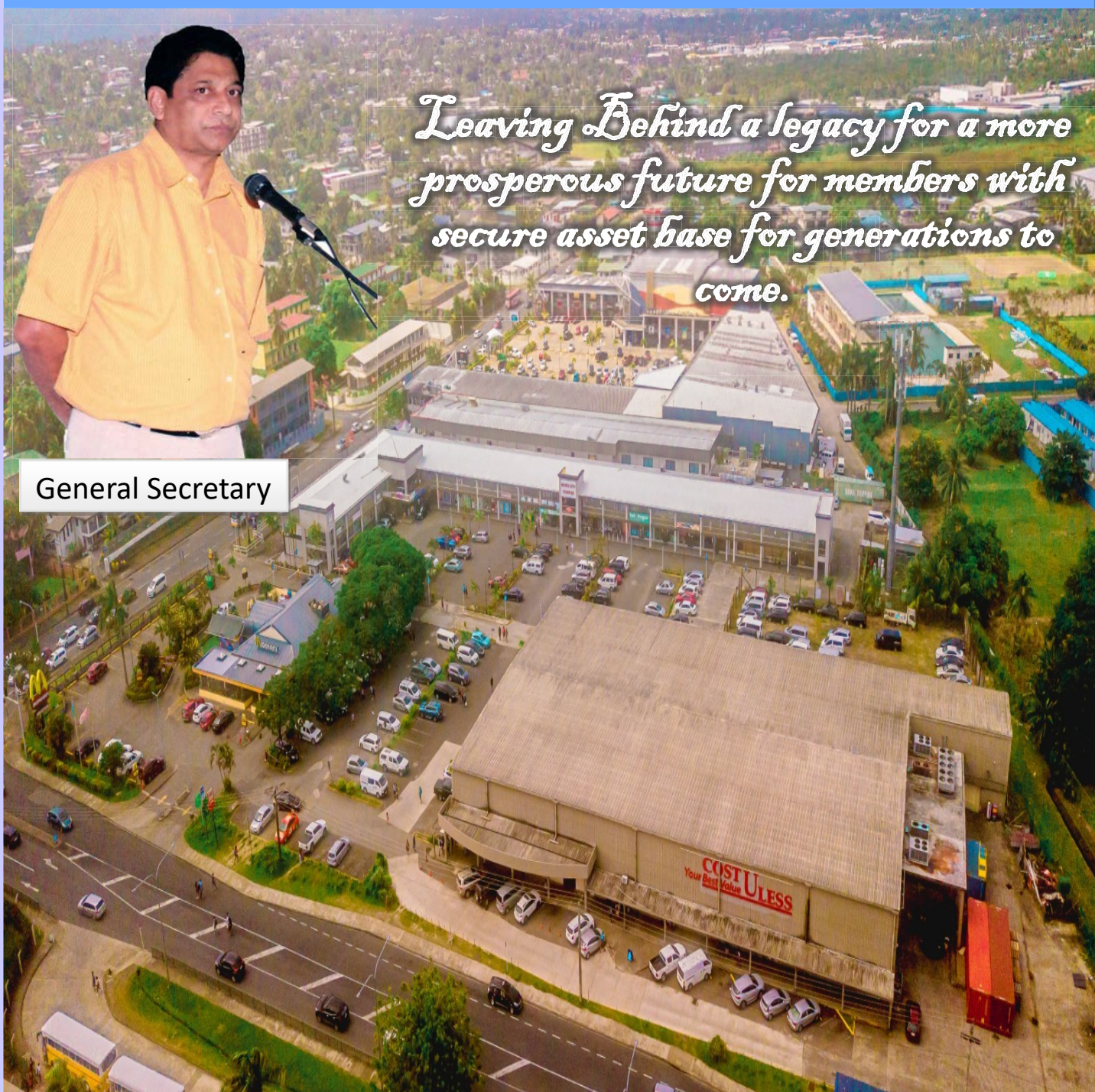


# Fiji Public Service Association Annual Report

**2022**

**80th Annual General Meeting**

**25th March 2023**



*Leaving Behind a legacy for a more  
prosperous future for members with  
secure asset base for generations to  
come.*

General Secretary

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



*Industria Cum Dignitate*

## ***Fiji Public Service Association***

<b><u>Headquarters</u></b>	:	298 Waimanu Road, Suva, FIJI
Postal	:	G. P. O. Box 1405, Suva, FIJI
Telephone	:	(679) 3311922, 7731922
Facsimile	:	(679) 3301099
Email	:	<a href="mailto:gs@fpsa.org.fj">gs@fpsa.org.fj</a>
FPSA Branches	:	Labasa, Savusavu, Suva Central & Western.
<b><u>Affiliations:</u></b>		
CPSU	:	Confederation of Public Sector Unions (Fiji)
PSI	:	Public Service International (HQ, France)
ITF	:	International Transport Workers Federation (HQ, London)

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

UN Secretary-General Antonio Guterres



**Fiji Public Service Association**  
80<sup>th</sup> National Annual General Meeting  
Saturday 25<sup>th</sup> March 2023  
Preliminary Notice of Meeting

(Clause 63)

In accordance with Clause 63 of FPSA Constitution, this **Preliminary Notice** is hereby given to Members of the Fiji Public Service Association that the **80<sup>th</sup> 2023 National Annual General Meeting** [NAGM] shall be convened on or about **Saturday 25<sup>th</sup> March 2023** in Suva.

The exact place, date, time and the nature of business (*Agenda*) shall be published at least fourteen (14) clear days before the day of the Meeting in a **Confirmatory Notice** [per Form A2] to be issued pursuant to Clause 64 (a). Further details of Motions (*if any*) will also be published in FPSA's Journal, 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 80<sup>th</sup> NAGM.

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

All Motions (*if any*) MUST be received by the General Secretary prior to 04.00 pm on **Friday 10<sup>th</sup> March 2023.**

(Sgd)

R. Singh

**General Secretary**

[Published: Thursday 26<sup>th</sup> January 2023]

**NOTE 1 on 2023 FPSA Elections:** As per existing regulations, the notice, nomination and balloting for 2023 FPSA Elections will be undertaken by the Fiji Elections Office [FEO].

**NOTE 2 on 2023 FPSA Elections:** On Saturday 04<sup>th</sup> February 2023, the FEO published five (5) notices in the Fiji Times on the nomination and balloting for 2023 FPSA Elections to be conducted by them on five dates coinciding with five 2023 FPSA AGMs, termed as "attendance voting."





***Fiji Public Service Association***  
**80<sup>th</sup> National Annual General Meeting**  
**Saturday 25<sup>th</sup> March 2023**  
**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 Thursday 26<sup>th</sup> January 2023. Pursuant to Clause 64 (a) of FPSA Constitution, this Confirmatory Notice [per Form A2] is given to Members of FPSA National Councillors and appointed Branch Delegates that the 80<sup>th</sup> National Annual General Meeting [NAGM] of the Association shall be convened, as follows:

*Day/Date* : Saturday 25<sup>th</sup> March 2023  
*Time* : 10.30 am  
*Venue* : Central Cuisine Events Centre, FPSA Sports City.

The Agenda for the 2023 FPSA 80<sup>th</sup> National AGM shall be:

- 1) Opening: Quorum, Apologies, Presidential Welcome Address.
- 2) Introduction of and Keynote Address by Chief Guest (If any)
- 3) Confirmation of Notice & Agenda for the 2023 80<sup>th</sup> NAGM.
- 4) Introduction & Roll Call of 2023 Delegates to 80<sup>th</sup> NAGM.
- 5) Confirmation of Minutes of 2022 79<sup>th</sup> NAGM & Matters Arising.
- 6) Presentation of 2022 National Activities Report & Matters Arising.
- 7) Presentation of 2022 FPSA Financial Report & Matters Arising.
- 8) Appointment of 2023 Auditors of the Association.
- 9) Election results for FPSA National Council (provided by FEO).
- 10) Motions for the 2023 FPSA 80<sup>th</sup> 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 2023 80<sup>th</sup> FPSA NAGM will be published in FPSA's journal Service Worker [Vol 47, No.2023/01] for your information and attention. The balloting schedule for the Motions (if any) will also be notified in the *Service Worker*, as necessary.

All National Councillors and Branch Delegates are urged to attend. (Refreshments will be provided)

(Sgd)  
R Singh  
General Secretary

[To be Published: Friday 10<sup>th</sup> March 2023]

**"Impossible" is a word found only the Dictionary of Fools. - Napoleon Bonaparte.**

**2022 FPSA 79th National AGM,  
Saturday 19<sup>th</sup> March 2022.  
CCEC, FPSA Sports City, Suva.**



**There is nothing "IMPOSSIBLE" to him who will try. - Alexander the Great**



***Fiji Public Service Association***  
**Minutes of 79<sup>th</sup> National Annual  
General Meeting [2022]**

**Saturday 19<sup>th</sup> March 2022**  
Central Cuisine Events Centre, FPSA Sports City, Suva.

1. **Agenda Item 1: Opening & Commencement**

1.1 **Present: Principal Officers**

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

**National Councillors:**

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

**Appointed Branch Delegates:**

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

1.2 **Apologies:** Bro Emosi Qiokacikaci - Youth National Councillor

1.3 **In Attendance:** FPSA Secretariat Staff

1.4 **Preliminaries**

1.4.1 **Quorum:** After the presence of a quorum was confirmed by the Registration Committee, the Chairperson, Sis Judith Kotobalavu welcomed the Councillors and Delegates to the 79<sup>th</sup> FPSA National Annual General Meeting [NAGM] and called the meeting to order at 10.15am. She invited members to advise of apologies, if any, which may have been forwarded by Councillors or Delegates to be duly recorded.

1.4.2 **Presidential Address:** The National President [NP] Sis Judith Kotobalavu commenced her **Welcome Address** by expressing her sense of personal relief that FPSA Members were able to travel to attend the 79<sup>th</sup> NAGM, despite restrictions arising from Covid 19. She conveyed this message in view of the loss of lives caused by Covid 19. She appreciated the mandate given and support shown by Members and FPSA officials to her as the FPSA NP and the Chairperson of the National Council over the past several years. The Chair would attempt to keep her address brief, and she called on Delegates to also observe brevity during the meeting in like manner.



The National President, in her address, covered other subjects that deserved the attention of the Delegates mainly on the restrictions imposed by the Fiji First government and the suffering of FPSA members during Covid 19 pandemic episodes.

*[The full text of NP's Address to the 79<sup>th</sup> NAGM is shown in [Attachment A](#) to this Minutes]*

2. **Agenda Item 2: Notice of 2022 Meeting & Agenda**

- 2.1 **Confirmation of 79<sup>th</sup> NAGM Notices:** At the Chair's invitation, the General Secretary (Bro R. Singh) read out the Preliminary and Confirmatory Notices and Agenda for the 79<sup>th</sup> NAGM as published on 26<sup>th</sup> January 2022 and 02<sup>nd</sup> March 2022 resp. They were published in *Fiji Times* within the prescribed times, followed by similar Notices issued per the FPSA Service Worker issue Vol 46, No. 2022/01.
- 2.2 At the four 2022 Branch AGMs over the past two weeks, the rank and file Members of FPSA were also informed of the salient details of the 79<sup>th</sup> NAGM by the HQ officials who attended the BAGMs. The Chair then called for a motion from the floor to confirm the Notice and the Agenda, as published.
- 2.3 **MOVED** Bro Prem Chand (Suva) **SECONDED** Bro Mahendra Sami Gounder (Savusavu), **THAT** the Preliminary and Confirmatory Notices & Agenda for the 79<sup>th</sup> FPSA NAGM, as published and circulated be **CONFIRMED and ADOPTED**. The Motion was **CARRIED** on voices.

3. **Agenda Item 3: Observations & Roll Call 2022 NAGM**

- 3.1 **Introductions:** At the request of the Chair, MC Bro Vishwa Deo introduced the Association's Principal Officers and National Councillors to the meeting. He thanked all Delegates for making the effort to attend BAGMs and also those who travelled from the Northern and the Western Divisions for this NAGM.
- 3.2 **Roll Call of Delegates:** The MC then conducted a roll call of the appointed Delegates from the four FPSA Branches who were recognised by the house.

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

4. **Agenda Item 4: 78<sup>th</sup> 2021 NAGM Minutes & Matters Arising**

- 4.1 **Presentation of 78<sup>th</sup> NAGM Minutes:** The National President, tabled the Minutes of the 78<sup>th</sup> NAGM, held on Saturday 20<sup>th</sup> March, 2021 at the Central Cuisine Event Centre [CCEC] at FPSA Sports City (Stage 5). At her request, Bro GS informed the members that the Minutes are printed in the 2022 FPSA Annual Report, on pages 5 to 9 incl, including Attachments A to F and he briefed the delegates and members on the Minutes on page by page basis. The Chair then called for corrections or amendments, if any, from the Delegates to the 2021 Minutes. As there was none, the Chair then called for a motion to confirm the Minutes of the 78<sup>th</sup> NAGM.
- 4.2 **Matters Arising:** No issues were raised on the Minutes of the 78<sup>th</sup> NAGM.

4.3 As there was no comments and queries from the Members and noting the Minutes of the NAGM meeting have been presented at all Branch AGMs, the Chair called for a Motion to Adopt the Minutes of the 78<sup>th</sup> NAGM.

4.4 **MOVED** Bro Sheik Yusuf (Labasa) **SECONDED** Bro Narayan Swamy (Suva), **THAT** the Minutes of the 78<sup>th</sup> NAGM and **Matters Arising** be **ADOPTED**. The Motion was **CARRIED**.

5. Agenda Item 5: **FPSA 2021 Activities Report**

5.1 **Presentation:** The NP introduced the Agenda item 5 (*pages 28 to 47 incl*) and requested the General Secretary to present the FPSA 2021 Activities Report. The GS joined the NP to welcome the members as well. He advised 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 Govt and other employers. We deal with trade union rights, human rights, individual rights and other issues that may arise, whether in the public interest when the Association makes its views known. He reminded the Delegates that the FPSA 2021 Activities Report was distributed in advance and later formally tabled at each 2022 Branch AGMs. In this manner, the rank and file Members at the four (4) Branches could read, discuss and air their views on the contents. Bro GS further informed the Delegates that in addition he would also present further supplementary detailed report and other clarifications as necessary.

5.2 **Address by FPSA GS:** Bro R. Singh then delivered his supplementary address which supplemented the 2021 Activities Report. His address was mainly focused on the Covid 19, Fiji's Economic Review, the call for the sacking of the Chairman of PSC who resides overseas, introduction of new legislations which affected the trade unions in Fiji, National Minimum Wage and selling of public assets such as selling of shares in EFL, which he stated may be the worst crime been committed by the Govt. At the conclusion of his Address, Bro R. Singh reiterated the need for solidarity from the Membership in light of our ongoing struggle from various employer adversities in the IR field. As several major IR issues remained unresolved, he called for dedication and understanding by Members. Bro GS then referred the Delegates to the main 2021 Activities Report (*pages 32 to 66 incl*). He quoted the main titles and highlighted some of the items in brief. Various subjects in the 2021 FPSA Annual Report needed additional explanatory, statistical and supplementary details which were provided in the Appendices.

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

5.3 **Discussions:** In conclusion, Bro GS commended the Report to the NAGM, adding his personal thanks to the members for their patience. The Chair invited the Delegates present to raise queries or comments and to seek clarification as necessary on the report and to the additional remarks made by the General Secretary, Bro R. Singh.

5.4 **Adoption:** Since there were no queries or comments from the floor the NP called for a Motion to adopt the comprehensive 2021 Activities Report and the Matters Arising.

5.5 **MOVED** Bro Ropate Pareti (Suva) **SECONDED** Bro Mesake Navugona (Lautoka), **THAT** the 2021 Activities Report and Matters Arising be **ADOPTED** with a note of commendation to the Secretariat for the excellent and high quality presentation of the Report. **CARRIED**.

6. **Agenda Item 6: Audited Financial Report 2021**

- 6.1 **Presentation:** The National President called on the General Treasurer [GT] to present the FPSA audited Financial Report. GT Bro Ramesh Chand drew attention to the pages of the 2021 Financial Report printed from page 59 onwards (*which had a separate page numbering inserted by the Auditors at top right*). First, he commenced with FPSA Principal Officers' Statement (Audit page 2) and then Auditor BDO's Certificate (pages 3 & 4). He advised that the 2021 Audit met the Fiji accounting practices. The full audited report was submitted at all four 2022 Branch AGMs earlier for the benefit of the FPSA rank and file Members. The observations and responses (as warranted) from Members at the Branch level would be tabled by their nominated Delegates, as necessary to the NAGM, as it is allowed under our Constitution.
- 6.2 **Address by GT:** Bro GT briefly discussed and highlighted parts of the 2021 financial report, e.g. page 64 on the statement of income where it showed a decrease in membership. This was mainly due to the imposing of no jab no job policy and redundancy. He further commented on other pages, e.g. on summary and breakdown details, etc and highlighted the significant issues such as Investment, Details of Surplus, and Statement of financial position as at 31 December 2021. The audit gave a fair report of our financial status and the Members were assured of the best decisions from the Executives to uphold the trust given despite the difficult times. However, he urged Members to be prepared for sudden changes that may affect our overall financial status and resultant services.
- 6.3 **Discussions:** Since there were no comments from the Members and noting the Financial Reports have been presented at all four 2022 Branch AGMs, the NP called for a Motion to adopt the 2021 Audited Financial Report.
- 6.4 **MOVED** Bro Deo Dutt (Savusavu) **SECONDED** Sis Sera Koroi (Suva), **THAT** the 2021 FPSA Audited Financial Report, as tabled be **ADOPTED**. **CARRIED**.

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

- 7.1 **Introduction:** As required under Clause 39 (a) of the FPSA Constitution, the Chair called for nomination for the election of Auditors for the next financial year. On behalf of the Council, the GT, Bro Ramesh Chand advised that as per the resolution of the last NAGM, the Association had sought tenders for audit services. After receiving quotations, the FPSA Secretariat recommended that the firm of BDO, Chartered Accountants, be again appointed as Auditors for the Association for year 2022. This arrangement would provide continuity and stability and maintain our long relationship with them. As no other audit firms were nominated from the floor, the Chair called for a motion to adopt the Council's nomination.
- 7.2 **MOVED** Bro Ramesh Chand (Suva), **SECONDED** Sis Losana Tarau (Suva) **THAT** Messrs BDO & Co be appointed as Auditors for the financial year 2022. The motion was **ADOPTED** on voices.

8. **Agenda Item 8: Motions for 2022 - 79<sup>th</sup> FPSA NAGM**

- 8.1 Bro General Secretary informed the meeting that a Motion which was discussed in the four branch AGMs, namely the overdue upgrading of Fiji Civil Service Salaries which have been submitted as LOC and also adopted by the National Council. The full text of the Resolution which was presented by the General Secretary is shown in **Attachment D**.



8.2 **MOVED** Bro Rajeshwan Pillay (Labasa) **SECONDED** Bro Ropate Pareti (Suva) **THAT** the Resolution for 2022 AGM be adopted for the attention of the National Council. **CARRIED** on voices.

9. **Conclusion:**

9.1 **Appreciation & Adjournment:** The Chairperson, Sis Judith Kotobalavu thanked the Delegates and fellow National Councillors for their support and encouragement to her over the years as FPSA President. She concluded by urging all members to continue to maintain solidarity for the advancement and success of the Association, so that FPSA remains in a solid position to serve its Members into the future. There being no further business, the National President then called for a motion to formally close the proceedings.

9.2 **MOVED** Bro Ropate Pareti (Suva) **SECONDED** Bro Cama Rogo (Suva) **THAT** the 79<sup>th</sup> 2022 FPSA National AGM be adjourned with a *Vote of Thanks* to the Chair. As there were no proposals to contrary, this Motion was put to the house and **ADOPTED** on voices.

9.3 **Closure:** The Chair then declared 79<sup>th</sup> 2022 NAGM of the Association **closed** at 12.25pm and wished the Delegates a safe journey home.

*Confirmed Correct:*

.....  
National President

.....  
General Secretary

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



FPSA Labasa Branch Delegates with the Principal Officers at 2022 79<sup>th</sup> NAGM



**Fiji Public Service Association**  
**Address by National President**  
**79th FPSA NAGM 2022**  
*"Celebrating 79<sup>th</sup> Year of Service to Members" NP*



**By FPSA NP - Sis Judith Kotobalavu**

**Central Cuisine Events Centre, FPSA Sports City, Laucala Bay, Suva.**

My dear fellow FPSA National Councillors, Branch Delegates & Members, Sisters, Brothers and Friends.

***Namaste, Ni sa Bula Vinaka, & Greetings.***

Once again, I express good wishes from the National Council, and the Secretariat to you at this Annual Delegates Convention. Please allow me to record my personal appreciation, for your support and solidarity over this past year, not only to me in the post of National President, but also to all National & Branch Officials, and to the Secretariat Staff. I remain grateful to all FPSA Members, who bestowed the honour on me to serve you. And the elected officials and Staff echo my sentiments to you.

It has been an unavoidable but regular feature, during our previous annual meetings, to take due note of major disasters that affected Fiji in recent past. Regrettably, we have NOT been spared of that eventuality again this year. But nevertheless calamities of like nature, e.g. cyclones, flooding etc, occurred and the general likelihood of other natural disasters, e.g. diseases, are always lurking over the horizon.

The global phenomenon to visit us, and stay resident as an uninvited guest for the 3rd year running, is the **Coronavirus Covid-19**. Our past two Reports commented at large on this major global pandemic and provided relevant data and statistics. This year we are obliged to repeat the same type of reporting due to the fact that, after the ravages caused by the Delta version earlier, the latest variant of the virus - **Omicron** – reached our shores a few months ago. It created a third wave of Covid-19 infections country-wide numbering in thousands.

As a result, while desperate and wide ranging efforts to counter the virus with a vaccination campaign continued, nevertheless the infection rate exceeded 60 thousand nationally and the death toll in Fiji zoomed up to new levels and which now exceeds 820. Regrettably, these national statistics are the highest in the South Pacific region.

This harsh outcome reveals starkly the lethality of such a contagion and drives home the ever present need for the nation to maintain high, vigorous and sustainable health standards. The latter requirements should have been ingrained into the population as normal, everyday personal or communal hygiene practices.

Late last year, Omicron overtook and smothered the Delta version. It is reported that Omicron travels faster, but is slightly less lethal than the Delta variety. But as usual such viruses continuously mutate and take on new forms. Thus lately Omicron has also given birth to two new sub-variants called **Omicron B.a.1** and **B.a.2**, the latter two sometimes being referred to as "*cousins*" of Omicron.

The whole Covid-19 history reveals that the virus will continue to exist around the globe and mutate, until it is considered as "*endemic*", i.e. it will remain within our life styles, e.g. influenza etc, and may flare up from time to time. The objective is to prepare the population sufficiently to deal with it just like other diseases. Our reliance on vaccinations and other medicines will continue.

Members, we are all aware of the severe restrictions placed on our movements, via curfew hours, and closure of work places – unless you served in an essential service. The flow on effects on businesses and economy resulted in loss of thousands of jobs. The tourism industry had become the largest earner of revenue for Fiji, but it was always dependant entirely on overseas visitors, and thus suffered the most due to border closures. The lesson is clear: the nation needs to become more diversified on home grown industries in order to avoid future calamities.

Looking at the near future, this year the country is facing a third election under the imposed Fiji 2013 Constitution which has not served the voters well. It continues to cause several controversies. Let us all hope for saner minds to prevail in order to right our ship onto a correct and stable course. Every person has the right to register and to vote as his or her conscience dictates, without hindrance anyone else.

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

The 2021 FPSA Annual Report has been circulated among Members. It contains the Council's account to Members for the past financial or calendar year. As usual, you are at liberty to peruse it. The nominated Branch Delegates can express your views via Branch resolutions (if any) to this 79<sup>th</sup> NAGM.

The regular agenda for the 79<sup>th</sup> NAGM has been published and is also contained in the Report document. With the guidance from your elected officials, and the regular meeting practices, I am charged with the duty to conduct and conclude this meeting in an satisfactory manner. There are no FPSA elections to be held this year. Our elections that took place in 2017 and 2020, and which were conducted by Fiji Elections Office, have been well narrated in past two Annual Reports.

On behalf of the National Council, I record our gratitude to Members for your solidarity, devotion and perseverance over the years. We sympathise with those Members, whose grievances remain unresolved at this stage, and again call for your understanding and perseverance. Over year 2021, the Arbitration Court system slowed down due to Covid closures, but the pace has resumed and some old and cases are now being attended to.

Dear Colleagues, thank you for your attention to this address with patience. We truly value and appreciate your presence here today. Please continue to contribute to the running of your union at the Branch and National levels, and we look forward to welcoming you again next year at our 80<sup>th</sup> NAGM in 2023.

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

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

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

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

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





**Fiji Public Service Association**  
79<sup>th</sup> NAGM – 19<sup>th</sup> March 2022  
Branch Delegates Attendance Register

	Savusavu Branch		Western Branch (cont'd)		(Suva Central Branch - Cont'd)
1	MatanisigaNavunisalevu	52	Rajneel Singh	107	Joan Willame
2	Mahendra Sami Goundar	53	Kathleen Kofa	108	Karolina Turaga
3	Deo Dutt	54	Kemueli Namoso	109	Sera Koroi
4	Salome Ranadi	55	Maraia Warai	110	Anare Tawake
5	Shiu Chand	56	Aisake Volita	111	Siteri Tinilau
	(5)	57	Samisoni Tuibua	112	Anareta Senimakosoi
	Labasa Branch	58	Jone Arthur	113	Necani Ravutu
6	Sheik Yusuf	59	Ovini Nale	114	Tawake Rasiga
7	Sanjay Chand	60	Waisake Ame		Observers
8	Silvanas Chetty	61	Kaveni Nokelevu	115	Jone Fifita
9	Julia Simmons	62	Milika Saunivalu	116	Eroni R Vuki
10	Veena V Naidu	63	Peceli Koro	117	Peni Temo
11	Lenisa Vucago	64	Seremaia Labaibure	118	Kaminileli Tamani
12	Asenaca Rokodakai	65	Melai Tailau	119	Anaseini Raikoti
13	Kaiava Francis	66	Aseri Momoivalu	120	Luke Vakasilimi
14	Rishneel Rahul Chandra	67	Sofia Tekina	121	Paula Kepa
15	Rohit Ritesh Kumar	68	Dionisi Lewatu	122	Diana Fisher
16	Feroz Nadeem Sattar	69	Jone Raivonati	123	Diana Ledua
17	Sujendra Prasad	70	Sera Buredrau	124	Latileta Kuruwale
18	Binesh Prasad	71	Kinijoji Cakobau	125	Virisila Seru
		72	Qalo Kau	126	Makereta Tuivabea
	Western Branch	73	Suva Central Branch	127	Laisa Tunidau
19	Mesake Navugona Buka	74	LosanaTarau	128	Olita Kautoga
20	Reapi Nayacakalou	75	Prem Chand	129	Sillipa Senikuruciri
21	Eroni Oata Jnr	76	Josefa Gadrodoro	130	Torika Tinai
22	Joseph Vola	77	Daniele koyanasau	131	Latileta Rokocoa
23	Kitione Save	78	Ledua Vosa	132	David Tuitoga
24	Asalosi Daunakelo	79	Tevita Seru	133	Sajiv Kumar
25	Laisenia Turaga	80	Joeli Lesivanuanawa	134	Sitiveni Matai
26	Ledua Leleasiga	81	Nacaieli Vitakayaki	135	Latileta Leba
27	George Cavalevu	82	Christopher Tawakeniqila	136	Iowane Baba
28	Manoa R	83	Apenisa Rayawa	137	Tomasi Tuilevu
29	Bulou Lele	84	Osea Naganilau	138	Ateca Maata
30	Josua Tomasi	85	Ulaiai Sautuga	139	Mary Tuinaceva
31	Maraia Bukalidi	86	Naomi Tupou	140	Sailosi Kadi
32	Peni Legeti	87	Tomasi Tavou	141	Joseva Bainivalu
33	Temo Talebula	88	Jope Nabou	142	Inoke Vakarakawa
34	Ilaisa Latinara	89	Jiko Browne	143	Laisenia Raikoti
35	Moses Mudu	90	Jitoko Cika	144	Apenisa Ravula
36	Wame Ravouvou	91	Isoa Salabiau	145	Apemeli Bakani
37	Jokapeci Tiko	92	Jack Tabua	146	Maria Nabola
38	Laisenia Temo	93	Osea T	147	Mere wagalevu
39	Inoke Rauga	94	Joe Rauca	148	Seruwaia Botitu
40	Semi Ravusa	95	Robert K	149	Kitione Tui
41	Arbishek Jeet	96	Aporosa Tubalavu	150	Kinivillame Rasigatale
42	Milika Saunivalu	97	Mere Miller	151	Hendry kaibati
43	Peter Dyer	98	Meredani	152	Sakimi Saverio
44	Sovaia Nasau	99	Mereani Dinati	153	Silivia Nadaku
45	Tevita Seru	100	Sotia Vugakoto	154	Alumita Tamanikaiyaroi
46	Penijamini Tuibou	101	Joji Dansey	155	Kinisimere V
47	Raijeli Misikivosa	102	Semi Cakau	156	Katarina Sai
48	Meli Talau	103	Saula Waga	157	Susana Masi
49	Hila Raikoti	104	Latileta Masirewa	158	Merebuli Gade
50	Kini Leweni	105	Olivia Vatubua	159	Olive Colavanua
51	Seremana Tinai	106	Nanise Vakamayau	160	Keresi Ugavule



**Fiji Public Service Association**  
**Address by FPSA General Secretary**  
**Bro Rajeshwar Singh**  
79<sup>th</sup> FPSA National AGM 2022  
19<sup>th</sup> March 2022, Central Cuisine, Sports City, Suva



SUPPLEMENT to 2021 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 distances to show their solidarity for what our Association stands for. Your presence at this 79<sup>th</sup> National AGM [NAGM] is very reassuring for the future success of FPSA in years to come.*

Under Agenda item 5, the 2021 FPSA Activities Report is now open for discussion. As requested by the Chair, please permit me to present this Supplementary Address to you. The full Report was also tabled, with additional comments from the Secretariat, at the four (4) FPSA 2022 Branch AGMs, and discussed and adopted by them.

### 2. 2022 DELEGATES CONVENTION & COVID PANDEMIC

It is now an undeniable fact that we have crossed into the third year under the shadow of the Corona Virus Covid-19 pandemic, both here at home and around the globe. The lives of untold millions have been upended in many drastic ways, e.g. 460 million infected, and over six million lost their lives, shutdown of businesses, job losses etc. Though the casualty rate by the virus in Fiji during 2020 was low, as compared to larger countries, nevertheless widespread infections must be prevented and our Ministry of Health will be required to work that much harder.

You would be aware of many friends and families who were impacted by the ongoing and deadly fallout from Covid-19. Substantial number of jobs is permanently lost, while thousands are waiting for the revival in the key sectors of the Fiji economy and for a return to work. Once again, it was the lowly worker who has shouldered the larger and unfair burden. Nevertheless, the work of the Association continues as per our Aims & Objectives, as we face the regular, left over cases, and many new problems and adversities ahead. As we proceed with this Delegates Convention, permit me to address some of them briefly, in addition to what is published in the 2021 Annual Report.

### 3. PUBLIC SERVICE COMMISSION [PSC]

At the 78<sup>th</sup> NAGM, the house adopted a strong Resolution condemning the Commission and its Chairman (who by the way resides overseas permanently), on the effectiveness of the Commission. Many of you would have read my media statement when I called for the sacking of the PSC Chairman. Regrettably, not much has changed for the better and we still strongly feel the PSC Commissioners should also be sacked for dereliction of their constitutional duties. A complete new set of dedicated and independent persons, who hold valid qualifications and experience, should be appointed and who would contribute in making the right decisions in the best interest of the Fiji Public Service.

Our 2021 Annual Report summarises the some of the current shortcomings and individual issues. In addition, last year the 2021 Supplementary Address had highlighted at length several serious topics, such as: the delay in responding to FPSA MCA

**Log of Claim, the quagmire called Performance Management Framework, adoption of "Act of God" clause in the ERA, abusive acts by a PS going unchecked, etc. We plan to continue with the negotiations on the new FPSA/MCS MCA to a reasonable conclusion.**

#### **4. FIJI ECONOMIC REVIEW**

Despite the upcoming general elections, and the passage of Coronavirus and impending revised National Budget, the state of **Fiji's economy had remained in dire straits that we have experienced for years now. Such a status had been reported repeatedly by us, and by other local and credible overseas entities at length. The nation's internal and external debt keeps climbing to crushing levels counted in billions.**

#### **5. ADB Report**

The ADB has reclassified Fiji from group C to B under their Graduation Policy. The reason given by the international bank is **that it identified a number of weaknesses in Fiji's public debt, downgraded credit rating and vulnerability to economic shocks.** Under the reclassifications Fiji will be able to get concessionary loan of US\$60 million (FJD 128million) during 2022 in areas like climate adaptation including disaster and debt sustainability. This could also mean adding more debt to the \$8billion already in the books.

**The report further pointed out that Fiji's economic base is narrow and relies heavily on tourism. It identified major obstacles to sustained and inclusive growth including low levels of private investment to drive economic growth. The economic impact of COVID 19 has seriously degraded Fiji's progress on poverty reduction and inclusive economic growth. The report stated that the Fijian economy contracted by about 19% in 2020 because of travel restrictions related to COVID 19. The economy is expected to contract by an additional 5% which will take the percentage increase of contraction to around 24%.**

Prospects for recovery will be conditioned on Fiji making significant progress in controlling COVID 19 more successfully and hopefully the projection of 447,000 visitors coming to Fiji this year could make some difference. All in all, Fiji is unlikely to meet its 2030 Sustainability Development Goals (SDG) on poverty reduction target which requires halving poverty in all its dimensions states the ADB Country Classification Report.

#### **6. SALE OF PUBLIC ASSETS**

Emulating the capitalist tradition of hiving off and selling public assets into private hands, this Govt is on the same path in a reckless manner. The selling of EFL shares to the Japanese consortium is not in the best interest of the Fijian public. In the long run not only could the Govt lose control of the public asset, but in times of financial strife entities held in private hands will call and obtain from the government subsidies, loans, grants, tax break etc. To reiterate not only the Govt but the general public, tax payers and future generations will be held to ransom and bear the brunt.

#### **7. 2022 MINI BUDGET CONSULTATIONS**

The FFP Govt will announce a revised Mini Budget next week to attempt to correct public spending levels. However, this activity coincides with the election season, hence the flurry of visits around the country by Govt Ministers. They are **conducting meetings at scattered gatherings only in order to demonstrate that they have "consulted" with the people. It is similar to the "roadshows" that were held before. Nevertheless, some entities have taken the opportunity recently to make appropriate submissions to the Govt for the current budgetary purposes.**

In the past, your Association had participated in such events and presented its views on subjects that impacted not only on industrial relations issues, but also on the lives of our Members, their families and of the general public. Under the current session, in response to a general invitation by the Govt to the people, FPSA has again made written submissions on subjects, such as:

- **New Fuel Crises:** As it occurred during other man-made calamities, e.g. the current unwanted and unfortunate hostilities in Ukraine has upset the stock markets and sent fuel prices soaring to new levels around the globe. Being fully reliant on external fuel supplies, Fiji will face higher costs for all types of fossil fuels.
- **VAT:** The collection of this tax continues automatically and is unabated. According to a FRCS statement, there was an increase in VAT collections last year even during pandemic conditions. Fiji HIES Reports indicate poverty level of



approximately 30%, with new projection of the increase in poverty to reach near 50%. As full recovery of the economy is still not clear yet, we have recommended a reduction or deletion of VAT on seven (7) basic daily food items. At present monthly social support by Govt is inadequate, such remedies would directly benefit the lower income families.

- **Wastage of Funds:** Our taxpayers continue to see extreme leakage of hard earned dollars, such as, via the continued hiring of overseas or local PR firms (to produce press releases, social media engagements, Ministerial speeches, Cabinet papers etc), **the highly overpaid PS's should undertake such work themselves as part of their Job Description or JDs.** Such costs factors should be pruned back to zero, including hiring of fancy overseas recruitment agents who illogically cost more than the goods they deliver.

In making such submissions as above, the Association expects that the revised 2021-2022 Budget would properly steer the Fiji economy to recovery, as well as observing social justice for the poor and the under privileged members of this nation. The disadvantaged people will be the worst victims, if Govt loses sight of the plight of this group, and the need to address issues related to poverty.

Our submission to them, we hope, will remind the Govt of its unbending obligations to the poor and the gravity of poverty and adverse social problems that currently exist and continues to persist. We also hope that current and future Govts will focus on the issues outlined in our submission to meet the needs of the people without losing sight of the long-term development needs of the country.

## 8. NATIONAL MINIMUM WAGE [NMW] & INCOME POLICY

Suddenly, out of the blue, the FFP Govt has picked up a topic, which they have ignored or denied for years, and which the Employers have feverishly opposed, i.e. a review of the NMW, and invited the general public to make submissions. And they **have mounted another "roadshow" for consultation purposes (while ignoring the ERA requirements)**, and without a proper Terms of Reference [TOR]. And they have pre-empted the event by hiring an obscure consultant from overseas, before any local action was even commenced. All such facts point nowhere else but to the vagaries of the impending election cycle.

Due to the passage of natural disasters, the failed Govt policies, and the presence of Covid-19 pandemic, this subject has sparked a wide general response on the local scene, especially in the Fiji press and social media. Not to mention, the various political **parties are also pivoting around this issue and citing it as Govt's election ploy. Various groups have expounded their** reasons and demanded that the NMW be revised upwards from the current \$2.68 per hour, to as high as \$4 to \$5 per hour, thus doubling the rate. In contrast, the Govt and its re-hired Consultant is proposing a rate no more than in a range of \$3.45 to \$3.65 p.h.

Colleagues, we as workers are fully versed on the subject of wage rates, as it affects the livelihood of our families. And we have waged our just campaign on this subject for decades. Thus, in response to Ministry of Employment, Productivity and **Industrial Relation's public request, FPSA has submitted a 13-page paper** on this subject to them. We have called upon our past experiences and relied on facts and data issued by authoritative agents, e.g. ILO's Decent Work, and also taken good advice from the works of late Fr Kevin Barr on this issue. In a nutshell, late Fr Barr stated clearly that Fiji's economy is poor because the wages of workers is low. He held that any gradual increase in wage rate would correspond to increased economic activity for the betterment of all. In addition, articles from a USP academic, Dr Neelash Gounder and Dr Wadan Narsey of Melbourne, Australia were most supportive.

## 9. FIJI NATIONAL PROVIDENT FUND [FNPF]

This is another important subject that features in our working life. As such we have written on it on an annual basis. Furthermore, several of our NAGMs have dealt with it by passing appropriate resolutions calling to improve the structure, **operations and benefits from FNPF. But due to loss of workers' voice on its Board for years, our campaign has not found** ground yet. Nevertheless, we hope that knowledgeable and dedicated parties who reach the new Parliament later this year **would consider suitable steps to reform this workers' heritage.**

Sisters & Brothers, two years ago, at the direction of the Govt, ostensibly to help the economy, the rate of workers contributions to FNPF were lowered from 8% to 5%, and the corresponding employers' rate from 10% down to 5% also. Thus **each worker's account received a total of 8% less, which is a significant loss.** This reduction did not do justice either to the

worker or the economy, but by default benefited the employer's total payroll expenditure by 8%, i.e. improved their balance sheet and as is to be expected, their profits.

By the same direction as above, FNPF has now restored the contribution rate by 2% each, initially for calendar year 2022. Let us hope, that in the next year/s, a full recovery will be made.

#### 10. SERVICE WORKER CREDIT UNION

The Service Worker Credit Union has grown rapidly over the last 22 years since its inception in 2000. The future looks bright and its growth is expected to be at much faster rate. Such a financial institution must be operated on firm and sound financial policies and its Board & Committees are observing them all with due diligence. Higher interest rates for personal loans in the banking sector, and the reduction of credit facilities by other financial lenders, has resulted in members placing a heavy demand on SWCU. We know that the financial institutions like the Kontiki charges 28% interest per annum on personal loans. Lately, we have received a request from one of our members to re-finance his loan with Kontiki because of the excessive interest rate of 28%.

A membership of FPSA is prerequisite before one can join and benefit from SWCU. The main objective, of course, is to turn **SWCU members into "savers"** as far as possible. As a result, many factors are to be taken into account if we are to realise the objectives of the credit union. The SWCU has always endeavoured to help its members it may not always accommodate all the demands of every member. It is not because we refuse to do so at will, but SWCU is precluded from doing so because of consideration of other factors, like inadequate repayment capability of members unable to meet security requirements as required by the Credit Union laws.

#### 11. GENERAL ELECTION 2022

At the time of writing this piece, the country was still waiting for the announcement of the date on which the 2022 Fiji General Elections will be held. **As per the Fiji Constitution some 45 clear days' notice is required.** The Fijian Election Office [FEO] is in full swing trying to organise the logistics for the conduct of the Election. Many political parties are announcing the number of candidates they already have who are seeking to contest in the Election on their Party platform. At least one more new party has been formed to join the fray come the Elections.

Elections allow all the citizens their inalienable right to pass their judgement on the past performance of the Govt and to decide whether their mandate is renewed. Let us hope that the voice and views of all the voters collectively, continue to provide sensible and democratic results for the country. There would be more activity leading up to the elections. Most political parties are working on their manifestoes. We shall wait with bated breath whether the new Parliament will bring our members any morale boosting news.

#### 12. CONCLUSION

Colleagues, I record my heartfelt thanks, for your encouragement to date, which has been very important. To the current and former Members, and the Secretariat and Branch staff, I wish to register my appreciation, for your perseverance and dedication to our cause. **Your support will reinforce FPSA's vision**, in helping other stakeholders to build a society free from poverty, discrimination and injustice. We always wish to achieve equality, which trade unions have worked long to attain. Yes, if we can work together hard enough then this vision can become a reality. You will also elect a new Govt this year and which is one another opportunity for all citizens to provide judgment of the current administration.

With expressions of appreciation for your cooperation, I have pleasure in commending this 2021 Activities Report to the house.

VINAKA

19<sup>th</sup> March 2022

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**"Be not afraid of greatness. Some are born great, some achieve greatness, and others have greatness thrust upon them." - William Shakespeare**



## **Fiji Public Service Association** **2022 FPSA 79<sup>th</sup> National AGM**

**Saturday 19<sup>th</sup> March 2022,**

**Central Cuisine Events Centre, FPSA Sports City, Suva**

### **Agenda Item # 05**

The 79<sup>th</sup> FPSA National Annual General Meeting [NAGM] held on  
Saturday 19<sup>th</sup> March 2022, received, discussed and adopted the following resolution:

#### **Resolution 2022/01 - Overdue Upgrading Of Fiji Civil Service Salaries**

<b>NOTING</b>	THAT the never ending escalation of cost of living standards in Fiji for decades, the absence of inflation based Cost-of-Living-Adjustments [COLA] for workers due to its demise caused by the current Govt, and series of natural and man-made disasters that have fuelled inflation without break;
<b>MOREOVER</b>	The ever increasing retail price of our Members' daily essential needs, e.g. sugar, flour and other foodstuffs etc, plus the escalation of fuel and bus transportation costs continues to add to the deprivation;
<b>DISCERNING</b>	THAT the wages, salaries, allowances and other entitlements for all cadres in the Fiji Public Service has remained stagnant for several years without annual increments or other relief, thus adding to the erosion of their buying strength;
<b>OBSERVING</b>	THAT the last Civil Service Job Evaluation Review [JEE] conducted in 2017 failed to provide uniform or adequate relief to the majority of Public Service staff, nor re-adjust or mitigate existing income anomalies;
<b>RECALLING</b>	That the several disputes/grievances lodged by the Association via normal process on the subject of wage upgrades have been thwarted by delays and opposition in official sectors;
<b>NOTING</b>	THAT after several years of inaction, the Govt has suddenly launched an exercise purportedly to review and upgrade of the National Minimum Wage [NMW] via public consultation (which approach in itself is outside the provisions of ER Act);
<b>FURTHERMORE</b>	The timing of the NWM exercise as above during an election cycle raises the question of motive, sincerity and impropriety;
<b>NEVERTHELESS</b>	Under rules of fairness, precedent and equity, all levels of the Fiji Public Service workforce are entitled to the same attention and application of agreed awards, thus justifying a similar or parallel increases to all applicable rates of pay;
<b>RESOLVED</b>	THAT in addition to the foregoing processes, the Association immediately submit a fresh Log of Claims on Ministry of Civil Service [MCS], and other employers (as necessary) for an <b><u>across-the-board</u></b> increase to the remuneration rates of all serving Members in the Public Sector, by at least <b><u>ten (10%) percent</u></b> , to be effective from 01 <sup>st</sup> August 2022.

....oooOooo...

(Sat, 19<sup>th</sup> March 2022)



**2022 FPSA 79th National AGM,  
Saturday 19<sup>th</sup> March 2022, CCEC Suva.**



**National President delivering their address to Members at 2022 79<sup>th</sup> NAGM**



**Delegates at the 5<sup>th</sup> ITUC Congress November 2022, Melbourne, Australia.  
FPSA Reps Bua Vuli (middle, front) and Abilash Chand (back, left).**



*Fiji Public Service Association*  
80<sup>th</sup> National AGM, 25<sup>th</sup> March 2023  
**FPSA Activities Report 2022**



[Agenda Item 06]

1. **INTRODUCTION**

- 1.1 **Presentation:** Under Agenda item #06, and on behalf of the FPSA National Council, the Secretariat hereby submits the **2022 Industrial & Activities Report** to the 80<sup>th</sup> National Annual General Meeting [NAGM]. Pursuant to Clause 73 of the FPSA Constitution ("*Business at NAGM*"), it is incumbent on us that an Annual Report for year 2022 is presented to our 2023 Delegates Convention for consideration. This commentary covers topics, events and activities that your Association engaged with and attended to over year 2022, some of which presented problems and/or remained unresolved.
- 1.2 **FPSA Annual Reports:** Annual Reports remains part of our 80-year historical account on the state of our Association, and it records the events, struggles and the achievements. It may also cover the essential human rights status in Fiji, and ancillary industrial relations [IR], which have an unavoidable impact on our existence and operations. The previous such presentation was made at the 79<sup>th</sup> NAGM held on 19<sup>th</sup> March 2022, at the Central Cuisine Events Centre [CCEC]. This Activities & IR report would first be presented and discussed at the four FPSA 2023 Branch AGMs at their advertised times and venues.
- 1.3 **Other Salient Observations:** At these meetings, opportunity is taken to comment on some other national or global topics that are relevant to our situation. Over past four decades, this country has faced unwanted political calamities which expressed itself into near disaster for Fiji trade unions and their members and more they drastically abridged the human rights of all citizens. It remains an undischarged duty of decent citizens, not just the union Members and officials, to review, reverse and recover the breaches of human rights and to alleviate the wrongs. News and reports on them are found, despite media curbs, in the printed press, airwaves and abroad via the internet. Hence, such matters find space in our annual reports for your enlightenment, however briefly. ***On this occasion, the nation just recorded a major shift and positive change in the political arena which outlook would be covered hereafter.***
- 1.4 **FPSA HQ IR Division:** The core IR Division undertook its assignments and attended to the reported IR disputes and grievances for Members as best possible. Three years ago from early 2020, the sudden arrival of the (*Coronavirus*) *Covid 19*, which engulfed the globe as a pandemic, created widespread chaos, the after effects of which persist to this date. As a result, many nations suffered severe setbacks in various economic and social sectors. In brief, Covid produced serious downturn in most economic performances, resulting in losses, staff retrenchment, business failures and other consequences. Fijian nationals kept abreast of the major changes via the media and Govt statements. FPSA had to reduce its HQ operations and related services, resulting in an unavoidable shortened operational periods. Thus for some short intervals, due to the adverse effects arising from Covid-19 causes, the IR Section's activities were briefly curtailed. The status was reflected in our past report.
- 1.5 **FPSA HQ IR Staffing:** Bro GS R. Singh directed the IR Division with able support from Bua Vuli (Senior Industrial Officer, HQ), Abilash Chand (IRO HQ), Mohnish Dutt (Executive Officer, Lautoka), and Shaneel Chandra (Clerical Officer, Labasa). And, at the express call of the Council, Bro Nirbhay G. Singh ["N.G."] our still active **Life Member** (*a former Member since 1960's, and later FPSA PIO until 2012*) provided invaluable support to our IR activities via virtual and internet consultations and inputs in areas of analysis, preparation of selected papers and assistance in production of Annual Reports.. We remain indebted for his frequent contributions to our causes and for his willingness to impart his skills, knowledge and experiences for the benefit of FPSA Membership as a whole.

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



### A Summary of FPSA Objectives [Clause 4]



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

**Fig. 1:** Summary of FPSA Aims & Objectives

## 2. GLOBAL ISSUES

- 2.1 **Natural Disasters:** A history of natural disasters in the form of hurricanes, flooding, volcanic eruptions, earthquakes, tsunamis etc continue to visit humanity with various degrees of resultant losses. They occur all over the world but now with increasing frequency. We are reminded of the growing severity of the effects of climate change that contribute to these calamities, or vice versa. In recent years, the South Pacific region had visits from Tropical Cyclone [TC] Harold, TC Yasa, TC Ana, and TC Bina, and TC Cody. As they affected all parts of our country, our Members and their families have had personal experiences to relate. In most cases, we have displayed natural resiliency to take steps to recover and carry on. While a few TC's brushed past Fiji, locally some widespread flooding was experienced.

- 2.2 **Recent Events:** These occurrences are also covered in the Fiji media and Govt sources, even in the Parliament, and the recovery work has continued, though some regions are lagging behind. In a few areas, shelter for families and schools for children remain outstanding, some relating to or originating as far back as TC Winston in 2016. In January 2022, our neighbours, the Kingdom of Tonga, suffered extensively from the eruption of its *Hunga Ha'apai* volcano, located near its capital (**Figure 02**). Severe Tsunami waves devastated many low lying Tongan islands, though recorded death and injuries were low. Outside communications was lost for days. Other effects of the eruption were felt widely in the South Pacific. Scientists have now determined that the huge volume of water vapour alone expelled by that eruption is still affecting the upper atmosphere.



**Fig. 2:** View of Tongan volcano erupting, January 2022.



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

This pandemic swept the world from 2020 and our last three Annual Reports have adequately covered the subject. Several new variants of the virus emerged in waves during years 2021 and 2022 and their long tails are still lingering around the globe. There has been constant reporting by nations and WHO on its affliction rates, the resultant deaths etc, and the ensuing havocs, the counter measures in forms of precautions, care, medicine and vaccinations. Covid-19 proved more horrendous as compared to other scourges (e.g. HIV/AIDS, SARS, Avian Flu, MERS, Ebola and Zika etc). It is comparable to the 1918-1920 Spanish Flu Pandemic a hundred years ago, which took approx 50 million lives world-wide over a three year period. However today, due to advances in medical science a century later, the total death toll from Covid-19 is currently lower, but still a matter of grave concern. Vaccination rates have improved all over the globe thus providing some relief.

2.4 Covid-19 Status in Fiji: Though the news release on Covid matters have decreased here and around the globe, the virus continues to maintain its presence all over. New variants are discovered which thrive under varying conditions in certain areas. While the authorities have reduced the release of statistical data on CoronaVirus, nevertheless the records are produced, analysed and stored on various websites. For a roundup of this subject, Appendix 01 to this Report shows the Covid 19 data upto January 2023, as released by the Fiji Ministry of Health. Out of 68,000 cases logged, a total of 883 deaths in Fiji have been recorded over 3 years. WHO and other allied medical centres continue to compile global data which are found on their respective websites. While majority of people around the world were really concerned and very cooperative with Covid counter measures, there were several minority and vocal groups who opposed the actions and staged protests and created havoc, even mounting legal or political pressures. Luckily, as the virus wanes, these events would become rarer, until the next outbreak appears.

### 2.5 **Other Global Items**

2.5.1 Energy Issues: Covid-19 affected most industries, including the fuel supply market due to the suspension of transportation, factories and other operations. For a few months in 2020, the harmful emissions from polluting industries dropped to near zero, which was welcome, until normal operations resumed later. Due to loss of facilities, capacities and logistics, the global supply chain of goods, shipping and trading were severely affected. Sales of refined fuel dropped while the market for future crude oil export also was briefly forecast to decrease. Generally, as operations resumed, gas prices for consumers have remained steady, except when affected by economic bans or sanctions or hostilities. A glimmer of hope is appearing that the alternative sources of energy, i.e. bio-fuel, hydro, solar & wind etc, are maintaining their progress both in supply and technology. The production and sale of electric vehicles (EV) is accelerating.

2.5.2 Environmental Issues: The lockdowns mentioned above also affected the various plans and public events designed for this worldwide climate crusade. COP26 conference scheduled for 2020 in Scotland was deferred and held a year later in November 2021. The same gathering was reconvened in Egypt in November 2022, as COP27. Regrettably, as it happened at 26 previous meetings, the final outcome from COP27 was again a feeble show and compromised of promises only, and pushing the desired solution parameters further into the future years. Though cleaner air was recorded briefly around the world due to industrial shutdowns caused by Coronavirus, economic recovery and resultant pollution pressures have resumed in such a manner that we are soon back to previous status.

2.5.3 Economic Woes: As expected, the widespread lockdown of industries around the globe due to the Covid-19 pandemic also affected the financial and budgetary markets of nations small and large. As a result, countries undertook counter measures to shore up their industries, particularly for jobs in danger. Huge subsidies were contemplated, announced and implemented. However, the funds and subsidies soon ran dry, resulting in protests and more demands. Thus nations geared up with more loans which contributed to translate into higher national debts, and unchecked rise in inflation.



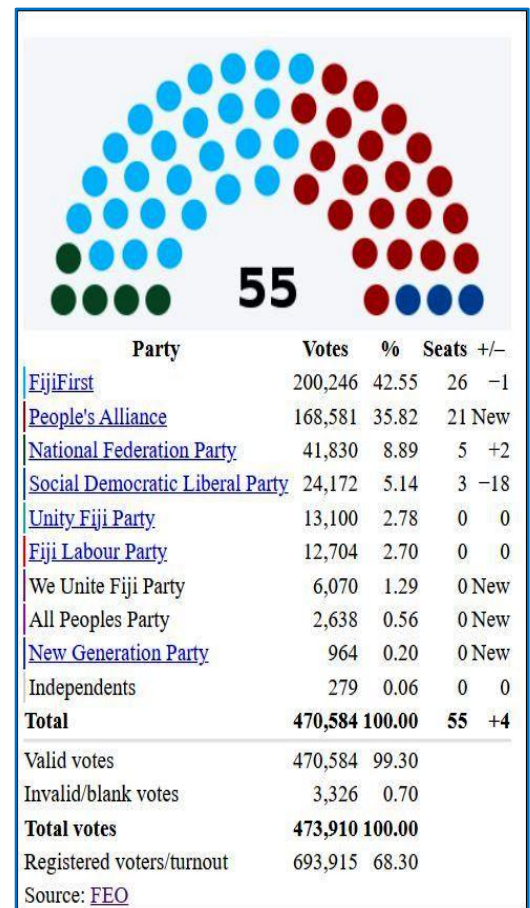
2.5.4 **Various Forecasts:** The World Bank and IMF gave initial reports and forecasts which drew grim pictures for upcoming years. However, in current weeks, these global entities are providing more welcome news. Thus Fiji also found itself with deeper debts, as was forecasted and analyzed by various experts, including some comprehensive and searching articles by Prof W. Narsey, et al. ADB had revised the rating for Fiji which indicated changes in our economic status. All these events go on to contribute to ever increasing inflation, on top of direct hikes in cost of living expenses.

2.5.5 **Global Conflicts:** A year ago in February 2022, border skirmishes over long existing differences between Russia and Ukraine erupted into a full blown bombardment, destruction and invasion. The clashes soon translated into worldwide responses in form of political condemnation, economic sanctions, boycotts and bans, against nations, their individual citizens or corporations. That battleground region was a strategic source of food grain, thus the war soon affected the supply chain, food security and energy reserves around the globe. In particular, least developed nations elsewhere were severely affected, including arrival of high inflation. What one combatant had forecasted to be a "special military operations" of a few days, has unfortunately become a devastating "war" lasting a full year and beyond.

### 3. **FIJI PARLIAMENT & ELECTIONS**

3.1 **Elections System:** Under the 2013 Fiji Constitution, unilaterally enforced, elections are held every 4 years. Per article 53, there is only **one (1)** constituency/district for all Fiji voters, i.e. the whole country. Thus we have a unicameral Parliament of MPs from one district only. Elections are staged under "multi-member open list system of proportional representation" called the D'Hondt system. Parties (or independents) gaining 5% or more of valid votes cast are allocated seats in numerical order, in proportion to total votes gained. Thus, nominees in the lower ranks ride the coat tails of their leaders higher up. As a result, candidates receiving low votes, say **1000**, are awarded a seat, same as another who gets over **100,000** votes. Ballots of groups gaining below 5% threshold are **discarded and lost**. In the 2022 elections, two candidates achieving as high as 6<sup>th</sup> or 7<sup>th</sup> positions, failed to get a seat allocated. The foregoing clearly illustrates that "each vote has equal value" claim has not been validated.

3.2 **Recent Elections:** The previous polls were held in September 2014 (for 50 seats) and next in November 2018 (51 seats). The 2022 election was finally held on 14<sup>th</sup> December 2022 for 55 seats. A total of 342 candidates from 9 parties (and 2 independents) ran for office. **Figure 03** summarizes the final 2022 results of votes allocated to parties and their percentages and seats gained. In addition, **Appendix 02** to this report depicts Fiji Gazette #149, containing the full list of 55 successful 2022 candidates.



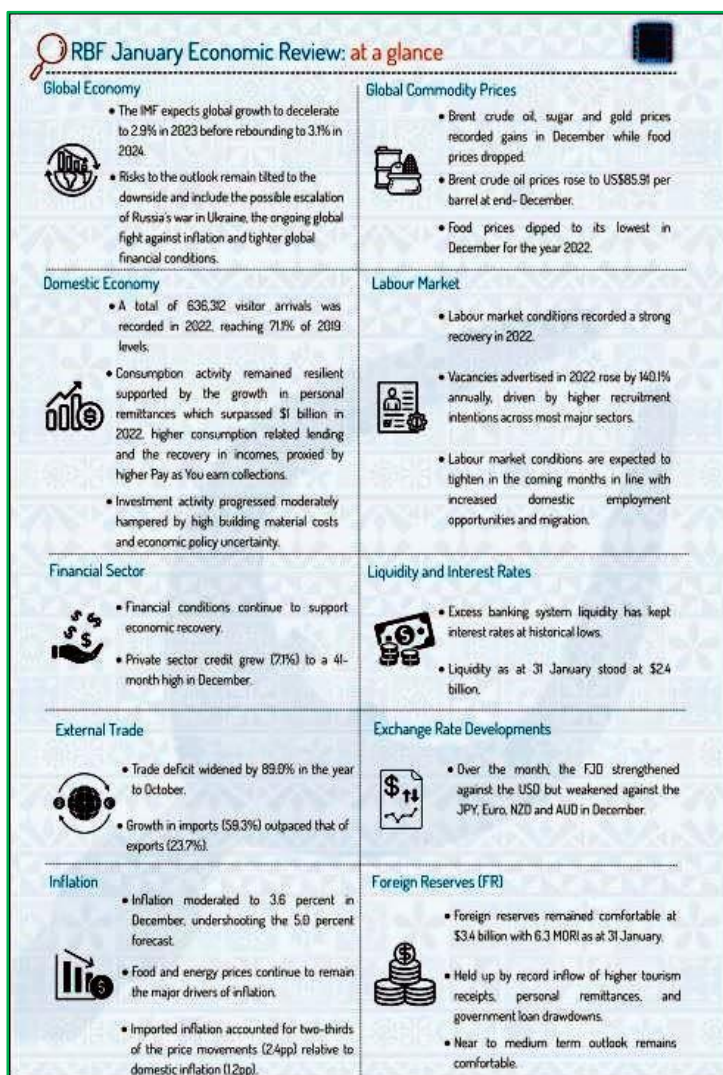
**Fig. 3:** Summary of Fiji 2022 Election Results (Source: Wikipedia)

3.3 **New Government:** Arising from the elections results shown above, a three party Coalition derived a slim majority of seats and the President swore in the new MPs on 24<sup>th</sup> December 2022. Soon the new Prime Minister allocated portfolios and a team of 19 Cabinet and 10 Assistant Ministers took office. As a result the full complement of 29 Coalition MPs has a role each. A series of new public announcements were made which revealed the general direction of the new Govt in power. **Generally speaking, the substance of their new policies to be implemented hereafter, provide a welcome indication that compared to the work of the previous two elected Parliaments, now a definitive change was in the offing.**

- 3.4 **Constitutional Posts:** The new Govt has reviewed and made several changes to the composition of the various public post-holders under the scrutiny of the Constitutional Offices Commission (COC). A number of Permanent Secretaries and Director level re-shuffles occurred while a few prominent public figures were suspended pending tribunal inquiries. There were some surprises in the results and also the revelation of details of past mis-deeds, especially in cases of exorbitant salary packages in GCCs. At the same time, some officials chose to resign their positions for various reasons. A nomination by the Opposition Leader of a certain top MP to serve on COC became obsolete by reason of direct conflict of being an elected MP, thus he also lost his parliamentary seat in the process. Two fellow MPs have also resigned their seats. In a true "democracy" by-elections to fill such vacancies is mandatory. But in this case, no by-elections will be held, as *failed candidates* with low votes will just walk in.
- 3.5 **Fiji Decrees & Parliamentary Acts:** From year 2007, the previous unelected regime had issued a series of Decrees, the direct and adverse effects of the same on Fiji trade union movement and human rights were well reported in our previous Reports. From 2014, with the arrival of a new Parliament, a new law required the conversion of the older Decrees into "*Acts of Parliament*". For example, the "*Employment Relations Promulgation Decree (#36 of 2007)*" became "*Employment Relations Act 2007*". From 2007 to 2014, when Parliament did not exist, the authorities issued a total of **418 Decrees**. Majority of them still exist but are called "Acts". From 2014 to 2022, the elected Parliaments in session received a total of **278 Bills** which were later passed as **Acts**.

## 4. **FIJI ECONOMIC OVERVIEW**

- 4.1 **Economic Review & Forecast:** The *Reserve Bank of Fiji* [RBF] is the premiere public institution overseeing the financial health of the nation. They regularly produce reports on Fiji economy in standard formats and terminology. They show the status of global commerce and other data based on the scenario and outcomes of the larger trading blocs. The costs of fossil fuel and some essential goods are noted and applied to the local Fiji scene. On the domestic front, RBF previously forecasted that in 2019 the Fiji GDP would return a lesser rate than in past forecasts. A year later in 2020 their data show a **minus 0.4%** decrease for 2019. Then RBF had also forecasted a somewhat similar picture for **2020** with a projected growth of only plus **1.7%**. However, the latest release shows a provisional downturn of **approx minus 20%** for 2020. The GDP data for 2022 financial years has not been issued yet. As expected, the Covid-19 factor accounted for a serious reduction in all economic sectors in Fiji. In **Figure 04** their projected financial statistics issued in January 2023 is depicted.



**Fig 04: Fiji financial data by RBF**



4.2 **Fiji 2022-2023 National Budget:** The Govt's fiscal year runs from August to July next year. The full Budget papers cover hundreds of pages and they are widely distributed and discussed in the media. Our Members come across them easily via Gazette issues. Selected copies of the salient documents are also retrievable from the website of Ministry of Economy and other sources. No doubt, the far reaching negative effects of Covid-19 pandemic played a significant role in the general national economic downturn for past 3 years. As a result, the Govt issued a revised *Covid 19 Response Budget* estimates in March 2020, and later *Covid Safe Economic Recovery* or *Stimulus Package*, to cater for extra expenses arising from Covid 19 factors was adopted in July 2021 & 2022. In June 2022, FPSA responded to Govt invitation to the public and we made an extensive submission on salient topics, such as, Cost of Living, National Minimum Wage, JEE, Collective Bargaining and Civil Service benefits, which we believed needed to be catered for in the Budget Estimates.

4.3 **Short Term Advances:** Special loans for business recovery purposes were planned and workers' losses of income were catered for by periodic payments via their own FPNP accounts in several stages. As the approved Budget is already in place, further comments are not necessary at this stage, except to present a snapshot view as obtained from the Govt document in **Figure 05** to this Report. A striking feature is the ballooning of the Fiji's national debt, which has had an upward trajectory for decades. ***In his first address to the new Parliament, Fiji's President cautioned all that Fiji's huge debt, now nearing \$10 billion will make operations and borrowing difficult.***

	S(000)	S(000)
<b>ESTIMATED REVENUE:</b>		
Direct Taxes	573,794.5	
Indirect Taxes	1,748,324.4	
Others	591,047.6	
<b>Total Operating Receipts</b>	<b>2,913,166.4</b>	
Total Investing Receipts	26,764.3	
<b>TOTAL ESTIMATED REVENUE</b>		<b>2,939,930.7</b>
<b>ESTIMATED EXPENDITURE:</b>		
Operating	2,600,743.9	
Capital	1,160,562.3	
Value Added Tax	50,824.1	
<b>TOTAL ESTIMATED EXPENDITURE</b>		<b>3,812,130.3</b>
<b>Estimated Net Deficit</b>		<b>872,199.6</b>
<b>Debt Repayments</b>		<b>307,489.7</b>
<b>Gross Deficit</b>		<b>1,179,689.3</b>
<b>Net Deficit As A Percent of GDP</b>		<b>7.4%</b>
<b>Nominal GDP</b>		<b>11,708,026.3</b>

**Fig 05:** Fiji 2022-23 Budget Estimates Snapshot

4.4 **Right Sizing the Public Service:** The announcement on the right-sizing (i.e. reduction) of the size of the Civil Service in the 2022-2023 National Budget on 15th July 2022 clearly shows that the Govt was not interested in engaging the stakeholders, such as the Public Sector Unions. They ignored the Collective Bargaining rules in ERA and again opted for unilateral imposition of their ideas via budget control. Such Parliamentary announcements leave our members wondering as to what the Ministry of Civil Service have been doing since 2016. They have always touted the virtues of Public Sector Reforms, JEE and PMS etc, but failed to implement any productive ideas for several years. We are always willing as stakeholders to participate in genuine dialogue but the other side has not arisen to their tasks. We wish to remind the Govt that in 2016 National Budget, they allocated \$1 million for the civil service reform. The Ministry of Finance (at that time) stated that increasing civil service productivity and efficiency was at the core of the reform program. The World Bank worked closely with the Civil Service Reform Management Unit (CSRMU) to provide advisory support and technical skills for the reform.

4.5 **Productivity Commission:** In the 2022-2023 Budget address, the Economy Minister announced \$50,000 allocation to set up a new Productivity Commission. Such Commissions are usually an employer sponsored strategy to gauge how much more profits can be realized. Unfortunately, the Minister in his hurry to score more brownie points stated that the Govt had maintained civil service salaries during the Covid pandemic. Such flippant statements during the election environment are expected from the ruling party irrespective of its veracity. However, the truth is that total numbers in the Civil Service continue to decrease on a regular basis due to the expiry of individual contracts, the brain drain, resignations, retirements and the weakening working environment. The fact is that workloads per civil servant have doubled due to ongoing embargo on new staff recruitments.

## 5. **TRADE UNION RIGHTS IN FIJI**

- 5.1 **Collective Bargaining:** Although the 2013 Fiji Constitution has "The Bill of Rights" in Chap 2, which is largely identical to the principles in the 1948 *UN Universal Declaration of Human Rights*, yet there are noticeable faults in most cases. For example, Section 20 titled Employment Relations provides workers the right to collective bargaining, but they are curtailed in sub-section 5 of the same clause. Parts of older Decrees remain embedded without change in the Fiji Constitution, with little possibility for a legal challenge due to its iron-clad amendment machinery. The workers will be denied their full human rights into the future until such articles in the Constitution are properly reformed or overturned. These wording violates other clauses of the Constitution itself and also relevant global protocols. In such circumstances, it was obligatory on Fiji union movement to continue their crusade against the glaring injustices for the sake of the workers. The results or achievements to date of our campaign have been reported in previous reports. ***However, with the election of a new Govt in December 2022, several reports have emerged that point to an early revision of many draconian rules emanating from previous Decrees, e.g. retirement age, short term contracts etc.***
- 5.2 **ILO Interventions:** The 2015 & 2016 ILO Tripartite Fiji Agreements had paved the way for some relief to our grievances, still the then Fiji Govt brutally reneged on most provisions therein. Thus our Workers Group re-launched the campaign on the delayed or overlooked subjects. ILO re-dispatched more expert missions to Fiji to monitor and report on the status of workers' fundamental rights. Fiji has been in constant public view of this world body due to its non-compliance with ILO conventions and other agreements that it had publicly signed. The passage of the Covid pandemic should not dampen our resolve, as depicted in our Aims & Objectives. Every year, UN Human Rights Commission conducts a *Universal Periodic Review* [UPR] of a number of states, and Fiji has been featured prominently for several past cycles. ***However, after the election of a new Govt in December 2022, reports have been issued that they may revise the contents that have arisen from the previous draconian Decrees, e.g. a comprehensive review of ERA itself.***
- 5.3 **UNHRC & UPR on Fiji:** From 2010 UNHRC investigated the Fiji political and human rights situation and invited the Govt and other stakeholders to submit their views. In addition many other nations have bombarded Fiji with valid questions of their own. There are voluminous documents produced on such subjects, containing the questions, answers and reports and outcomes of meetings. Fiji stakeholders, including trade unions submitted their inputs regularly, including a separate report by FPSA in 2014. Needless to say that the previous Fiji Govt willfully managed to prolong the resolution of various incidents. ***However, now with the election of a new Govt, which has made several announcements on such rights and subjects, including matters of transparency, augurs well for our campaign.***

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

- 6.1 **Origin of ERP 2007:** The legal rights of workers and trade unions have been regulated by laws, originally designed along English laws, since the colonial days. By late 1970s there were many calls by us for a revision and updating of the same to cater for changed circumstances. Thus, after lengthy consultations between the stakeholders conducted from mid-1980's to 2006, the original Employment Relations Promulgation [ERP] was published in October 2007 as a Decree. The ERP revised and amalgamated several former Acts on IR issues (except for Workmen's Compensation Act, which is now part of ACCF). In 2017, the Govt changed all existing Decrees to be called "Acts" of Parliament, even though they were not voted on by a legitimate Fiji Parliament in the first place. Thus, the 2007 ERP became known as 'The ERA' while still in its questionable state.

**"It is better to offer no excuse than a bad one." - George Washington**



- 6.2 **Fiji Labour Laws:** The ERA is considered the supreme industrial relations [IR] labour law in Fiji and it is incumbent on the tripartite partners involved to abide by and support it and further to strive persistently to upgrade the IR environment. However, the past unsettling events described elsewhere, and the continued opposition by the Govt and Employers to act in the true spirit of Tripartism has frustrated its full attainment. ***But the Fiji union movement had persisted and two major amendments to ERP per Acts #04/2015 and #01/2016, as described previously, are entirely the result of our ongoing campaign.*** Yet more work in this area is required, as other parties reneged on some of their promises.
- 6.3 **Future Amendments to ERA (formerly ERP):** The 2016 Fiji JIR pact was reached with full backing from ILO, which again stipulated that the parties should further embark on refining other ERA matters that were still pending. These include items such as, the definition of union officials as "*public officers*", removing the ban on union officials to enjoy the free political process, supervising union elections, minimum wage, public gatherings, and the rationalization of list of "Essential Services" etc. The latter, as per Act #04/2015 amendments, was expanded to cover virtually the whole of Public Service, and a result lost its true meaning of the word "essential". The original text issued as Schedule 7 of the ERP 2007 has not been upgraded or issued. The old "Arbitration Tribunal" and the new "Arbitration Court" exists separately for different and divisive purposes, which status need to be streamlined.
- 6.4 **New Govt Overtures:** After the 2022 Elections, the Secretariat sent a formal letter to the new Prime Minister, offering a message of goodwill and congratulations. We also highlighted the near harmony of our objectives, in face of past obstacles and frustrations faced by workers, as compared to some of the promises the Coalition has propounded. We were pleased to receive a official reply in very positive terms. ***For benefit of Members, the two letters are reproduced in [Appendix 03](#) of this Report.*** We had also written to the new Minister for Industrial Relations and the Attorney General on the subject of removal of unwanted supervision by FEO over trade union elections. No direct responses were received to date on this matter, ***However several announcements on retirement age and status of contract service has been made public by them.*** In the meantime, FEO advised us that unless the laws were changed by the Govt, FEO would continue to discharge their duties regarding the supervision of trade union elections.

## 7. **FIJI NATIONAL PROVIDENT FUND [FNPF]**

- 7.1 **A Stable Life Pension for Fiji Workers:** FNPF was founded in 1966 for the noble objective to provide peace of mind to Fiji workers, who did not have the comfort of another retirement or pension plan. All workers in both formal and informal sectors were eligible to join. Later Civil Servants on pensionable posts were permitted to join via conversion. Joint contributions to FNPF by workers and their employers were compulsory by law for the past 56 years. From start, the Fund was managed under a tripartite Board (i.e. Workers, Employers & Govt) and the format performed admirably well in the past. Workers Reps on the Board were able to carry the voice not only of union members, but all paid workers in Fiji.
- 7.2 **Discriminatory Practices:** With a unilaterally imposed Decree in 2011, without a Parliamentary approval or input from workers, the administration of the Fund and control over benefits to the legal Beneficiaries was usurped by Decree. The Workers Reps were no longer appointed on the FNPF Board over past decade till today, despite our protestations. All Board Members are from the business sector, appointed by a Minister. We made numerous and serious critiques on this in our Annual Reports and via special Resolutions at FPSA NAGMs. Other experienced experts, e.g. Prof W. Narsey, have written voluminous texts on a wide range about the misgivings and shortcomings in the operation of FNPF. The 2011 Decree, now the FNPF Act 2011, still contains a "*legal ban*" on anyone to challenge the FNPF.

**"A man is not finished when he is defeated. He is finished when he quits." - Richard Nixon**

- 7.3 **FNPF 2022 Annual Report:** The 2022 report is still NOT available on the FNPF website. However in January 2023, the FNPF Executives conducted a series of so called "roadshows" around the country where they revealed selected bits of information on the status of the Fund. Luckily a few dedicated pensioners raised pertinent questions regarding the ill effects of the 2011 Decree. In 2021, there were **7901** Active Employers and the total FNPF membership then stood at **446,658** (vs 447,635). The interest credited to each Member's account in 2021 was again **5.0%** (no change). While the Members funds are recorded as **\$6.4 B** (vs \$6.3B), the consolidated assets of FNPF as a whole was **\$8.2 B** (\$7.9B), from which over **\$5.0B** was in investment portfolio of 12 subsidiary companies. The full FNPF Annual Reports from years 2006 to 2021 incl, are posted on their website [<https://myfnpf.com.fj>]. A brief summary of the FNPF 2021 data is supplied in **Appendix 04** of this Report.
- 7.4 **Short falls in FNPF Members Savings:** A 2019 IMF Fiji mission report had highlighted a stark deficiency in Members' savings with FNPF. IMF found that due to constant withdrawals from FNPF savings, Members balances became depleted, which was against the original Fund principles. For year 2018, they found that 69% of 442K Members had credit balances of below **\$10K**. This data was confirmed by the FNPF Board in its 2019 Report. During 2020 and 2021 due to effects of the Covid 19 pandemic (e.g. loss of jobs), the FNPF advanced certain sums in stages to Members in need, parts of which were topped up by Govt subsidies. Members accounts with low balances are again under pressure.
- 7.5 **Zero Balances:** The 2021 FNPF Annual Report again reveals that there were **58,712** Members with **ZERO** (or \$0.0) credits in their accounts, for a variety of reasons. Furthermore, they recorded another **188K** Members with less than **\$5K** in their accounts, followed by **112K** with balances below **\$20K**. The stark inequity of this situation would be revealed when approx **44.5K** workers reaching the retiring age of **55** the next year will calculate their receivable monthly pension at the low rate of **8.7%** of savings – a thoroughly depressing picture. This state of affairs is negating the original objective of the Fund, i.e. steadily increasing funds held in stable accounts for workers' retirement purposes. The FNPF Report casually treated this matter, as follows: ***"While these accounts do not hold any monetary value, the Fund is unable to terminate them as our laws prohibit us from doing so without members' consent. The zero balance accounts have gradually become a contentious issue, wrongly interpreted and misconstrued,*** they argue.
- 7.6 **Members' Contributions:** Citing the general economic downturn due to Covid19 as a reason, the Govt directed FNPF to introduce major reductions in both Employee and Employer standard contributions. Workers deductions were reduced from 8% to 5%, while Employers' from 10% down to 5% also. This move was designed to save financial burden, not for the workers, but for the corporate employers. As a result, millions of dollars stayed behind in the accounts of business & public employers, which should in reality have been deposited into workers' FNPF accounts earning extra capital and interest.
- 7.7 **Restoration of Benefits:** Eventually, the compulsory rates by both Employer & Employee (6% each) were restored from January to December 2022, and to be 7% each from January 2023. The foregoing glaring loss to Members' heritage will not be recovered by new deposits and interests. Numerous letters in the press continue to highlight the grave injustice and loss suffered by FNPF Members and pensions due to the 2011 Decree and called for their restoration. Remember, IMF had urged Fiji in 2019 to replenish the gap in savings and to revert to the original mission of FNPF, i.e. creating, maintaining and enhancing savings for pension purposes for workers. We have not yet seen any positive steps in this justified direction, ***but with a new administration in office we may have a better opportunity to bring this about.***

***"In the middle of difficulty lies opportunity." - Albert Einstein***

## Public Service Matters

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

- 8.1 **FPSA/MCS MCA:** In November 2019, the Arbitration Court had cleared the way for new negotiations between FPSA and MCS, and the Association had promptly lodged its Log of Claims with a DRAFT MCA to the Ministry of Civil Service on 31<sup>st</sup> December 2019. As usual, due to usual lethargy, there was no response from MCS within the stipulated 21 days. To keep the matter alive and to induce some reaction, FPSA lodged a dispute with the Arbitration Court in February 2020 as the next step allowed. The case was called for mention in April 2020 and the Court directed the PSC & MCS to sort their internal matters out and commence negotiations. However, due to the arrival of Covid-19, the May mention date was not convened. Eventually, nearly two years after the lodgement of our MCA as a LOC, the MCS responded with their version of a new MCA for negotiations in late December 2021. This document was analysed for negotiations to begin in early 2022. The MCA is in hibernation for more than a year.
- 8.2 **Log of Claims Progress:** In early 2022, the Ministry of Civil Service suddenly wrote to the Association advising us that they will not continue negotiations with the Union on the LOC while they are seeking clarification. Thus FPSA had to file a fresh Dispute with the Arbitration Court on 24<sup>th</sup> May 2022. On 1<sup>st</sup> July 2022, the Arbitration Court accepted the dispute and directed the Fiji Mediation Centre to mediate between the FPSA and MCS during August 2022. Unfortunately, due to the unavailability of the appointed Mediator (Judge D. Goundar), the matter was adjourned to a later date. Then the PS of MCS (Ms Susan Kiran), who would represent the Govt, was unavailable from October as she would be travelling overseas. The hearing by the Mediator on this long pending case, therefore, was again pushed back to a date in December 2022, and again dependant on the availability of the parties. In the meantime, the 2022 election arrived which created further delays on all proceedings.
- 8.3 **Built-In Delays:** The reference of the dispute by the Court to the Mediation Services is seen as a delaying tactic. In the current scenario, we are further locked out by the legislation to proceed any further under ERA Clause 191S. After the current process is in train, the delay can roll on further since the next step is Compulsory Conference with the Minister under clause 191T of the ERA. The Association has invariably and routinely made a point that ERA 2007 and its amendments are designed to frustrate the unions in the Essential Services sector and the entire Act is loaded in favour of the employers. Fiji is not a liberal democracy at all and is controlled in many respects through 2013 Constitution and ERA 2007 which keeps trade unions under strict control in defiance and in breach of trade union and universal human rights. The Bill of Rights in the 2013 Fiji Constitution also becomes meaningless.
- 8.4 **Arbitration Court Status:** Since the creation of the new Court, its implementation and operations has been most unpredictable and unproductive, as we mentioned in past reports. During last two years of intrusion by Covid-19 issues, sections of the Govt and the Arbitration Court units themselves were not operating for several months due to general lockdown and other restrictions. However, there is still a need to review the functions of the Arbitration court including expedited procedures and the right of the parties to appeal the decision of the Arbitration Court, in order to enhance protection of workers' rights. FPSA Members provided their support for this stance by adopting Resolution #03 at the 2021 NAGM. In the meantime, three officials from FPSA Secretariat continue to serve on the Workers Panel.
- 8.5 **Commission's Performance:** Generally, the Commission's overall performance is extremely worrying as it has seemingly tarnished its name by allegedly covering up for the Govt. The presence of expatriates occupying PS positions with lucrative packages is also an indictment on the authorities, especially in light

of changes or departure resulting in a constant turnover of incumbents. For example, FPSA's request to suspend a PS for alleged serious misdemeanour has not been responded to for past 2 years. On the other hand, another Permanent Secretary who allegedly abused OAG staff who undertook their legitimate functions has been given a clean bill. We had publicly called for an immediate inquiry in the matter in which the PSC assumes and discharges its constitutional functions. Its Chairman, who had first arrived here as an expatriate, was again situated permanently at an overseas location and pulling strings from a distance. For the purpose above, Resolution 2021/02 was presented and adopted at the 2021 NAGM.

- 8.6 JEE Dispute - FPSA v MCS: The Association had a trade dispute on the JEE existing since 2018 with claims that the terms and conditions of service of our members have been negatively affected. The Civil Service Reform Management Unit [CSRMU] at that time placed all civil service posts on contract unilaterally. There were no consultations, negotiations or an agreement with the Association. Our dispute further pointed out that MCS has continued to impose unilateral changes to the terms and conditions of service in breach of long-standing signed agreements that had governed and protected the rights of our career members for fair working conditions. FPSA drew the attention of the Arbitration Court to the Part 16 of the ERA 2007 (Amendment) Act 2015 on Collective Bargaining which was restored from 11<sup>th</sup> September, 2015. The dispute was scheduled to be heard in September 2022 but failed to materialize. Just like other matters, e.g. MCA negotiations, this case is also resting in a limbo.
- 8.7 New Permanent Secretary Appointments: To further demonstrate their lackadaisical performance, the long Canada based PSC Chairman suddenly announced new appointment of thirteen (13) Permanent Secretaries in late November 2022. This occurred after the Parliament was prorogued and just 3 weeks before the next general election was due. These irregular and sudden appointments were obviously window dressing and they drew severe criticisms all around, including a stern public release from FPSA condemning the move, especially since the recruitment steps were held in secrecy. (See STOP PRESS #1)
- 8.8 Our Ongoing Campaign: We have continued with our other calls for urgent attention to many other pending and more deserving matters in the Public Service, e.g.

- ★ Security of Civil Service posts, succession plans and tenure,
- ★ Removal of short term contracts,
- ★ Restoration of original retirement age,
- ★ Enhancement of career prospects,
- ★ Periodic improvements to salary levels and related allowances,
- ★ Re-introduction of original meal allowance rates,
- ★ Restoration of training opportunities,
- ★ Review of unfair procedures regarding transfers and disciplinary issues,
- ★ Re-implementation of family care and paternity leave,
- ★ Re-establishment of appeal machinery for appointments/promotions etc,
- ★ Genuine collective bargaining across the board,
- ★ Periodic improvements to rates of civil service pensions,
- ★ Review of FNPF Board operations and Member/Pensioner benefits.

*In view of the change in administration, their welcome public announcements and our initial direct contact with the highest office, we hope to see a brighter light visible at the end of the tunnel.*

### **STOP PRESS #1**

On 21<sup>st</sup> February 2023, the new Chairman of Public Service Commission announced that a total of eleven (11) Permanent Secretary positions will be advertised and which are designed to be filled by Fiji nationals within 3 months. His previously stated views were that these posts should attract local salary conditions.



## Statutory & GCC Entities

### 9. FIJI AIRPORTS LIMITED [FAL]

- 9.1 Outsourcing of Management: The post of FAL CEO remained unfilled upon the departure of the last expatriate recruit some years ago. It was then occupied on temporary basis by the Board Chairman (F. Khan, a lawyer) for years, despite himself being stretched out with several other board appointments around the country. Upon the unexpected demise of the latter in June 2020, the next Executive Chairman (G. Shaw) took over. A year later in June 2021, a long serving local General Manager (Isei Tudreu) was appointed as Acting CEO, while awaiting for the post to be advertised for a permanent assignment. Then in an astonishing move in July 2022, the erstwhile Minister for Economy declared that the management of the Airports Fiji Limited will be assigned to its largest local aviation client, i.e. *Fiji Airways [FJ]*. The Secretariat responded at this outrage in an appropriate manner. (See STOP PRESS #2)
- 9.2 Major Conflict: This outsourcing move above was not only a blatant lack of transparency on policy and due diligence aspect, but raised a major question on the qualifications of Fiji Airways. How would a corporation, always bent on profit-making, perform in managing airport services around the nation? Furthermore, FAL as a designated aviation provider for the wider public undertakes highly critical navigation roles, e.g. safety and emergency services, in the whole of South Pacific Region. How can FJ Management remain impartial with clients and tenants given that they also have their own airline objectives to fulfil? These pertinent questions the Minister failed to answer despite widespread criticism.
- 9.3 Best Practice Qualifications: The most important element in this is, as to what other credentials, does Fiji Airways have in managing a professional air traffic service. This is a separate discipline which to our knowledge, have never been merged anywhere in the world. Our closest neighbours, NZ (Airways Corporation), Australia (Air Services) and USA (FAA) operate their publicly owned air traffic services separately from the airline or airport operations. While some airports are operated by a mix of State and private entities, air traffic services always remain primarily in the hands of their State entities, designed to attain objectives of safety and with public accountability.
- 9.4 New FAL CEO: Fiji Airways moved swiftly within weeks to take over Fiji Airports and it appointed its recent ex-Executive General Manager (Rowan Chambers) as new CEO of Fiji Airports, replacing the Acting CEO. Our attempts to get the Management Agreement between FA and Fiji Airports disclosed have been unsuccessful as all queries are referred to the Board Chairman (Hasmukh Patel, of the EFL fame). Several public figures have questioned the rationale with the most vocal industry leader, the Association of South Pacific Airlines (ASPA), sought clarification from the overloaded Minister for Economy, Public Enterprise and Civil Aviation etc, as to the rationale of this type of "merger". As expected, not a whimper has been heard from the Chairman or the Minister.
- 9.5 Local Expertise: The moves above have raised questioned about the value and strengths of Airports Fiji staff who made Fiji Airports profitable and provided "windfall dividends" to the regime over the years. The Minister has not clarified as to what were the management limitations (if any) of Fiji Airports staff. In fact, the same Minister has been in charge of Fiji Airports (or Airports Fiji) since 2006. If there were challenges within Fiji Airports management positions, then who should be held liable for the shortcomings? It's the officials who appointed the current and previous Fiji Airports Management. Regrettably, this GCC is unable to eliminate the "musical chairs" of rotating dozens of CEO's since its inception in 1999. The Minister in charge did not disclose what the Management constraints within Fiji Airports were. He had preferences for expatriate executives and so this was another attempt to subjugate our local expertise? To date there are still no answers from the Minister or Board to the several pertinent questions including the future prospects of our members at Fiji Airports Ltd. *However, our Members in FAL may take heart that with the arrival of a new Govt, and in light of revelations of major shortcomings in other GCCs, this important public entity may now see some beneficial changes.*

**STOP PRESS #2:** On 21<sup>st</sup> February, Fiji Airports Chairman announced that the management agreement with Fiji Airways will mutually cease on 28<sup>th</sup> February 2023 after a six month run. Also the CEO post has been advertised.

10. **ASPEN & EFL - Public Private Partnership (PPP)**

- 10.1 **More Govt Debts:** In 2022, the Govt maintained its huge borrowing agenda to cover budget deficits and debts payments that affects all of us into the future. They glibly labelled it as "smart borrowing", however it was foolhardy. The previous administration became heavily involved in Public Private Partnerships (PPP) policies, which was finally evident with Energy Fiji Ltd (EFL) and the arrival of Aspen Medical, a private Australian firm, to take over the Lautoka and Ba hospitals. Experiences all around have proven that PPP does not always work as they are expensive and inefficient way of financing infrastructure and services. Their operations conceal public borrowing while using long term state guarantee for profits for the private partner. The secret PPP process hides behind confidential negotiations to protect their commercial advantage. There are no public consultations, lots of vague promises and use of complex contracts, all designed to protect profits.
- 10.2 **External Influences:** International agencies like WBG, IMF and ADB encourage the use of PPPs to increase private sector growth and decrease government debts. However, in case of Fiji, PPPs will always be more costly than direct Govt procurement as such promised decreases in government debt is a far cry. The private sector debt is more expensive when compared to the fact that Fiji as a developing nation has access to concessional loans at near zero percent interest. Then there is the foreign currency loss angle in terms of frequent exchange rate fluctuations, together with payments of capital and profits in foreign currency which will disadvantage our country and the stability of the Fijian dollar.
- 10.3 **Sale of EFL Shares:** In case of EFL the shares were first sold to FNPF for \$206 million and in turn the FNPF sold it to a Japanese consortium for a profit of approximately \$27.3 million in 2021. These deals are not properly scrutinized by the Public Enterprise Ministry or Parliament. The worst scenario is that the ownership of Fiji's energy sector is lost to private investors overseas and the pricing and cost of services is controlled by the private consortium, and Fiji's heritage and ownership will be lost for good. This year EFL announced a record profit of \$96 million and the foreign investor received approx \$30 million in dividends. This large sum could have stayed in Fiji if the shares had remained with FNPF.
- 10.4 **A Financial Bondage:** The ASPEN Medical Fiji saga is even worse when their CEO stated that it would take ASPEN 15 years to make money. It came into operation in April, 2022. Health Care (Fiji) Pte Ltd is a PPP company between the FNPF and ASPEN Medical under a contract. Under the direction of Fiji Govt, FNPF bought 70% shares (for \$10 million) and ASPEN contributed 30%. As the taxpayer has substantial interests in APSEN and EFL, in times of financial strife, the essential services held in private hands will call for and obtain subsidies, loans, grants and tax concessions etc from the Govt. Sadly, future generations will be held to ransom and bear the brunt again. These are serious concerns which all of us should focus our attention and seek public support to oppose such destructive and experimental ideas.
11. **Civil Aviation Authority of Fiji [CAAF]:** Over recent years, due to ongoing departure via attrition of longer serving CAAF staff, our Membership in the Authority has declined gradually. The majority of such staff are now serving under individual contracts.

12. **FIJI REVENUE & CUSTOM SERVICE [FRCS]**

- 12.1 **Salary Increase:** The Association lodged a claim for a pay increase on 13<sup>th</sup> April 2022 for 10% increase in salary rates of members earning below \$40,823.00 and 5% for those earning above \$41,000 in the FRCS salary structure. It was acknowledged by the Authority on 14<sup>th</sup> April, 2022. The FRCS members of the Association have received a 3% pay increase from 1<sup>st</sup> August, 2022 which no doubt has assisted our members to get some respite from the high cost of living since the prices of consumer goods have gotten beyond the reach of ordinary workers.
- 12.2 **FRCS/FPSA MCA:** The Master Collective Agreement (MCA) between FRCS and FPSA has been in existence since this statutory government entity came into existence in 1998 and the renewal of the MCA was progressing well and the Agreement was to be signed in due course. However, with arrival of new HR and Legal executives in FRCS, an attempt was made by their team to convert the talks into a fresh

dispute. We protested at this move and the MEPIR officials assisted to restore the process to proceed as per the ER Act. The Association is hopeful that other statutory authorities and government owned entities will follow the example of FRCS in looking after the welfare of its employees during these hard times.

13. **Land Transport Authority [LTA]**

13.1 **Collective Agreement:** The Land Transport Authority Board appears not to treat the matter of the LTA/FPSA Master Collective Agreement [MCA] seriously, which led the Secretariat to file a dispute with the Arbitration Court. However, we are pleased to inform that now both parties have engaged in a negotiation with the completion of the first draft and a meeting was held with the new CEO on 22<sup>nd</sup> August 2022. There is an amicable arrangement to finalise the MCA as soon as practicable

14. **Maritime Safety Authority Of Fiji [MSAF]**: In 2019, Log of Claims [LOC] for 20% pay rise was lodged with MSAF. The Employer was able to tie our claim with a JEE which luckily benefitted majority of our members, except for four (4) whose grievances have been taken up with the management.

15. **Water Authority Of Fiji [WAF]**

15.1 **FPSA/WAF 2023 MCA:** Good news for our Members in WAF. On 16<sup>th</sup> February 2023, the Association and the Authority finally formalised the MCA which caters for the Terms and Conditions of Service and related benefits of the FPSA Members employed within WAF. In light of the various difficulties we had encountered in recent years, e.g. delays, lockdowns, change of personnel and scattered executive challenges, with other GCC Employers, we are pleased with this development and progress. The agreement assures that both WAF and the FPSA commit to working with each other in good faith to maintain smooth industrial and harmonious relations. The signing ceremony took place at WAF HQ Manohan Building Nasinu 4 miles (See **Figure 06**) and both parties recorded their appreciation for the positive initiatives advanced and agreed upon.



**Fig 06:** FPSA GS (R. Singh) and WAF CEO (Dr. A. Chanan)

15.2 **WAF Salary Upgrade:** With the execution of the new WAF/FPSA MCA, the parties also arrived at a mutual agreement that provided for an across the board pay increase for all WAF Members with effect from 01<sup>st</sup> February 2023. The Authority had undertaken a Fiji-wide consultation with its staff and the feedback received was instrumental in the decision. In light of pressing ongoing pressures on lives of our Members and their families in recent years, due to a number of economic factors, these two WAF events are heartening progress for all. The WAF CEO, Dr Amit Chanan recognized the positive efforts rendered by FPSA during the negotiations labelling it as a “milestone”. A press release on the signing ceremony has received widespread exposure in Fiji media.

16. **Fiji Meat Industry Board:** After re-recruitment of FMIB staff, FPSA had submitted a Draft MCA for their consideration. After 3 years of negotiating with the Management of the Fiji Meat Industry Board, the MCA was finally signed on 28th May, 2021 with a three-year period of operation from the date of the signing. When the Court resumed operations, the MCA was certified and endorsed on 9<sup>th</sup> August 2021.

17. **Fiji National University [FNU] Redundancies:** In April 2022, the Association lodge a Log of Claims [loc] of 5% and 10% pay increase on a graduated scale for our Members. FNU hired a Legal Firm to represent them in the matter. The LOC will be pursued in the normal manner.
18. **Municipal Councils:** We have recruited Members in most of the twelve Fiji town councils into FPSA membership. The names of the entities are entered in Clause 6 of the FPSA Constitution. Six municipal councils have issued with a Log of Claims [LOC] for an increase in the wages for our members.
  - 18.1 **Labasa & Savusavu Councils MCA.** The MCA was signed in 2021 and is in force for the next 3 years from the date of the signing. A LOC has been served to the Councils for an increase in the wages for our members.
  - 18.2 **Levuka Town Council:** The Council has been served with the LOC for an increase in the wages for our members. The Association is hopeful for the matter to be settled.
  - 18.3 **Sigatoka Town Council:** A draft Master Collective Agreement [MCA] has been served and negotiated with the Council and is due to be signed by the parties.
  - 18.4 **Suva City Council [SCC]:** The MCA has been negotiated by the IR Team and a date has been set to sign the SCC/FPSA MCA. The LOC is In negotiation stage and there have been several meetings with the acting CEO of SCC.
19. **NATIONAL FIRE AUTHORITY [NFA]:** The long negotiated FPSA/NFA MCA was finally signed in August 2020 and endorsed by the Arbitration Court on 8<sup>th</sup> September 2020. A LOC was filed with the Authority for the increase of wages for our members which will be pursued in the coming months.
20. **Pacific Fishing Co [PAFCO]:** A good number of PAFCO workers have joined FPSA with the prospects of more happening soon. It demonstrates the success of our recruitment process in comparison to other unions.
21. **OTHER EMPLOYERS**
  - 21.1 **General:** We have Members in other entities, which previously devolved from the general Fiji Civil Service over decades-long re-structuring and reform programmes. In most cases, their service conditions have largely stayed unchanged except for the incursion of individual contracts. Staff with Civil Service background continues to be employed on the same PSC conditions, but the upheavals in recent years during organising and reforms have affected these terms also. The Association continues its efforts to negotiate and introduce revised and updated MCA's with all employment sectors where FPSA operates. Our Annual Reports regularly carry the status of such activities, as applicable.
  - 21.2 **Other Employers:** The status on Members in the Fiji Public Trustee Corp Ltd [FPTCL], Fiji Human Rights Commission [FHRC], Fiji Museum, Fiji Competition & Consumer Commission [FCCF], Serendib Pvt Ltd (ex Govt Printery), BAF, TSLB etc may be reported on in future as deemed necessary on a case by case basis. In 2019 NCSMED was merged with Ministry of Trade. The Membership Roll numbers are adjusted in cases where the totals are reduced. A new draft MCA for Biosecurity Authority of Fiji (BAF) has been served for negotiations.

**"Darkness cannot drive out darkness: only light can do that.  
Hate cannot drive out hate: only love can do that." - Martin Luther King**

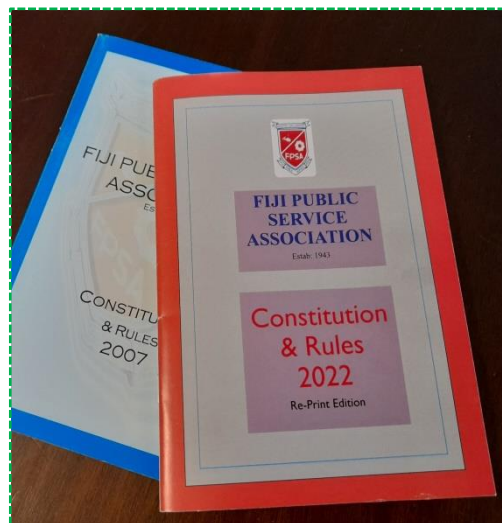


## FPSA HQ & Internal Reports

### 22. FPSA Constitution

22.1 General: The text of the FPSA Constitution was previously updated and re-printed 15 years ago in 2007. Arising from the necessary internal changes and external factors and their flow on effects, e.g. ERP/ERA provisions, work place changes/reforms, editorial adjustments etc, several amendments to the Constitution were introduced, discussed and voted on via secret balloting at NAGMs in years 2011, 2014 and 2017. The Council observed all procedures required in such matters. Subsequently, all submitted amendments were thoroughly vetted by the Registrar of Trade Unions [RTU] and upon meeting all requirements, they were formally ratified. The amendments became effective from the date endorsed by the RTU. Soon after each amendment cycle, the respective next Annual Report carried brief summaries on these past modifications. Older amendments originated in the period 1990 to 2006 were already incorporated into the text and listed in the end sections of the 2007 edition of the book. Now changes adopted in years 2011, 2014 and 2017 are also added in subsequent pages of the Constitution.

22.2 2022 Re-Print Edition: As a result of introduction of approx 88 amendments to the Constitution since its last issue, as described above, during 2022 a project was undertaken to update the text of the document. All RTU approved and ratified changes, which were originally vetted by the National Council and formally approved by the rank and file membership via secret balloting at duly convened AGMs, were inserted and a new manuscript was produced. Such re-prints are done at intervals, however amendments that have not entered the current editions (between printing events) are on record at HQ and notified to the Members on a regular basis. This process ensures that Members remain informed and uptodate with the whole scope of the contents of the FPSA Constitution. In December 2022, the new 2022 edition (red) replaced the older 2007 (blue) version. See [Figure 07](#)



**Fig 07:** The 2022 & 2007 versions

22.3 New 2023 Amendments: In line with foregoing depiction, the need to update the FPSA Constitution will continue to be an ongoing process over future years. Thus it will be incumbent upon current and future Councillors to undertake such processes in a timely manner and as best possible. Once again, due largely to several amendments relating to the change from ERP 2007 to ERA 2007, need to include several new employer names, and the arrival of our FPSA Investment Company (which replaced the text occupied by the former FPSA Trust), a total of 29 new amendments have now become necessary. They have been scrutinised and endorsed by the National Council and in accordance with the rules in the Constitution on such matters, advertised in the FPSA Service Worker issue #2023/01, for the benefit of Members. The same changes will be presented as 29 Motions for secret balloting at the 2023 AGMs for Members to exercise their rights.

### 23. FPSA Membership

23.1 2022 Membership Data: A table of summary of Financial FPSA Membership as at 31<sup>st</sup> December 2022 in various categories is provided in [Appendix 05](#) to this Report. These figures are the net results after accounting for new recruits and departures due to retirement, resignations or non-renewal of contracts during the period. Over the decades, our Membership fluctuated due to normal attrition and at times for other reasons, e.g. the effect of political upheavals, introduction of draconian Decrees and Public Sector

Reforms. The full and drastic effects of the ENI Decree imposition were felt by many from January 2014 onwards, but there was also a decline due to lowering of retirement age in 2009 by another Decree. ***But, as observed above under various sections, with the arrival of a new administration, the promised restoration of rights and benefits and stabilization of Public Sector entities, we hope to aim for deserved improvements in our Membership Roll in the near future.***

- 23.2 Membership Fluctuations due Covid etc: Each year we face the normal attrition rate of Members departing due to resignations, terminations and deaths etc. Over 2020 and 2021, we faced additional factors of loss or decrease in membership or the cessation of subscription deductions occasioned by Covid-19. These downturn was carried over into year 2022. The wholesale loss of thousands of jobs had been continuously highlighted by us and the media in the past. Among our losses were reasons such as the closure of operations (Fiji Sports Council), reduction in workforce (Public Trustee Corp), irregular work opportunities (Serendib Pvt Ltd) etc. Voluntary and compulsory redundancies have also featured as a factor for these changes.
- 23.3 Govt Wage Earners [GWEs]: Following the approval by RTU of amendments to Clauses 4 & 6 of our Constitution in 2007, FPSA became entitled to recruit hourly paid employees in any public or semi-public sector or entity. Despite the effects of the subsequent Decrees, the recruitment in this area has fluctuated over the recent years. Currently, our general membership is spread over 29 different recognisable entities or sectors, including six municipal councils.
24. **FPSA National Council 2022**
- 24.1 National Council Meetings [NCM]: During 2020, due to COVID19 reasons, three out of four Meetings could not be held. However, Working Papers for the National Councillors were prepared and circulated in advance to the Principal Officers who vetted and approved them. The notices for all meetings and proper records of the proceedings are maintained, as required under the Constitution. The situation improved in 2021 and in 2022, we returned to normal meetings of all Councils.
- 24.2 FPSA Executive Board [FEB]: Under Clause 47 of the Constitution, the Principal Officials of the Association are also termed “*FPSA Executive Board [FEB]*” by the Council. Under Clause 45(b), FEB is mandated to handle FPSA routine operations and short notice/emergency matters between two consecutive NCMs. The FEB also provides the necessary service and oversight during elections, balloting and when disciplinary issues arise. During 2022, five (5) FEB Meetings were held, and its deliberations were presented to the NCM as Working or Information Papers and which after due considerations were ratified by the latter. During periods of lockdowns and travel restrictions, some phone and electronic exchanges were also conducted among the FEB Officials, from time to time.
- 24.3 2022 FPSA Elections: We followed our obligations and issued standard notices on AGMs as mandated under the FPSA Constitution. For the 2017 and 2020 elections, the necessary details were provided to Fiji Elections Office [FEO] as required by their regulations. The FEO then conducted their duties for the 2017 and 2020 FPSA elections. They published notices, prepared nomination forms, set deadlines, and arranged polling venues etc. During the current 2022 FPSA Elections, for the third election cycle, the Association has again complied with all the requirements, and as a result the FEO has commenced its work. The salient details and news of these matters has been published in the newspapers and the FPSA Service Worker.
- 24.4 Analysis of FEO-Managed FPSA 2020 Elections: The 2020 FEO Report indicated that out of total FPSA Membership of **3073** eligible voters in 2020, only **827** valid votes were cast (with 5 votes being invalid). That represents a very low figure of **26.91%** of FPSA Members around the country who were actually reached by FEO officials during the 2020 “*office balloting*” phases. In contrast, it means that approx **2246**

(73%) of Members were not given the opportunity to vote in selecting their officials for the next term of 3 years. The actual results as issued by FEO were included as Attachment F to the Minutes of 77<sup>th</sup> NAGM Minutes in the 2020 Annual Report. It is very evident, that the 2020 FEO results are far inferior to their 2017 results which had recorded a figure of 46.9% votes, i.e. 1318 out of 2806 eligible Members in 2017. ***It is easily deducted that FPSA Members voting rights were curtailed over past 8 years.***

- 24.5 Continuation of Injustice: The situation described above remains a gross indictment of the performance by FEO and it reveals the perpetuation of a major injustice to industrial democracy in Fiji and to the Members of FPSA. It is expected that many other trade unions, with scattered membership around Fiji, would also suffer the same fate. Our justifiable objections to the said Govt-imposed regulations that subsume our democratic rights since year 2014 is more than vindicated and it remains an important objective to pursue the quest for restoration of all legitimate trade union rights.
- 24.6 New Representation by FPSA: In light of the 2022 Fiji General Elections producing a change in Govt, the Association took the initiative to approach the newly installed Minister for Industrial Relations, and the Attorney General, to consider giving priority to a genuine review of Section 154 of the Fiji Electoral Act 2014, under which the FEO was given the task of supervising trade union elections when due. We had expected that the two Ministers would exercise their prerogatives and undertake a proper and quick appraisal of the offending provisions and introduce an exemption without delay. Of course, a broader review of ERA 2007 has been mooted by many parties, but such matters would be handled by the ERAB and that process would take weeks or months to realize progress. In this case, there were no direct reactions from the two Ministers in office, but FEO responded to advise that unless there are formal amendments to the Electoral regulations, their office would continue to supervise our union elections.
- 24.7 FPSA National Council 2020-2023: The final results of the 2020 FPSA elections as announced on 03<sup>rd</sup> October 2020 by FEO resulted in the appointment of the current FPSA National Council, which is depicted in **Figure 08**. Their term will expire at the 2023 NAGM and the posts will be filled by the final results of the elections, as conducted by FEO.

### FPSA National Council 2020-2023

National Post		Elected	Station
National President	1	<b>Sis Judith Kotobalavu</b>	<i>Min of Health, Suva</i>
National Vice (Women)	2	<b>Sis Shaleeni P. Singh</b>	<i>Min of Economy, Suva</i>
National Vice President	3	<b>Bro Vishwa Deo</b>	<i>Rural &amp; Maritime (Retired May 2022)</i>
National Vice President	4	<b>Bro Kamlesh Chand</b>	<i>Police HQ, Suva</i>
General Secretary	5	<b>Bro Rajeshwar Singh</b>	<i>FPSA HQ</i>
General Treasurer	6	<b>Bro Ramesh Chand</b>	<i>Business Assistance Fiji [BAF]</i>
Nat Councillor (General)	7	<b>Sis Saleshni Singh</b>	<i>LTA, Valelevu</i>
Nat Councillor (General)	8	<b>Bro Ropate Pareti</b>	<i>NFA, Suva</i>
Nat Councillor (General)	9	<b>Bro Filipe Tikoisuva</b>	<i>NFA, Suva</i>
Nat Councillor (General)	10	<b>Bro Cama Rogo</b>	<i>NFA, Suva</i>
Nat Councillor (Youth)	11	<b>Bro Emosi Qioakacikaci</b>	<i>Audit, Suva</i>
Nat Councillor (Youth)	12	<b>Bro Sitiveni Naivota</b>	<i>Audit, Suva</i>

**Fig 08: 2020-2023 FPSA National Councillors**

## 25. **FPSA Branches**

- 25.1 **2022 BAGMs**: The four (4) FPSA Branches operated during 2022 as best possible to serve the FPSA Membership in their respective geographical areas. They held their Branch Council meetings as permissible and presented quarterly Activities Reports to the duly convened National Council Meetings when the latter were convened. Their 2022 Annual Reports were prepared by Branch Officials and made available to Members at each BAGM in 2022 as per the Branch AGM Notices and Agenda. In addition, the Members at each Branch, who collectively represent as the total membership of our roll, were given the opportunity to peruse the National Agenda items also, as specified in their 2<sup>nd</sup> 2022 AGM Notices.
- 25.2 **2022 Branch Co-Options**: The vacancies arising after the 2020 Branch elections were recommended to be filled by co-option by the Branch Councils, and ratified at the relevant National Council Meetings. **Appendix 06** to this Report shows the details of all four Branch Councils in operation today. The recent BAGMs also nominated their Delegates, in accordance with Clause 87, to represent them at the 2023 80<sup>th</sup> National AGM in Suva.
- 25.3 **National Women's Committee**: The Secretariat has studied the Membership trend of our Association and as a consequence found it proper that a Women's Committee be organized from within the Council ranks. The aims and objectives and composition of the Committee were provided in a **Draft Resolution 2021/01** which was printed in **Appendix 10** to the 2020 Annual Report, for the attention of the 78<sup>th</sup> NAGM for discussion and adoption. The Resolution was approved by the Members and a copy was provided at **Attachment D** in the 2021 Minutes.

## 26. **Education/Training Programmes & Meetings etc**

- 26.1 **Virtual Meetings, Seminars & Conferences**: Over last two years, during the periods of lockdown, the General Secretary and IR staff attended some meetings, seminars and conferences virtually (via Zoom). The SIRO and IRO participated in the PSI Oceania Sub Regional Committee Meeting on 25-26<sup>th</sup> July 2022 virtually. The GS fulfilled his obligation with the PSI as the Board member of PSI/AP and participated virtually in meetings arranged by the ITF Aviation Sector. He had regular briefings via internet with our Sister union NZPSA with its two General Secretaries, Sisters Kerry Davies and Erin Polazuk who also serves on the PSI Asia-Pacific Board with our General Secretary.

- 26.2 **Fifth ITUC World Congress 17-22 November 2022**: The attendance at the 5th ITUC World Congress in Melbourne, Australia by Sis Bua Vuli and Bro Abilash Chand as part of PSI Delegation was of significant importance as they were part of 1000 delegates from 120 countries. See **Figure 09**. The attendance of this nature from our senior staff give them a great exposure to the current trends in the global trade union movement and in fact their own personal development.



**Fig 09.** SIRO Bua & IRO Abilash at 5<sup>th</sup> ITUC 2022 in Melbourne.

- 26.3 **PSI Asia Pacific Regional Executive Committee [APREC] Meeting** : The above meeting was held in Singapore on 15-16 September 2022 and attended by our Suva Youth Councillor, Sis Sandhiya Soonayna from the National Fire Authority. It was on the theme of Climate Change Crisis in the Pacific Island countries. Currently, the climate change is a topic that is discussed globally and the Pacific Islands Forum Leaders have identified that climate change is the single largest threat to the welfare and livelihood of people in the pacific.



## 27. Affiliations by FPSA

- 27.1 General – Local: Our relationships with local union body CPSU remains unchanged but due to Covid 19 and other reasons the group activities were not at an optimum level. Due to non-resolution of our grievance lodged with the FTUC National President, FPSA has refrained from its affiliation to FTUC arising from differences in policy issues. ***Recently we had raised serious issues with the encroachment and poaching by other unions into areas where FPSA has traditionally and historically operated. We hope that the circumstances evolve for the better in future.***
- 27.2 International Affiliations: FPSA continues to be fully affiliated with PSI and ITF as we have done for many decades. Over past two years, opportunities to attend any regional or global event were lessened due to Covid 19 travel restrictions that encircled the globe. However, these GUFs have adopted to conduct some virtual meeting face-to-face via Zoom facility using the internet.

## 28. Service Worker Credit Union [SWCU]

- 28.1 Origins & Objectives: More than 22 years ago, in order to provide FPSA Members with a better alternative and periodical source for low level finances, the SWCU was established. It was the brain child of the then FPSA General Secretary, who invited interested groups of FPSA members to an inaugural meeting. Prior FPSA Membership is a compulsory entry requirement. Since 2000 it has performed strongly and its future is expected to be stable. Credit Unions are financial institutions operating on sound policies and its Board/Committees observing due diligence. The main objective is to encourage SWCU members to be "savers" rather than "borrowers". As a result, many factors are taken into account to realize the objectives of the credit union. SWCU endeavours to accommodate all requests of its members as best possible.



**Fig 11** : SWCU Members at their 2022 AGM.

- 28.2 SWCU 2022 AGM & Membership: The SWCU successfully conducted its AGM in August 2022. SWCU had also observed its 20<sup>th</sup> Anniversary during their 2021 AGM – see **Figure 11** above. Today SWCU has approx 1500 Members who are also FPSA Members. SWCU Headquarters is at 300 Waimanu Road next door to FPSA HQ. The SWCU Annual and Financial reports were adopted by the SWCU Members and the office bearers were elected. FPSA Members who have not yet joined the SWCU are encouraged to do so for their mutual benefit. Recently, due to improvement in its finances, SWCU was able to bid for and win a tender to purchase the former FPSCU HQ building located downtown in Goodenough Street. Thus its portfolio of assets has increased substantially. All of the building is now

rented to the Fijian Government after renovations were carried out. Its tenant is expected to be the Ministry of Women, Children and Poverty Alleviation.

- 28.3 **Other Services:** Apart from savings/deposits and loans to Members, SWCU also provides a Special Death Benefit Scheme, a Retirement Fund Scheme, and special loans when required in emergencies, such as rebuilding after hurricane damages, etc. SWCU is also geared to remit FPSA union subs on behalf of FPSA Members, when needed. It has recently upgraded its electronic systems, and state of the art software so payments to SWCU Members could then be made via internet banking, rather than through manual cheque handling. As per usual customs, SWCU, in addition to direct loans, allows Members to obtain special small loans for specific purposes, such as Christmas season or FPSA & SWCU AGM travelling expenses. For up to date on statistical data and other news, please visit their website: [www.swcufiji.com](http://www.swcufiji.com).

## 29. **FPSA Investments & Properties**

- 29.1 **FPSA Laucala Bay Complex:** Over 33 years ago, the Association acquired a vacant site at the corner of Laucala Bay and Grantham Roads for future investment purposes. Later the largely swampy area was upgraded and the first stage of development commenced in 1997 at our own costs. The first addition was a large super-market structure which has been leased to Cost-U-Less [CUL] Ltd on a long term basis. Our successful partnership with them has continued unabated for over 25 years.

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

## 29.3 **Public Service Association Investment Company (Fiji) Private Limited [PSAICFPL]**

- 29.3.1 **Establishment of PSAICFPL:** Since 2017, Members have been kept informed of plans for this proposed fully FPSA-owned venture. The venture was officially adopted by Members at the 2017 NAGM and our future Annual Reports carried the news as necessary. Thereafter, a private company, named as above, was registered with the Registrar of Companies. The Association continued with its research and planning in the matter and after some years, including delays caused by external matters, e.g. Covid lockdowns etc, last year in 2022 the Council was in a position to proceed further with definitive steps.

- 29.3.2 **Registration Documents:** Proceeding with due diligence, the Association sought assistance from duly qualified firms in such matters and gradually adopted the various requirements for PSAICFPL to commence operations. These included various applications, advice and consent on matters regarding the Income Tax, Capital Gains, PAYE and VAT etc. The Standard Articles of Association as prescribed in the Companies Act were to apply to PSAICFPL. On completion of these steps, the commencement of operation of the new company drew closer. The June and September 2022 National Council meetings were fully apprised of the status and progress with this project and their approval sought.

- 29.3.3 **Final Council Recommendations:** In light of the completion of several pre-requisite tasks and responsibilities as required in such matters, the December 2022 Council Meeting received the necessary advice, discussed and formally approved the launch of the new Investment Company – PSAICFPL, effective from 13<sup>th</sup> December 2022. The Council appointed seven (7) Directors of the Board of the new Company. The Directors are derived from the six current FPSA Principal Officials, with the 7<sup>th</sup> Director to be an independent appointee and who will also serve as the Managing Director [MD], initially for six months. Later formal appointment of employment of the MD for further periods will be arranged.

- 29.3.4 **FPSA Assets Transferred:** Under the exercise discussed above, land and property assets of the Association, except for FPSA HQ, will be devolved into the new Investment Company, which will remain a fully owned FPSA entity. The lists of such assets form part of the Schedule of the transfer papers. The FPSA Council has agreed to convert, upgrade and equip the upstairs Archive Room to serve as PSAICFPL Office for the Managing Director (and future staff, if any).
- 29.3.5 **Restructure of Secretariat:** In light of the commencement of the operations of the new Investment Company, the extensive responsibilities of mainly commercial/business nature currently tied to the post of General Secretary will be re-structured and these will be assumed by the new MD of PSAICFPL. In this manner, the scope of post of General Secretary will also change and would largely be confined to FPSA administrative, operational and IR activities, in addition to serving as a Director. Thus the benefits for the new GS would then be in line with the changed status.
30. **FPSA MABS**
- 30.1 **General:** The FPSA Mutual Assistance Benefit Scheme [MABS] has existed for the benefit of our financial Members for past 50 years in some form or other. Over the decades the type and rates of MABS benefits have been improved upon gradually. The funding for MABS is fully dependent on the financial viability of the Association as a whole and the support and cooperation from Members, Officials and Staff. The Council is required to undertake these provisions purely for *"the welfare of Members and their families in any lawful manner where possible or viable."* The Council had previously revised some of the benefits which were published in *Service Worker*. However, due to the effects of the unexpected and unprecedented GFC in mid-2009, some of the benefits were reviewed and reduced effective from 01<sup>st</sup> August 2009. The rates have since been upgraded gradually to the current level reached in March 2016. For your information, the current guidelines for MABS are shown in [Appendix 07](#) to this Report.
- 30.2 **MABS Data 2013-2021:** Apart from the unexpected high spikes over the years, total annual MABS costs have recorded gradual changes in the fluctuating outlays over past decades due to variety of reasons, as depicted in [Appendix 08](#). The data also gives a good indication of changes in FPSA Membership due to three regular natural attrition factors, i.e. death, resignations and retirements. We thank the Members for their understanding of the matters mentioned above. In light of the generally low level of public social and medical services available in the country, and the high costs of medical insurance, schemes like FPSA MABS (& SWCU benefits) are a welcome additional support for our Members.
- 30.3 **FPSA Nominated Doctors:** Local Medical Assistance for FPSA Members and their eligible family members are provided under our MABS. Currently, 24 doctors in most districts of Fiji provide medical consultation services to Members and their families at their clinics during their published normal hours. The List of Nominated FPSA Medical Doctors is presented in [Appendix 09](#) to this Report. The listing was current at the time of printing, but the details are subject to change when applicable. While Public Service employees can avail medical services at public hospitals, alternate attention at private clinics are also utilised for sake of convenience. Members may wish to compare the rates of consultation fees available under our MABS with that in practice for fully private doctor visits.
- 30.4 **FPSA Medical ID Cards:** Members visiting the FPSA Nominated Doctors are required to produce the official FPSA Medical ID card. The cards contain the name of the financial Member, plus eligible family members, and are issued by FPSA HQ, which is currently being issued for limited periods and they must be renewed as necessary with up-to-date details. Upon application, the Secretariat will produce the ID with photos that appear like bank or credit cards. The usual cooperation of the Members is requested in such matters. Please check the validity date of your FPSA ID cards and act accordingly.
- 30.5 **Discounts via FPSA Medical ID Cards:** The Association has also procured limited discount benefits for our Members from some Pharmacies and assorted Sports shops and businesses around the country. The details are provided in [Appendix 10](#) to this report. During these trying times, such offerings may be a



small blessing. Please present your FPSA Medical ID card to receive this service from the listed organisations. Further benefits or changes when obtained will be notified via our circulars.

### 31. **FPSA Secretariat**

- 31.1 **HQ Staffing**: Clause 51 of the FPSA Constitution provides for the National Council to act as the Employer on behalf of the Association and the same has been observed for many decades. **Figure 11** (below) shows the composition of appointed FPSA staff, including changes, during 2022.

FPSA Secretariat Staff 2022

	NAME	Abbrev	POSITION	Location
1	Rajeshwar Singh	GS	General Secretary ( <i>Elected</i> )	HQ, Suva
2	Shaneel Prasad	S/Actnt	Senior Accountant	HQ, Suva
3	Bua Vuli	SIRO	Senior Industrial Relations Officer	HQ Suva
4	Mohnish Dutt	EO	Executive Officer, Western	Western Branch
5	Abilash Chand	IRO	Industrial Relations Officer	HQ, Suva
6	Julia Mavoa	CO	Clerical Officer Accounts	HQ, Suva
7	Cilia Nasaroa	CO	Clerical Officer MABS/Membership	HQ, Suva
8	Shaneel Chandra	CO	Clerical Officer	Labasa Branch
9	Apinito Raanivatu		Cleaner/Messenger	HQ, Suva
10	Usieli Vivili		Cleaner/Gardener	HQ, Suva
11	Epi Waqalevu		Cleaner/Gardener	Sports City, L-Bay
12	Manoa Lenakuru		Cleaner/Gardener	Sports City, L-Bay
13	Deepak Kumar		Car Park Attendant	Sports City, L-Bay
14	Mark Stone		Car Park Attendant	Sports City, L-Bay

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

### 32. **General**

- 32.1 **2022 FPSA Elections & Motions**: As stated elsewhere in the Report, the Fiji Elections Officer [FEO] will conduct and report on the results of the FPSA Elections by the end of the 2023 NAGM. Additionally, the FPSA Ballot Committee will undertake secret balloting exercise for Members at all AGM venues for several Motions that have been received for amendments to the FPSA Constitution. The details are provided in the FPSA Service Worker issue No. 2023/01.
- 32.2 **General**: Due to the usual time/space constraints, not all subjects are covered in this Report. However, queries regarding the operations of FPSA can be attended to in the normal manner. Members have the right to receive, discuss and adopt the Activities and audited Financial Reports each year at the appointed time and meeting venues. Under the ERA, we also dispatch the same reports to the Registrar of Trade Unions for scrutiny and endorsement. Members may have noticed several comments in this Report that point towards a "*change of times*". Local media channels and Open letters in print media have carried the same sentiments expressed by a host of readers and commentators. But of course, a small percentage of detractors are bound to exist. It is also pleasing to note that overseas observers/commentators have also expressed views that in Fiji "*a renewed sense of new normal has arrived.*"

### 33. **CONCLUSION**

- 33.1 **Milestones**: In 2018 we celebrated our *75<sup>th</sup> Anniversary Platinum Jubilee* and we expect to recognise and observe similar milestones in the future period/s, as the need arises. We are today conducting the 80<sup>th</sup> AGM, which is only 5 years away from the recent past 75<sup>th</sup> celebrations. Therefore the next significant anniversary dates of the 90<sup>th</sup> or 100<sup>th</sup> may be considered for major observation. It is up to the current and



future Members of the Association to look forward to and to guide the elected officials accordingly. Such vision and hope bids us all, but with some mixed signals that may arise from future eventualities. We are mindful that all FPSA assets belong collectively to the financial Members solely for their benefit. No one person or group may claim them on an individual basis, as they are our common heritage held in mutual trust, re-enforced and re-entrusted each year by your mandate to the National Council at our Annual Meetings. It is for Members to discharge their premiere duties of electing dedicated and experienced National and Branch officials to continue with the tasks, aspirations and objectives of the Association.

33.2 **Appreciation:** To the elected or co-opted FPSA Officials in National and Branch Councils, current or former Members, Life Members, friends, and the valuable FPSA staff, on behalf the Council, I record our appreciation and grateful thanks for your continued and dedicated service. We have also received valuable assistance, support and guidance from our affiliated brethren locally and abroad. And not forgetting our customers who are tenants at FPSA properties. Finally, I also extend fraternal greetings to all kindred organisations who have maintained cordial relations with us and who have been a source of courage, inspiration and solidarity throughout these years.

33.3 **Conclusion:** FPSA has faced many trials and tribulations in the past but we continue to confront them successfully and to move forward to serve our members without fail and to the best of our abilities, albeit with some attendant delays and minor setbacks. The record we achieve each year and deliver for your attention also attests to our strengths and weaknesses that encourage us onwards to the next decades. There are few organisations in the Public Sector like ours that can claim to have similar successes, assets or merits. Your continued understanding and solidarity, which has been excellent to date, will assure us all that FPSA will meet the aims of our union during the 8<sup>th</sup> decade and beyond. These sentiments will surely give full meaning and depth to our by-line: **"Attaining and Celebrating Eight Decades of Progress and Achievements for Workers' Rights, Justice and Dignity"**.

33.4 With these words, I have much pleasure in commending the 2022 Activities & Industrial Relations Report, and its Appendices, to the 2023 80<sup>th</sup> National AGM for your kind endorsement. Vinaka.

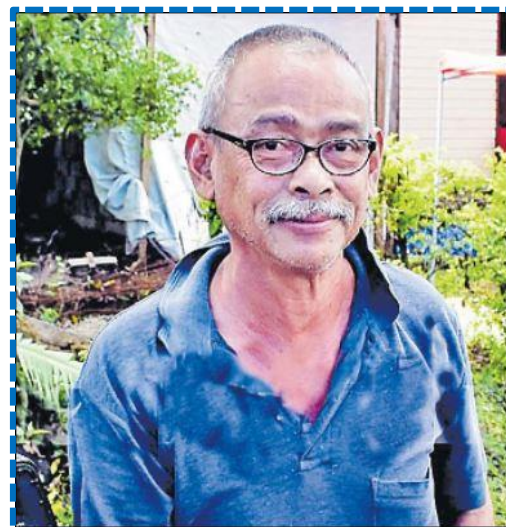
R. Singh  
**General Secretary**

25<sup>th</sup> March 2023

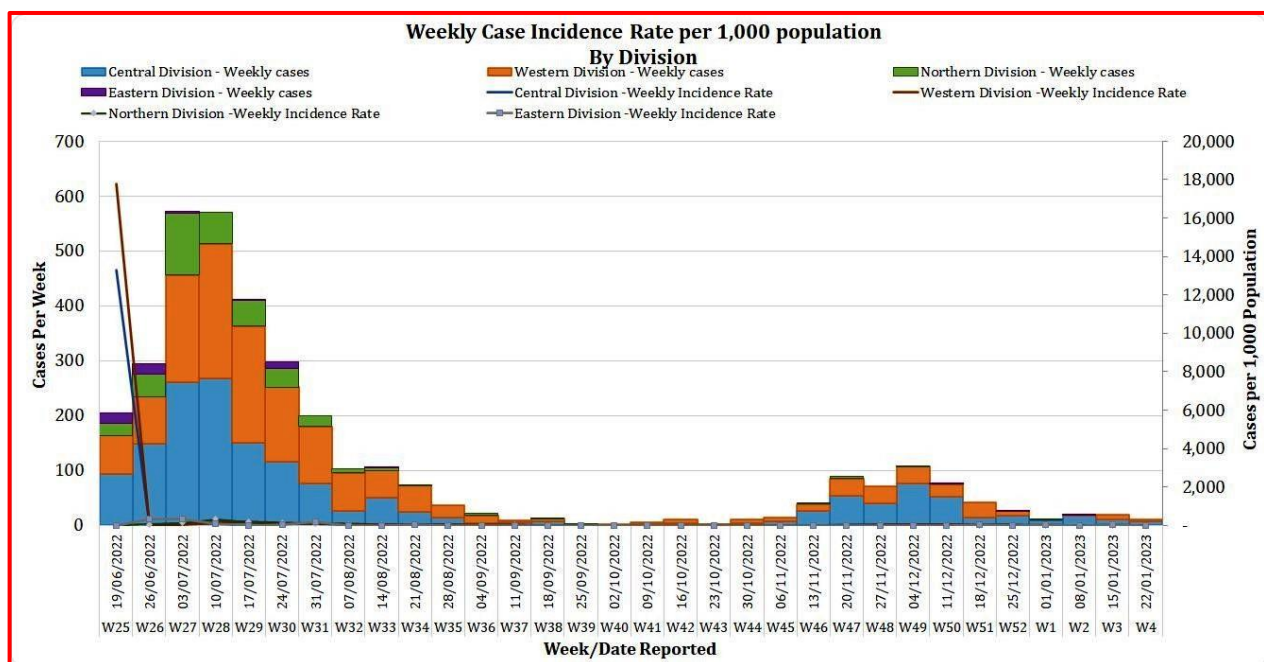
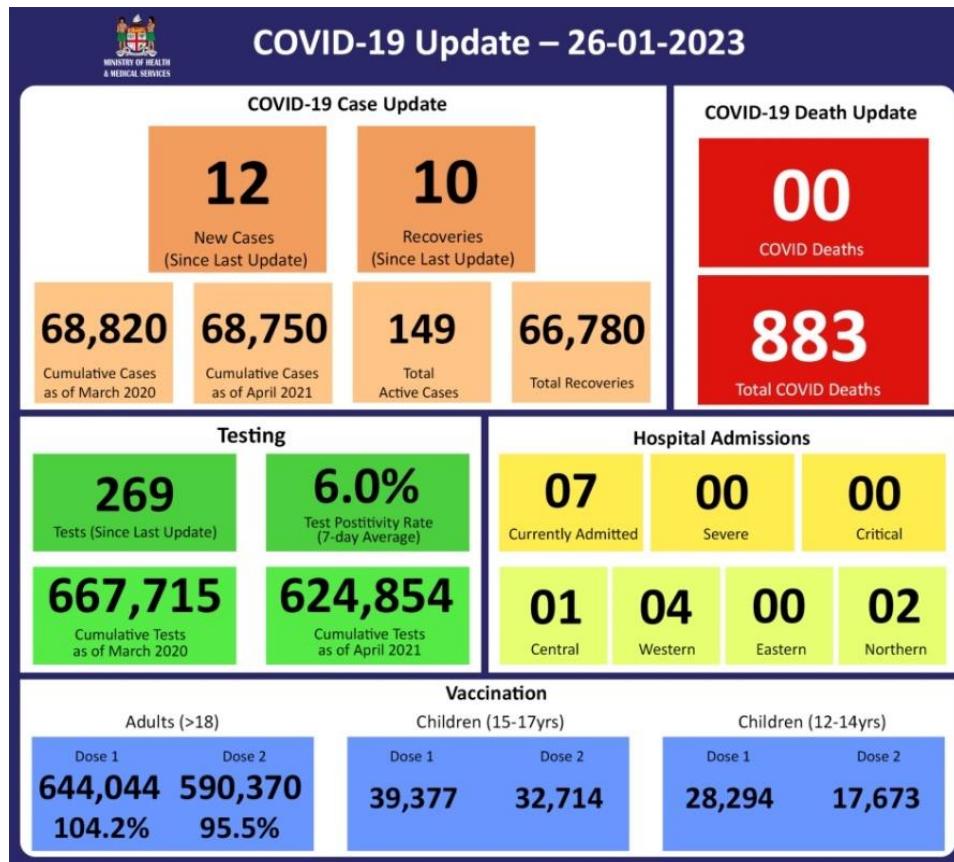
## **OBITUARY - ALLEN LOCKINGTON (1961-2023)**

*People from all walks of life in the nation recently mourned with great sincerity and emotion the demise of Bro Allen Lockington of Lautoka, on Monday 25<sup>th</sup> January 2023. There were hundreds of pages of praise accorded to him from persons and organisation of every nature, particularly those involved in volunteer service and charity works. On his funeral day, thousands gathered at the Girmit Centre to farewell him.*

*Bro Allen worked at the former Customs Dept around the country and was a FPSA Member for decades. On transfer to Nadi Airport Customs, he became a FPSA Councillor in the then Nadi Civil Service Branch, rising to be the Branch President in late 1990s. When transferred to Lautoka FRCS, he also joined the Lautoka Branch Council until his retirement from service. His personal charm and wit translated into a fantastic personality who made everyone at ease even during calamities. A well know letter writer, he again rose to prominence during the Covid 19 pandemic in voluntarily assisting those in need around the districts. We join his family and friends who will never be without the fondest of memories of Allen.*




## STATISTICAL DATA ON FIJI COVID-19 CASES



Source: FMHM

3199

**EXTRAORDINARY**



**GOVERNMENT OF FIJI GAZETTE**

**PUBLISHED BY AUTHORITY OF THE FIJI GOVERNMENT**

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**Vol. 23**

**MONDAY, 19th DECEMBER 2022**

**No. 149**

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[1630]

**ELECTORAL ACT 2014**

**GENERAL ELECTION OF MEMBERS OF PARLIAMENT 2022**

**NAMES OF CANDIDATES ELECTED AS MEMBERS OF THE PARLIAMENT OF THE REPUBLIC OF FIJI**

In accordance with section 106(1)(b) of the Electoral Act 2014, the Electoral Commission hereby declares that the following candidates have been elected as members of the Parliament of the Republic of Fiji—

<p>Akbar, Rosy Sofia</p> <p>Bainimarama, Josaia Voreqe</p> <p>Bainivalu, Alitia Vakatai Bavou Cirikiyasawa</p> <p>Bala, Parveen Kumar</p> <p>Bia, Alik</p> <p>Bulitavu, Mosese Dreacala</p> <p>Chand, Hem</p> <p>Ditoka, Sakiasi Raisevu</p> <p>Gavoka, Viliame Rogoibulu</p> <p>Immanuel, Esrom Yosef</p> <p>Kamikamica, Manoa Seru Nakausabaria</p> <p>Kiran, Sashi</p> <p>Kirpal, Sanjay Salend</p> <p>Koroilavesau, Semi Tuleca</p> <p>Koya, Faiyaz Siddiq</p> <p>Kumar, Premila Devi</p> <p>Kumar, Shalen</p> <p>Lal, Ketan Kirit</p> <p>Lalabalavu, Ratu Atonio Rabici</p> <p>Maharaj, Alvick Avhikrit</p> <p>Naivalurua, Ioane</p> <p>Nalumisa, Maciu Katamotu</p> <p>Nand, Joseph Nitya</p> <p>Nath, Vijay</p> <p>Naupoto, Viliame</p> <p>Niudamu, Ratu Josaia Bulavakarua</p> <p>Pillay, Viam</p> <p>Prasad, Biman Chand</p>	<p>Qereqeretabua, Lenora Salusalu</p> <p>Rabuka, Sitiveni Ligamamada</p> <p>Radrodro, Aseri Masivou</p> <p>Ravu, Kalaveti Vodo</p> <p>Rayalu, Vatimi Tidara Tuinasakea Kaunitawake</p> <p>Reddy, Mahendra</p> <p>Saukuru, Jese</p> <p>Sayed-Khaiyum, Aiyaz</p> <p>Seruiratu, Inia Batikoto</p> <p>Sharma, Rinesh Rajesh</p> <p>Singh, Agni Deo</p> <p>Singh, Charan Jeath</p> <p>Tabuya, Lynda Diseru</p> <p>Tikoduadua, Pio</p> <p>Tubuna, Sakiusa</p> <p>Tuinaceva, Naisa Tatau</p> <p>Tuisawau, Ro Filipe Qaranigio</p> <p>Tuiwailevu, Isikeli</p> <p>Tunabuna, Tomasi Niuvotu</p> <p>Turaga, Siromi Dokonivalu</p> <p>Usamate, Jone</p> <p>Vakalalabure, RT Rakuita Solesole Sauramaeva</p> <p>Vanawalu, Iliesa Sovui</p> <p>Vasu, Ifereimi</p> <p>Vocea, Jovesa Rokuta</p> <p>Vosarogo, Filimoni Wainiqolo Rasokisoki</p> <p>Waqainabete, Ifereimi</p>
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Dated this 19th day of December 2022.

**M. NAND**  
Chairperson of the Electoral Commission

Price: 23c

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# FIJI PUBLIC SERVICE ASSOCIATION

(Affiliated to PSI, PTTF, ITF)

29<sup>th</sup> December 2022

G.P.O. BOX 1405  
298 WAIMANU ROAD  
SUVA, FIJI

The Prime Minister, Minister for Foreign Affairs, Climate Change & Environment,  
Civil Service, Information and Public Enterprises  
P. O. Box 2353  
Government Buildings  
**S U V A**

Atn: **Hon. Prime Minister S. L. Rabuka.**

Sir,

## A Message of Goodwill & Congratulations

I have taken the liberty and privilege to forward greetings and express congratulations to you on behalf of our 3000 Members, who are part of the *Fiji Civil Service* and the *Public Sector Entities*, following the positive result of the 2022 Fijian General Election. We also take the opportunity to present the following issues in general for your attention and relevant responses in due course.

As publicly articulated through the local and international media, the well-meaning population of Fiji had been waiting, and have now witnessed and accepted a welcome change for the nation, a change that can only augur well for our future. There is now a vision of hope, stability and improvement in the lives of all citizens against the former unsound public policies. In particular, those families in the lower echelons of society would now breathe a healthy sigh of relief. Similarly, the FPSA Members, spread over the nation can also express their aspirations under the changed circumstances.

Hon Prime Minister, it is well-documented and known that over past 16 years, the rights, benefits and expectations of trade unions have been drastically affected and even systematically eroded or squashed, of course, commencing with the draconian Decrees and certain provisions of the 2013 Constitution. Our Association had raised numerous issues through the official channels for justified redress, but to no avail. We had joined the Fiji trade union movement, with succinct support from local and external union movement abroad, to counter and regain such rights etc over past sixteen (16) years. Unfortunately, meaningful results were non-existent, denied or frustrated when the past administration nakedly paraded a string of falsehood, domestically and abroad, and dragged Fiji into disrepute in the field of universal human and trade union rights.

Sir, needless to say that the office records of the relevant Ministries would be replete with records of our efforts as described above. It is in this atmosphere that we call on the new administration with a renewed approach to join us afresh, in a mutual or tripartite fashion, to address all the shortcomings in the Civil Service and the Public Sector environment.

All correspondence to be addressed to the General Secretary  
Telephone : (679) 331 1922, 773 1922 Fax : (679) 330 1099 Email : [gs@fpsa.org.fj](mailto:gs@fpsa.org.fj)

We wish to stress that our Association, as a premiere Public Sector Union, has for past eighty (80) years has been in the vanguard of contributing to the challenges and objectives for the betterment of quality public service to the Fijian population. Permit me Sir, to quote one of the Aims & Objectives of the FPSA Constitution, which is quoted below:

"4 (k) **Public Services:** To secure and promote the public interest by providing as far as possible efficient and sympathetic services to the public generally."

Though there are numerous items of our concerns that remain outstanding, on which we now plan to renew our effort. We wish to highlight a few matters initially that we would pursue with the new administration, led by your esteemed office as follows:

- ❖ Security of employment through tenure of long service career prospects.
- ❖ Abolition of short terms contracts for morale boosting purposes.
- ❖ Consistent and rational review of pay and benefit.
- ❖ Finalization of terms and conditions of service for civil servants through collective bargaining.
- ❖ Restoration of genuine tripartite consultations among stakeholders.
- ❖ Formal appointments to vacant posts in critical sectors of the public service.
- ❖ Retention of valuable manpower with extensive experience and dedication.
- ❖ Observance of Fiji's obligations under the ILO conventions.

Hon. Prime Minister, we trust that your office will receive the foregoing submission in good faith and we look forward to your acknowledgment and response to this letter.

Accept Sir, the assurances of our highest considerations.

Yours Sincerely,

  
**R Singh**  
**GENERAL SECRETARY**





**PRIME MINISTER**

19 January, 2023

Mr. Rajeshwar Singh  
General Secretary  
Fiji Public Service Association  
298 Waimanu Road  
Suva

Dear Mr. Singh

Thank you for your letter of congratulations in which you reaffirmed your support to work with the Coalition Government. You have also expressed your concern about the difficulties Fiji Public Service Association has faced in the past 16 years.

I am pleased to assure you that the Coalition Government will:

- i. soon revive the tripartite forum and revise (review and/or repeal) the laws governing the activities of worker unions/associations;
- ii. mobilise resource to undertake municipal elections at the earliest;
- iii. abolish short term contracts for civil servants; and
- iv. effect the retirement age to 60 years across the public service as soon as practically possible.

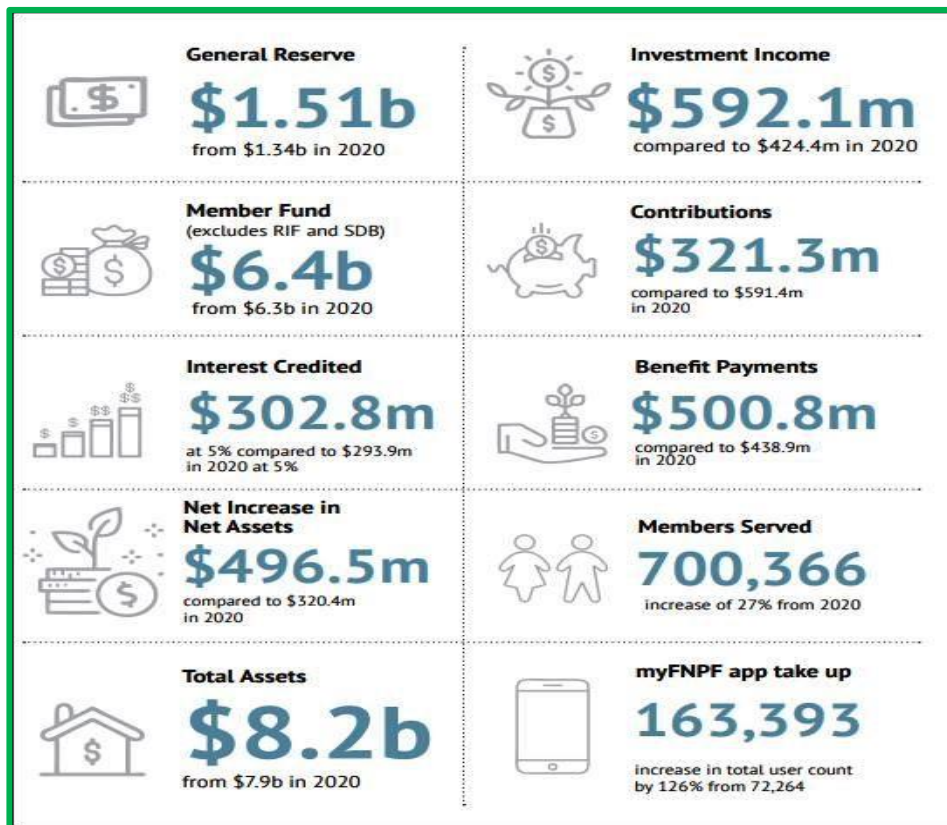
I would like to reaffirm the commitment of the Coalition Government in working in consultation with the Fiji Public Service Association in protecting the rights of its members and strengthen the mechanism of dialogue and discussions between the government and the unions to resolve work related issues in the Public Service.

Sincerely

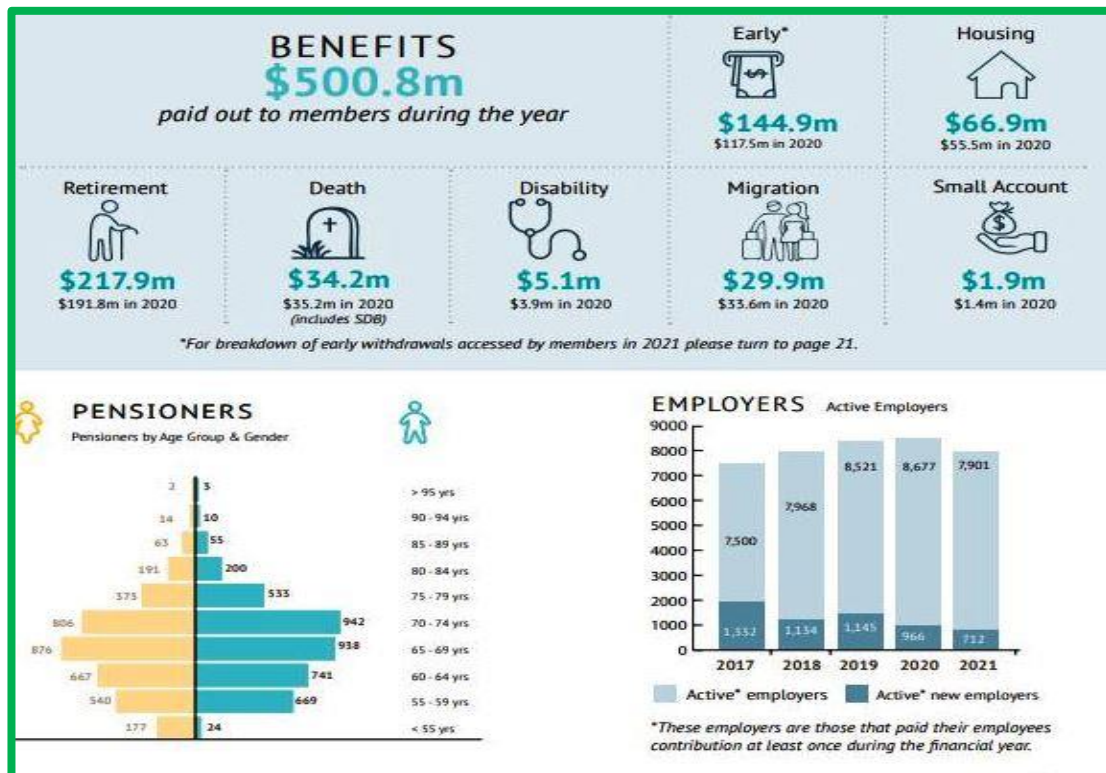
  
Sitiveni Rabuka

**Prime Minister of the Republic of Fiji**

## FNPF Financial Highlights – 2021 Annual Report



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



Source: FNPF



## FPSA MEMBERSHIP ROLLS

Appendix 05

[Para 29.1]

@ 31<sup>st</sup> December 2015-2022

	SECTOR/ENTITY	Year-->	2015	2016	2017	2018	2019	2020	2021	2022
1	Ministry of Civil Service	MCS	1264	1178	1122	1076	1036	1101	1077	1067
2	Fiji Revenue & Customs Auth	FRCS	313	346	325	317	303	304	198	162
3	Land Transport Authority	LTA	123	179	214	267	272	266	253	240
4	Fiji Airports Limited	AFL	121	121	111	175	161	144	124	121
5	Civil Aviation Authority Fiji	CAAF	17	16	14	13	13	08	09	08
6	National Fire Authority	NFA	36	104	134	148	162	167	180	201
7	Fiji Comp/Consumer Comm	FCCC	12	11	7	8	08	08	09	08
8	iTaukei Land Trust Board	iTLTB	-	-	-	-	0	06	08	04
9	Fiji National University	FNU	236	203	211	187	181	157	105	90
10	Fiji Museum	FM	7	6	15	15	18	18	16	14
11	Fiji Public Trustee Corp Ltd	FPTCI	10	9	6	13	10	10	03	04
12	Water Authority of Fiji	WAF	190	177	224	362	170	217	213	212
13	Maritime Safety Authority	MSAF	18	19	35	31	37	36	34	31
14	Biosecurity Authority of Fiji	BAF	16	14	14	13	16	18	21	17
15	Fiji Human Rights Comm	FRHC	4	3	2	1	01	01	01	01
16	Fiji Arts Council	FAC								06
17	NCSMED		4	4	5	8	08	00	00	68
18	ASPEN Health Care Fiji Ltd	AHC								68
19	Fiji Meats Industry Board	FMIB	-	-	-	-	05	10	12	9
20	Suva City Council	SCC	-	-	-	-	105	102	82	86
21	Lami Town Council	LmTC	-	-	-	-		08	05	02
22	Nasinu Town Council	NTC	13	17	14	16	16	00	00	01
23	Labasa Town Council	LbTC	-	17	33	29	34	29	26	26
24	Savusavu Town Council	STC	-	-	15	22	27	22	06	07
25	Levuka Town Council	LkTC	-	-	-	-		09	05	04
26	Consumer Council of Fiji	CCF	-	-	1	3	03	03	03	03
27	Grid Securiy Services	GSS								57
28	Tertiary Scholarship Board	TSLB	-	-	-	-	04		02	01
29	PAFCO Levuka	PAF	-	-	-	-	-	28	13	11
30	Others		-	-	-	03	05	08	07	06
	<i>(Sub Totals)</i>		<b>2388</b>	<b>2427</b>	<b>2512</b>	<b>1638</b>	<b>2620</b>	<b>2700</b>	<b>2805</b>	<b>2795</b>
31	Govt Wage Earners	<b>GWE</b>	353	408	409	374	409	<b>395</b>	<b>393</b>	<b>368</b>
	<b>Grand Totals</b>		<b>2741</b>	<b>2835</b>	<b>2921</b>	<b>3091</b>	<b>3034</b>	<b>3091</b>	<b>2805</b>	<b>3163</b>
	Annual Changes		+20	+94	+86	+170	-57	+57	-287	+358
	Annual Change %%		+0.7	+3.4	+3.0	+5.8	-3.2	+3.1	-9.3	+12.7

Source: FPSA HQ





## FPSA BRANCH OFFICIALS 2022

### FPSA Savusavu Branch

POST		Elected	Section
Branch President	1	Sis Matanisiga Navumisalevua	Education, Savusavu
Branch Vice President	2	Bro Lonima Vahu	Ministry of Employment
Branch Secretary	3	Bro Mahendra Sami	WAF
Branch Treasurer	4	Bro Deo Dutt	Rural & Maritime
	5	Sis Esita Baleitoga	Health
	6	Bro Frederick Eugene Wong	Education
Branch Councillors x 5	7	Sis Atelaite Bukacadre	Health
	8	Sis Tulia Rokoseta	WAF
	9	Bro Shiu Chand	Savusavu Town Council

### FPSA Labasa Branch

POST		Elected	Section
Branch President	1	Bro Sheik Yusuf	Commerce Comm, Labasa
Branch Vice President	2	Bro Silvenus Chetty	WAF
Branch Secretary	3	Bro Sanjay Chand	Agriculture
Branch Treasurer	4	Bro Rishnel Rahul Chandra	Rural Dev, Labasa
	5	Bro Binesh Prasad	Agriculture
	6	Bro Ganesh Mudaliar	Health
Branch Councillors x 5	7	Bro Kavaia Francis	NFA, Labasa
	8	Sis Julianne Simmons	Agriculture
	9	Bro Kamendra Naidu	Judicial, Labasa

### FPSA Western Branch

POST		Elected	Section
Branch President	1	Bro Mesake Navugona	WAF
Branch Vice President	3	Bro Avimeleki Iosefo	PWD
	4	Bro Ranga Nathan	FRCS
Branch Secretary	5	Sis Reapi Nayacakalou	ASPEN
Branch Treasurer	6	Sis Alelia Rauca	WAF
Branch Councillors x 5	7	Bro Salen Singh	Social Welfare
		Bro Aseri Momoivalu	ASEPN
	8	Bro Suneel Kumar	Cooperative
	9	Sis Dionisi Veibete	ASPEN
	10	Bro Ilaisa Lattanara	WAF

### FPSA Suva Central Branch

POST		Elected	Section
Branch President	1	Sis Losana Tarau	Rural & Maritime
Branch Vice President	2	Bro Narayan Swamy	WAF
	3	Sis Rajeshmi Hari	Agriculture, Nausori
Branch Secretary	4	Bro Prem Chand	Suva City Council
Branch Treasurer	5	Sis Sandhya Soonama	NFA
	6	Bro Sanjeev Kumar	LTA
	7	Bro Sunil Kumar	MSAF
Branch Councillors x 5	8	Sis Shenne Singh	Fiji Meat Industry Board, Nasimu
	9	Sis Silvia Nadaku	Agriculture, Navua
	10	Bro Kinijoji Sovakiwai	PWD, Samabula





## FPSA MABS Rates & Guidelines

Issued by National Council

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

## ANNUAL SUMMARY OF FPSA MABS

2014 to 2022 (9 years)

Yr	Overseas Medical		Local Medical		Bereavement		Retirement/ Resignation		Maternity		Total
	No.	\$ Amount	No.	\$ Amount	No.	\$ Amount	No.	\$ Amount	No.	\$ Amount	\$
2014	04	3,470	4030	18,138	30	20,570	50	55,215	29	4,618	10,2011
2015	02	1,961	3648	16,416	11	7,616	23	18,176	41	6,107	50,276
2016	05	5,445	4340	19,530	26	25,424	52	41,253	38	8,179	254,463
2017	07	10,000	4478	21,335	22	23,355	55	43,808	26	6,248	104,746
2018	12	15,000	5121	28,049	26	25,700	39	33,323	25	6,920	108,992
2019	04	6,000	3673	33,052.50	20	22,482	61	38,375.90	36	10,150	110,060
2020	06	7,985	3701	33,279	29	27,000	56	41,179.25	32	8,350	117,793
2021	05	5,000	4872	26,034	25	22,000	112	80,294.50	25	7,150	140,478
2022	09	16,000	5157	48,091	28	29,250	85	59,796.50	27	7,400	160,5370
Total	54	70,861	39,020	243,924.50	217	203,397	533	411,421.15	279	65122	994,725
Avg	10	27309	11451	51037	36	19850.75	73	63365	77	18457	185701
%		14.5%		27.5%		14%		34%		10%	(100%)

## 2021 FPSA NOMINATED DOCTORS

**Appendix 09**  
[Ref para 36.3]

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

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

## Pharmacy Benefits Available for Financial FPSA Members

### Under FPSA Mutual Assistance Benefit Scheme – MABS

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

### Other Retail Discounts

	COMPANY	Address or AREA	Phone	DISCOUNT OFFERED
A	Sports World	Suva & Fiji-wide ( x7 shops)	3315910	15% on sports equipment. 10% on Asics, Under-Armour & Puma products.
B	Bandag	Suva, Sigatoka, Nadi Lautoka & Labasa	3311200/ 9921128	5% for tyres & car battery
C	X-CARS	Nava St, Lautoka	9310059	15-25% for car repair and maintenance
D	Jacks Motor Traders Fiji Ltd Repair	Vakamasiasua, Labasa	8811799	10% for vehicle body work/painting, 60% for wheel alignment
E	Galaxy Apartments & Plaza Rentals	Labasa Town	8812460/ 9916460	20% for Hotel rooms, Apartments, Car Rentals & Wine N Dine
F	Automated Building Services	Suva & Nadi	3363180/ 6723180	20% for Green Inverter Air Conditioner
G	Central Cuisine Restaurants & Event Centre	Sports City, Laucala Bay, Suva	9992184	15% for Event Centre 10% for Fire & Ice Restaurants 10% for Fire & Ice Bar
H	International Paints (Fiji)	142 Ratu Mara Rd, Samabula, Suva	3372200/ 9995137	10-15% for household paints
I	Form Scaff	Lot 4 Auto City, Raiwaqa, Suva	3307120/ 3308333	20% for tents & marquees
J	CDP	Fiji Wide	3313677	5% for sea freights within Fiji
K	Korea Auto Traders	Nabua, Suva	3381808	10% for Hyundai & Kia repairs, maintenance, servicing and vehicle parts
L	Kumar Car Alarm & Electrical Services	Western Division	9523582	20% for vehicles diagnostic, auto electrical works, 10% for Car Alarm Fitting
M	Fiji Hideaway Resort	Sigatoka & Vuda	6500177	
N	Wasawasa Hotel	270 Waimanu Rd,	9661726	

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



## 2022 FPSA 79<sup>TH</sup> NAGM



**FPSA Savusavu Branch Delegates with the FPSA Executive Board Members**



**Members from Suva Central attending their 2022 Branch AGM**

**"The greatest glory in living lies not in ever falling, but in rising every time we fall." - Nelson Mandela**

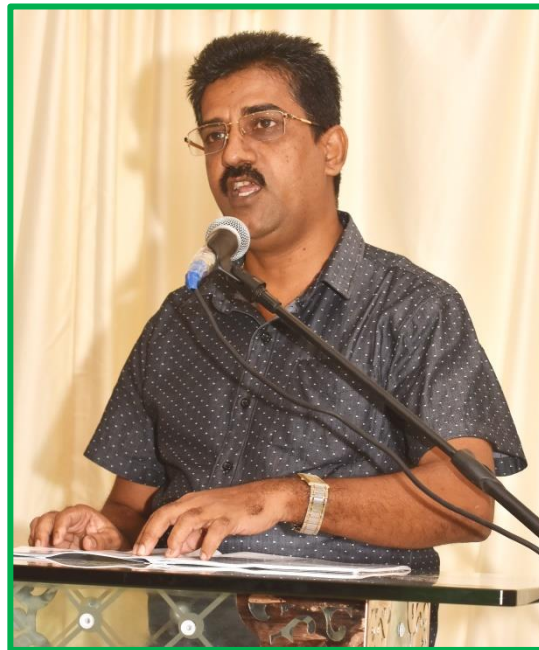




Fiji Public Service Association

Audited Financial Statements 2022

BDO & Co, Chartered Accountant



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

	<b>C O N T E N T S</b>	<b>Audit Page #</b>
1	2022 Statement by President, Secretary & Treasurer	02
2	Independent Audit Report 2022	03-04
3	Statement of Comprehensive Income 2022	05-06
4	Statement of Changes in Members Funds 2022	07
5	Statement of Financial Position 2022	08
6	2022 Statement of Cash Flows	09
7	Notes to 2022 Financial Statements	10-21
8	Additional Information & Detailed Statement for 2022	22-23

**STATEMENT BY THE PRESIDENT, GENERAL SECRETARY AND TREASURER**

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

- [i] the accompanying statements of comprehensive income of the Association and of the group is drawn up so as to give a true and fair view of the results of the Association and of the group for the year ended 31 December 2022;
- [ii] the accompanying statements of changes in members' funds of the Association and of the group is drawn up so as to give a true and fair view of the changes in funds of the Association and of the group for the year ended 31 December 2022;
- [iii] the accompanying statements of financial position of the Association and of the group is drawn up so as to give a true and fair view of the state of affairs of the Association and of the group as at 31 December 2022;
- [iv] the accompanying statements of cash flows of the Association and of the group is drawn up so as to give a true and fair view of the cash flows of the Association and of the group for the year ended 31 December 2022;
- [v] the accompanying financial statements are drawn up in accordance with International Financial Reporting Standard for Small and Medium-sized Entities;
- [vi] at the date of this statement, there are reasonable grounds to believe that the Association and subsidiary company 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 and the subsidiary company.

**Going Concern**

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

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

In November 2017, the Association registered a fully owned subsidiary company, Public Service Association Investments Company (Fiji) Pte Limited for the purpose of transferring the Association's real estate investment business (comprising of vacant land and land and buildings) to the subsidiary company. During the year ended 31 December 2022, preparation for the transfer process started whereby the Association made submission to FRCS seeking Binding Ruling in respect to the proposed transfer of its real estate investment business to the subsidiary company under provisions of Section 88 of the Income Tax Act 2015 and under the provisions of Paragraph 8 of the Second Schedule of the VAT Act 1991 for the following:

- a) That the transfer of real estate investment business by the Association as part of its corporate re-organisation will qualify for tax deferral under the provisions of Section 88 of the Income Tax Act 2015 to the subsidiary company and accordingly no taxes (Capital Gain Tax and income tax) will be applicable on the transfers.
- b) That there will be no Value Added Tax consequences on transfer of Association's real estate investment business to subsidiary company given that the transfer will be as a going concern under the provisions of Paragraph 8 of the Second Schedule of the VAT Act 1991.
- c) For the tax purposes, the transfer will be at the tax written down value of the assets as at the date of transfer.
- d) For accounting purpose, the transfer of assets from Associations books of account will be at accounting written down value (based on fair value model) as at the date of transfer.



## STATEMENT BY THE PRESIDENT, GENERAL SECRETARY AND TREASURER [CONT'D]

## Significant Events during the Year and Events Subsequent to Balance Date (Cont'd)

Subsequent to the balance date in February 2023, subject to certain requirements, the Association received from FRCS Private Binding Ruling in respect to the proposed transfers of the Association's real estate investment business (comprising of vacant land and land and buildings) to the subsidiary company in accordance Section 88 of the Income Tax Act 2015 and Paragraph 8 of the Second Schedule of the VAT Act 1991.

Upon completion of transfer process, the adjustments will be incorporated in the books of account of the Association and the subsidiary company relating to the above transfer in the financial year the transfer is completed which is expected to be during year ending 31 December 2023.

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

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

Dated this 13 day of February 2023.



President

  
General Secretary

General Treasurer



## INDEPENDENT AUDITOR'S REPORT

Page 4

To the Members of Fiji Public Service Association

### Report on the Audit of the Financial Statements

#### Qualified Opinion

We have audited the financial statements of Fiji Public Service Association (the Association) and the consolidated financial statements of Fiji Public Service Association and its Subsidiary Company (the Group), which comprise the statements of financial position as at 31 December 2022, and the statements of comprehensive income, statements of changes in members' funds and statements of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements give a true and fair view of the financial position of the Association and the group as at 31 December 2022, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs).

#### Basis for Qualified Opinion

As required under IFRS for SME and based on the accounting policy adopted by the Association for its investment property portfolio, as at 31 December 2022, neither independent valuation has been carried out by an independent registered valuer, nor detailed assessment has been performed internally in a structured manner by the management and the Executive Board Members of the Association to assess the fair values of the investment properties as at 31 December 2022.

In the absence of sufficient appropriate audit evidence to substantiate that the carrying values of investment properties as at 31 December 2022 has not significantly varied from its last assessment as concluded by the management and Executive Board Members, we were unable to satisfy ourselves that the carrying values of investment properties as at 31 December 2022, reflects their fair market values.

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 and the group in accordance with the International Ethics Standards Board for Accountant's *Code of Ethics for Professional Accountants (IESBA Code)* together with the ethical requirements that are relevant to our audit of the financial statements in Fiji and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

#### Responsibilities of the Executive Board Members for the Financial Statements

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

In preparing the financial statements, the Executive Board Members are responsible for assessing the Association and group'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 and the group or to cease operations, or have no realistic alternative but to do so.

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



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

**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 judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's and group'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 and the group'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 or the group 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the Association and the group's audit. We remain solely responsible for our audit opinion.

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.

**FIJI PUBLIC SERVICE ASSOCIATION AND SUBSIDIARY COMPANY**  
**STATEMENTS OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

Page 6

	Consolidated		Association	
	2022	2021	2022	2021
	\$	\$	\$	\$
<b>Income</b>				
Subscription	433,894	454,771	433,894	454,771
Dividend income	11,560	10,566	11,560	10,566
Fair value gain on financial assets	25,130	17,503	25,130	17,503
Other income	-	109	-	109
<b>Total income</b>	<b>470,584</b>	<b>482,949</b>	<b>470,584</b>	<b>482,949</b>
<b>Expenditure</b>				
Affiliation and capitation fees	8,625	8,782	8,625	8,782
Audit fees	4,800	4,050	4,800	4,050
Accounting and professional fees	537	3,823	537	3,823
Depreciation	25,730	26,117	25,730	26,117
Fiji National Provident Fund	14,206	11,295	14,206	11,295
Honorarium	9,450	8,250	9,450	8,250
Legal expense	2,566	3,917	2,566	3,917
Meeting expenses:				
- Other meetings	56,116	50,205	56,116	50,205
Salaries and wages	257,230	234,959	257,230	234,959
Special expenditure:				
- Members recruitment gratuity	756	215	756	215
- Industrial action	-	520	-	520
Welfare benefits:				
- Bereavement assistance	29,250	22,000	29,250	22,000
- Local medical assistance	48,091	26,034	48,091	26,034
- Maternity allowance	7,400	7,150	7,400	7,150
- Overseas medical assistance	16,000	5,000	16,000	5,000
- Retirement benefits	59,798	80,295	59,798	80,295
Other expenses	54,294	68,658	54,294	68,658
<b>Total expenditure</b>	<b>594,849</b>	<b>561,270</b>	<b>594,849</b>	<b>561,270</b>
<b>Operating deficit before surplus from Building Account</b>	<b>(124,265)</b>	<b>(78,321)</b>	<b>(124,265)</b>	<b>(78,321)</b>

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



FIJI PUBLIC SERVICE ASSOCIATION AND SUBSIDIARY COMPANY  
 STATEMENTS OF COMPREHENSIVE INCOME [CONT'D]  
 FOR THE YEAR ENDED 31 DECEMBER 2022

Page 7

	Notes	Consolidated		Association	
		2022	2021	2022	2021
		\$	\$	\$	\$
Operating deficit before surplus from Building Account		(124,265)	(78,321)	(124,265)	(78,321)
<b>Building Account:</b>					
Operating surplus from Building Account	13	2,109,612	1,130,093	2,109,612	1,130,093
Less: Income tax expense - Building Account	5(a)	(303,987)	(74,550)	(303,987)	(74,550)
Net operating surplus from Building Account		1,805,625	1,055,543	1,805,625	1,055,543
Surplus for the year		1,681,360	977,222	1,681,360	977,222

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

FIJI PUBLIC SERVICE ASSOCIATION AND SUBSIDIARY COMPANY  
STATEMENTS OF CHANGES IN MEMBERS' FUNDS  
FOR THE YEAR ENDED 31 DECEMBER 2022

Page 8

	Consolidated		Association	
	Accumulated	Total	Accumulated	Total
	Funds		Funds	
	\$	\$	\$	\$
Balance as at 31 December 2020	49,218,857	49,218,857	49,218,857	49,218,857
Surplus for the year	977,222	977,222	977,222	977,222
Balance as at 31 December 2021	50,196,079	50,196,079	50,196,079	50,196,079
Surplus for the year	1,681,360	1,681,360	1,681,360	1,681,360
Balance as at 31 December 2022	<u>51,877,439</u>	<u>51,877,439</u>	<u>51,877,439</u>	<u>51,877,439</u>

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

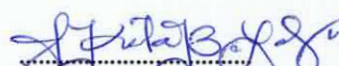
FIJI PUBLIC SERVICE ASSOCIATION AND SUBSIDIARY COMPANY  
STATEMENTS OF FINANCIAL POSITION  
AS AT 31 DECEMBER 2022


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	Notes	Consolidated		Association	
		2022	2021	2022	2021
		\$	\$	\$	\$
<b>CURRENT ASSETS</b>					
Cash on hand and at bank		3,153,258	2,023,068	3,153,008	2,023,068
Receivables	6	178,159	204,357	178,159	204,357
Financial assets	7	279,267	-	279,267	-
Current tax asset	5(b)	-	84,850	-	84,850
<b>Total current assets</b>		<b>3,610,684</b>	<b>2,312,275</b>	<b>3,610,434</b>	<b>2,312,275</b>
<b>NON-CURRENT ASSETS</b>					
Property, plant and equipment	8	919,685	972,732	919,685	972,732
Investment properties	9	57,615,276	57,615,276	57,615,276	57,615,276
Financial assets	7	960,318	688,308	960,318	688,308
Investment in subsidiary	19	-	-	250	250
Deferred tax asset	5(d)	30,027	114,873	30,027	114,873
<b>Total non-current assets</b>		<b>59,525,306</b>	<b>59,391,189</b>	<b>59,525,556</b>	<b>59,391,439</b>
<b>TOTAL ASSETS</b>		<b>63,135,990</b>	<b>61,703,464</b>	<b>63,135,990</b>	<b>61,703,714</b>
<b>CURRENT LIABILITIES</b>					
Payables and accruals	10	250,875	268,058	250,875	268,308
Provisions	11	167,675	158,504	167,675	158,504
Current tax liability	5(b)	94,326	-	94,326	-
Interest bearing borrowings	12	373,562	376,701	373,562	376,701
<b>Total current liabilities</b>		<b>886,438</b>	<b>803,263</b>	<b>886,438</b>	<b>803,513</b>
<b>NON-CURRENT LIABILITIES</b>					
Interest bearing borrowings	12	4,497,378	4,863,694	4,497,378	4,863,694
Provisions	11	10,353	13,371	10,353	13,371
Deferred tax liabilities	5(c)	5,864,382	5,827,057	5,864,382	5,827,057
<b>Total non-current liabilities</b>		<b>10,372,113</b>	<b>10,704,122</b>	<b>10,372,113</b>	<b>10,704,122</b>
<b>TOTAL LIABILITIES</b>		<b>11,258,551</b>	<b>11,507,385</b>	<b>11,258,551</b>	<b>11,507,635</b>
<b>NET ASSETS</b>		<b>51,877,439</b>	<b>50,196,079</b>	<b>51,877,439</b>	<b>50,196,079</b>
<b>MEMBERS' FUNDS</b>					
Accumulated funds		51,877,439	50,196,079	51,877,439	50,196,079
<b>TOTAL MEMBERS' FUNDS</b>		<b>51,877,439</b>	<b>50,196,079</b>	<b>51,877,439</b>	<b>50,196,079</b>

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

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

  
President

  
General Secretary

  
General Treasurer



FIJI PUBLIC SERVICE ASSOCIATION AND SUBSIDIARY COMPANY  
STATEMENTS OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2022

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Notes	Consolidated		Association	
	2022	2021	2022	2021
	Inflows/ (Outflows)	Inflows/ (Outflows)	Inflows/ (Outflows)	Inflows/ (Outflows)
	\$	\$	\$	\$
<b>Cash flows from operating activities</b>				
Receipts from tenants and members	3,423,613	2,760,952	3,423,613	2,760,952
Payments to suppliers and employees	(1,238,843)	(1,193,143)	(1,238,843)	(1,193,143)
Cash generated from operations	2,184,770	1,567,809	2,184,770	1,567,809
Interest paid	(220,952)	(274,502)	(220,952)	(274,502)
Interest received	44,721	22,539	44,721	22,539
Interest withholding taxes paid	5(b) (2,639)	(2,254)	(2,639)	(2,254)
Net cash generated from operating activities	2,005,900	1,313,592	2,005,900	1,313,592
<b>Cash flows from investing activities</b>				
Payments for investment properties	-	(18,275)	-	(18,275)
Payment for property, plant and equipment	8 (3,480)	(18,130)	(3,480)	(18,130)
Payment for financial assets	(514,335)	(24,390)	(514,585)	(24,390)
Dividend received	11,560	10,566	11,560	10,566
Net cash used in investing activities	(506,255)	(50,229)	(506,505)	(50,229)
<b>Cash flows from financing activities</b>				
Repayment of term loan	(369,455)	(319,334)	(369,455)	(319,334)
Net cash used in financing activities	(369,455)	(319,334)	(369,455)	(319,334)
Net increase in cash and cash equivalents	1,130,190	944,029	1,129,940	944,029
Cash and cash equivalent at the beginning of the year	2,023,068	1,079,039	2,023,068	1,079,039
Cash and cash equivalents at the end of the year	14 3,153,258	2,023,068	3,153,008	2,023,068

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

**NOTE 1. ASSOCIATION AND SUBSIDIARY COMPANY DETAILS**

**Registered Office and Principal Place of Business**

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

**Principal activities of the Association**

The principal activities of the Association are as follows:

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

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

**Principal activities of the Subsidiary Company**

The subsidiary company has not started its operations. It will start operations upon transfer of the real estate investment business (comprising of vacant land, and land and buildings) activities from Association.

**NOTE 2. BASIS OF PREPARATION**

**(a) Basis of preparation**

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

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

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

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

**(b) Statement of compliance**

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



**NOTE 2. BASIS OF PREPARATION (CONT'D)**

**(c) Comparatives**

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

**(d) Functional and Presentation Currency**

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

**(e) Basis of Consolidation**

***Subsidiaries***

The consolidated financial statements incorporate the financial statements of Fiji Public Service Association and Public Service Association Investment Company Pte Limited. The Association reassess whether or not it controls an investee on the basis of the three elements of control listed below.

Control is achieved when the Association:

- has power over the investee;
- is exposed, or has rights, to variable returns from its involvement with the investee; and
- has the ability to use its power to affect its returns.

When the Association has less than the majority of the voting rights of an investee, it has power over the investee when the voting rights are sufficient to give it the practical ability to direct the relevant activities of the investee unilaterally. The Association considers all relevant facts and circumstances in assessing whether or not the Association's voting rights in an investee are sufficient to give it power, including:

- the size of the Association's holding of voting rights relative to the size and dispersion of holdings of the other vote holders;
- potential voting rights held by the Association, other vote holders or other parties;
- rights arising from other contractual arrangements; and
- any additional facts and circumstances that indicate that the Association has, or does not have, the current ability to direct the relevant activities at the time that decisions need to be made, including voting patterns at previous shareholders' meetings.

Consolidation of a subsidiary company occurs when the Association is determined to exert control over the subsidiary company and ceases when the Association is determined not to be able to exert control over the subsidiary company.

Changes in the Association's ownership interest in a subsidiary company that does not result in the Association losing control of the subsidiary company are equity transactions (i.e. transactions with owners in their capacity as owners) and accordingly reflected directly in the statement of changes in members fund of the group.

The group derecognises the assets and liabilities of the former subsidiary from the group's statement of financial position upon loss of control over a subsidiary company effective from the date the group loses its control. Furthermore, the resulting gain or loss associated with the loss of control attributable to the former controlling interest is recognised in the statement of comprehensive income.

Inter-entity transactions, balances and unrealised gains or losses on transactions between group entities are eliminated.



**NOTE 3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

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

**a) Property, Plant and Equipment**

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

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

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

**b) Investment Properties**

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

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

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

**c) Income Recognition**

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

**d) Benefits to Members**

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

**e) Receivables**

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

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

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

**f) Payables and Accruals**

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

**g) Borrowings**

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

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

**h) Borrowing Costs**

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

**i) Operating Lease**

*As lessor*

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

*As lessee*

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

**j) Cash and Cash Equivalents**

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

**k) Income Tax**

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

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

*Current tax*

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



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

**k) Income Tax (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.

**l) Provisions for employee entitlements**

*(i) Wages and Salaries*

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

*(ii) Annual leave*

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

*Defined contribution plans*

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

**m) Provision for retirement benefits to members**

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



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

**n) Financial Assets**

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

*Held-to-maturity investment*

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

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

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

*Financial assets at Fair value through profit and loss*

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

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

Dividends on financial assets at fair value are recognised in the statement of comprehensive income as part of other income when the Association's and group'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 and group's receivables comprise 'trade and other receivables', as disclosed in the statements of financial position (Note 6). Bad debts are written off during the period in which they are identified.

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

**o) Provisions**

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

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

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



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

**p) Value Added Tax**

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

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

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

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

**q) 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 Associations 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.

**NOTE 4. CRITICAL ACCOUNTING ESTIMATES AND JUDGMENTS**

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

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

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

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

Note 3(k) - Deferred tax liabilities

Note 3(e) - Provision doubtful debts

Note 3(k) - Deferred tax assets

**NOTE 5. INCOME TAX - BUILDING ACCOUNT**

	<b>Consolidated</b>		<b>Association</b>	
	<b>2022</b>	<b>2021</b>	<b>2022</b>	<b>2021</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>a) Income tax expense</b>				
The prima facie tax payable on Building Account surplus is reconciled to the income tax expense as follows:				
Operating surplus from Building Account before income tax	2,109,612	1,130,093	2,109,612	1,130,093
Prima facie tax expense thereon at 20%	421,922	226,019	421,922	226,019
Tax effect of permanent differences:				
Tax concession	(56,156)	(149,249)	(56,156)	(149,249)
Over provision of income tax in prior years	(61,779)	(2,220)	(61,779)	(2,220)
Income tax expense for the year	303,987	74,550	303,987	74,550
Income tax expense comprises movements in:				
Deferred tax asset	84,846	53,872	84,846	53,872
Current tax liabilities	181,815	(51,244)	181,815	(51,244)
Deferred tax liabilities	37,326	71,922	37,326	71,922
	303,987	74,550	303,987	74,550
<b>b) Current Tax Assets / (Liability)</b>				
Balance at the beginning of the year	84,850	31,352	84,850	31,352
Resident Interest Withholding Tax paid	2,639	2,254	2,639	2,254
Over provision of income tax in prior years	-	51,244	-	51,244
Tax liability for the year	(181,815)	-	(181,815)	-
Balance at the end of the year	(94,326)	84,850	(94,326)	84,850
<b>c) Deferred tax liabilities</b>				
Deferred tax liability comprises the estimated future expense at future income tax and capital gain tax rates of the following item:				
Difference in cost base of property, plant and equipment and investment properties for accounting and income tax purposes	5,864,382	5,827,057	5,864,382	5,827,057
<b>d) Deferred tax assets</b>				
Deferred tax assets comprise of the estimated future benefit at future income tax rate of the following items:				
Allowance for doubtful debts	14,464	16,104	14,464	16,104
Employee entitlements	15,563	14,116	15,563	14,116
Tax losses	-	84,653	-	84,653
	30,027	114,873	30,027	114,873



**NOTE 6. RECEIVABLES**

	Consolidated		Association	
	2022	2021	2022	2021
	\$	\$	\$	\$
Rent receivable	225,190	277,925	225,190	277,925
Less: allowance for doubtful debts	(72,319)	(80,521)	(72,319)	(80,521)
Deposits and prepayments	25,288	6,953	25,288	6,953
Total receivables	178,159	204,357	178,159	204,357

**NOTE 7. FINANCIAL ASSETS**

**Financial assets at amortised cost**

**Current**

Kontiki Finance Limited	279,267	-	279,267	-
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**Non-Current**

Kontiki Finance Limited	-	264,682	-	264,682
Life insurance policy - Keyman insurance	500,000	-	500,000	-

**Financial assets at fair value**

Units in Unit Trust of Fiji	460,318	423,626	460,318	423,626
Total non-current financial assets	960,318	688,308	960,318	688,308
Total financial assets	1,239,585	688,308	1,239,585	688,308

**Reconciliation of financial assets at fair value**

Opening balance	423,626	395,557	423,626	395,557
Dividends re-invested	11,562	10,566	11,562	10,566
Fair value gain	25,130	17,503	25,130	17,503
Closing balance	460,318	423,626	460,318	423,626

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

**NOTE 8. PROPERTY, PLANT AND EQUIPMENT**

	Consolidated					Total \$
	Freehold land at cost \$	Building at cost \$	Furniture & fittings at cost \$	Motor vehicle at cost \$		
Gross carrying amount						
Balance at 31 December 2020	125,000	782,449	142,805	258,394		1,308,648
Additions	-	-	5,286	12,844		18,130
Balance at 31 December 2021	125,000	782,449	148,091	271,238		1,326,778
Additions	-	-	3,480	-		3,480
Balance at 31 December 2022	125,000	782,449	151,571	271,238		1,330,258
Accumulated depreciation						
Balance at 31 December 2020	-	(107,168)	(128,357)	(10,766)		(246,291)
Depreciation expense	-	(36,232)	(6,657)	(64,866)		(107,755)
Balance at 31 December 2021	-	(143,400)	(135,014)	(75,632)		(354,046)
Depreciation expense	-	(9,781)	(5,387)	(67,810)		(82,978)
Adjustments	-	26,451	-	-		26,451
Balance at 31 December 2022	-	(126,730)	(140,401)	(143,442)		(410,573)
Net book value						
As at 31 December 2021	125,000	639,049	13,077	195,606		972,732
As at 31 December 2022	125,000	655,719	11,170	127,796		919,685

NOTE 8. PROPERTY, PLANT AND EQUIPMENT (CONT'D)

	Freehold land at cost \$	Building at cost \$	Association Furniture & fittings at cost \$	Motor vehicle at cost \$	Total \$
Gross carrying amount					
Balance at 31 December 2020	125,000	782,449	142,805	258,394	1,308,648
Additions	-	-	5,286	12,844	18,130
Balance at 31 December 2021	125,000	782,449	148,091	271,238	1,326,778
Additions	-	-	3,480	-	3,480
Balance at 31 December 2022	125,000	782,449	151,571	271,238	1,330,258
Accumulated depreciation					
Balance at 31 December 2020	-	(107,168)	(128,357)	(10,766)	(246,291)
Depreciation expense	-	(36,232)	(6,657)	(64,866)	(107,755)
Balance at 31 December 2021	-	(143,400)	(135,014)	(75,632)	(354,046)
Depreciation expense	-	(9,781)	(5,387)	(67,810)	(82,978)
Adjustments	-	26,451	-	-	26,451
Balance at 31 December 2022	-	(126,730)	(140,401)	(143,442)	(410,573)
Net book value					
As at 31 December 2021	125,000	639,049	13,077	195,606	972,732
As at 31 December 2022	125,000	655,719	11,170	127,796	919,685



**NOTE 9. INVESTMENT PROPERTIES**

	Consolidated		
	Freehold land \$	Building \$	Total \$
<b>Gross carrying amount</b>			
Balance at 31 December 2020	28,301,400	29,295,601	57,597,001
Additions	-	18,275	18,275
<b>Balance at 31 December 2021</b>	<b>28,301,400</b>	<b>29,313,876</b>	<b>57,615,276</b>
<b>Balance at 31 December 2022</b>	<b>28,301,400</b>	<b>29,313,876</b>	<b>57,615,276</b>

	Association		
	Freehold land \$	Building \$	Total \$
<b>Gross carrying amount</b>			
Balance at 31 December 2020	28,301,400	29,295,601	57,597,001
Additions	-	18,275	18,275
<b>Balance at 31 December 2021</b>	<b>28,301,400</b>	<b>29,313,876</b>	<b>57,615,276</b>
<b>Balance at 31 December 2022</b>	<b>28,301,400</b>	<b>29,313,876</b>	<b>57,615,276</b>

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

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

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

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

For the financial year ended 31 December 2022, no independent valuation was carried out by registered value for the investment properties of the Association to assess the fair values of the properties. Whilst no independent valuation assessment was carried out by a registered valuer, management and Executive Board Members believe that the fair value as at 31 December 2022 has not significantly changed from its last assessment and accordingly no adjustment to the fair value of the investment properties has been recognised during the financial year ended 31 December 2022.

**NOTE 9. INVESTMENT PROPERTIES (CONT'D)**

(b) In December 2022, the Association entered into a sales and purchase agreement with its subsidiary entity, Public Service Association Investments Company (Fiji) Pte Limited to transfer Association's entire class of real estate investment assets together with its business (comprising of vacant land and land and buildings). Refer Note 20 for further details and the status of transfer of the investment properties.

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

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

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

**NOTE 10. PAYABLES AND ACCRUALS**

	Consolidated		Association	
	2022	2021	2022	2021
	\$	\$	\$	\$
Payables and accrued liabilities	190,312	72,212	190,312	72,212
Rental deposit	60,563	195,846	60,563	195,846
Payable to subsidiary	-	-	-	250
Total payables and accruals	250,875	268,058	250,875	268,308

**NOTE 11. PROVISIONS**

**Current**

Employee entitlements - annual leave	129,588	120,992	129,588	120,992
Provision for retirement benefits	38,087	37,512	38,087	37,512
Total current provisions	167,675	158,504	167,675	158,504

**Non-current**

Employee entitlements - Long service leave	10,353	13,371	10,353	13,371
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**NOTE 12. INTEREST BEARING BORROWINGS**

**Current**

Secured borrowings:

- Bank of South Pacific (a)	373,562	376,701	373,562	376,701
Total current secured borrowings	373,562	376,701	373,562	376,701

**Non-current**

Secured borrowings:

- Bank of South Pacific (a)	4,497,378	4,863,694	4,497,378	4,863,694
Total non- current secured borrowings	4,497,378	4,863,694	4,497,378	4,863,694



**NOTE 12. INTEREST BEARING BORROWINGS (CONT'D)**

**Particulars relating to secured borrowings:**

- a) Bank loan from Bank of South Pacific is subject to 4% interest per annum, repayable by monthly instalment of \$46,800 (inclusive of interest) and secured by:
- i) First registered mortgage over Commercial Property comprised under CT 24859 situated in Lot 1, DP 6617 Laucala Bay Road, Suva.
- ii) Specific security interest agreement over rental income over CT 24859.

<b>NOTE 13. OPERATING SURPLUS FROM BUILDING ACCOUNT</b>	<b>Consolidated</b>		<b>Association</b>	
	<b>2022</b>	<b>2021</b>	<b>2022</b>	<b>2021</b>
<b>INCOME</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Interest	44,721	22,539	44,721	22,539
Parking fee income	111,672	35,571	111,672	35,571
Other Income	26,868	20,735	26,868	20,735
Outgoings	127,082	127,600	127,082	127,600
Rental income	2,726,640	2,031,039	2,726,640	2,031,039
<b>Total income</b>	<b>3,036,983</b>	<b>2,237,484</b>	<b>3,036,983</b>	<b>2,237,484</b>
<b>EXPENSES</b>				
Audit fees	11,200	6,450	11,200	6,450
Accounting and professional fees	21,162	14,472	21,162	14,472
Depreciation	30,797	81,639	30,797	81,639
Doubtful debts / (reversal of doubtful debts) on receivables	(8,202)	80,521	(8,202)	80,521
Fiji National Provident Fund	15,603	11,488	15,603	11,488
Interest	220,952	274,502	220,952	274,502
Salaries, wages and FNU levy	263,746	241,774	263,746	241,774
Others	372,113	396,545	372,113	396,545
<b>Total expenses</b>	<b>927,371</b>	<b>1,107,391</b>	<b>927,371</b>	<b>1,107,391</b>
<b>Operating surplus from Building Account</b>	<b>2,109,612</b>	<b>1,130,093</b>	<b>2,109,612</b>	<b>1,130,093</b>

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

**NOTE 14. NOTES TO THE STATEMENT OF CASH FLOWS**

**Cash and cash equivalents**

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

Cash on hand and at bank	3,153,258	2,023,068	3,153,008	2,023,068
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**NOTE 15. COMMITMENTS**

	Consolidated		Association	
	2022	2021	2022	2021
	\$	\$	\$	\$
a) Capital expenditure				
- Approved by the Executive Board but not committed	174,950	75,250	174,950	75,250

Capital expenditure includes purchase of office equipment, information system, furniture and fittings and building renovation.

**b) Operating lease expenditure**

Not later than one year	9,257	9,257	9,257	9,257
Later than one year but not later than five years	1,800	1,800	1,800	1,800
Later than five years	5,400	5,850	5,400	5,850
Total operating lease expenditure commitments	16,457	16,907	16,457	16,907

**NOTE 16. OPERATING LEASE INCOME**

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

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

Not later than one year	2,682,236	2,621,830	2,682,236	2,621,830
Later than one year but not later than five years	6,625,137	4,613,334	6,625,137	4,613,334
Later than five years	1,079,054	2,203,345	1,079,054	2,203,345
Total operating lease income commitments	10,386,427	9,438,509	10,386,427	9,438,509

**NOTE 17. CONTINGENT LIABILITIES**

Contingent liabilities exist with respect to the following:

Bank guarantee	126,000	126,000	126,000	126,000
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**NOTE 18. KEY MANAGEMENT PERSONNEL REMUNERATION**

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

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

Judith Kotobalavu - President  
 Shaleeni Priya Singh - Vice President  
 Ramesh Chand- Treasurer

Kamlesh Chand - Vice President  
 Vishwa Deo - Vice President  
 Rajeshwar Singh - General Secretary

**NOTE 18. KEY MANAGEMENT PERSONNEL REMUNERATION (CONT'D)**

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

Short term benefits including honorarium \$ 246,569 255,898

The General Secretary is also provided with motor vehicle benefit.

**NOTE 19. INVESTMENTS IN SUBSIDIARY AND ASSOCIATE COMPANIES**

**List of Subsidiary Companies**

Name	Place of Incorporation	Value of Investments (\$)		% of Shares Held	
		2022	2021	2022	2021
Public Service Association Investment Company Pte Limited	Fiji	250	250	100	100

**NOTE 20. SIGNIFICANT EVENTS DURING THE YEAR AND EVENTS SUBSEQUENT TO BALANCE DATE**

In November 2017, the Association registered a fully owned subsidiary company, Public Service Association Investments Company (Fiji) Pte Limited for the purpose of transferring the Association's real estate investment business (comprising of vacant land and land and buildings) to the subsidiary company. During the year ended 31 December 2022, preparation for the transfer process started whereby the Association made submission to FRCS seeking Binding Ruling in respect to the proposed transfer of its real estate investment business to the subsidiary company under provisions of Section 88 of the Income Tax Act 2015 and under the provisions of Paragraph 8 of the Second Schedule of the VAT Act 1991 for the following:

- That the transfer of real estate investment business by the Association as part of its corporate re-organisation will qualify for tax deferral under the provisions of Section 88 of the Income Tax Act 2015 to the subsidiary company and accordingly no taxes (Capital Gain Tax and income tax) will be applicable on the transfers.
- That there will be no Value Added Tax consequences on transfer of Association's real estate investment business to subsidiary company given that the transfer will be as a going concern under the provisions of Paragraph 8 of the Second Schedule of the VAT Act 1991.
- For the tax purposes, the transfer will be at the tax written down value of the assets as at the date of transfer.
- For accounting purpose, the transfer of assets from Associations books of account will be at accounting written down value (based on fair value model) as at the date of transfer.

Subsequent to the balance date in February 2023, subject to certain requirements, the Association received from FRCS Private Binding Ruling in respect to the proposed transfers of the Association's real estate investment business (comprising of vacant land and land and buildings) to the subsidiary company in accordance Section 88 of the Income Tax Act 2015 and Paragraph 8 of the Second Schedule of the VAT Act 1991.

Upon completion of transfer process, the adjustments will be incorporated in the books of account of the Association and the subsidiary company relating to the above transfer in the financial year the transfer is completed which is expected to be during year ending 31 December 2023.

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



FIJI PUBLIC SERVICE ASSOCIATION AND SUBSIDIARY COMPANY  
 ADDITIONAL INFORMATION  
 DETAILED STATEMENTS OF COMPREHENSIVE INCOME  
 FOR THE YEAR ENDED 31 DECEMBER 2022

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ASSOCIATION ACCOUNT	Consolidated		Association	
	2022	2021	2022	2021
	\$	\$	\$	\$
<b>INCOME</b>				
Subscriptions	433,894	454,771	433,894	454,771
Dividend income	11,560	10,566	11,560	10,566
Fair value gain on financial assets	25,130	17,503	25,130	17,503
Other income	-	109	-	109
	<u>470,584</u>	<u>482,949</u>	<u>470,584</u>	<u>482,949</u>
<b>EXPENSES</b>				
Affiliation and capitation fees	8,625	8,782	8,625	8,782
Audit fees	4,800	4,050	4,800	4,050
Accounting and professional fees	537	3,823	537	3,823
Bank charges	374	580	374	580
Books and periodicals	1,699	1,348	1,699	1,348
Cleaning and incidental	3,469	3,828	3,469	3,828
Depreciation	25,730	26,116	25,730	26,116
Electricity and water	7,706	7,500	7,706	7,500
Fiji National Provident Fund	14,206	11,295	14,206	11,295
General expenses	763	154	763	154
Honorarium	9,450	8,250	9,450	8,250
Insurance	-	1,305	-	1,305
Legal fees	2,566	3,917	2,566	3,917
Motor vehicle expenses	6,527	2,618	6,527	2,618
Municipal rates	760	1,291	760	1,291
Office security	537	1,330	537	1,330
Postage, telephone and freight	9,161	12,690	9,161	12,690
Printing and stationery	6,819	6,180	6,819	6,180
Rent	8,844	8,807	8,844	8,807
Repairs and maintenance	514	2,891	514	2,891
Salaries and wages	257,230	234,959	257,230	234,959
Training levy	2,396	2,443	2,396	2,443
Travelling and subsistence	942	1,994	942	1,994
Welfare benefits:				
- Bereavement assistance	29,250	22,000	29,250	22,000
- Local medical assistance	48,091	26,034	48,091	26,034
- Maternity allowance	7,400	7,150	7,400	7,150
- Overseas medical assistance	16,000	5,000	16,000	5,000
- Retirement benefit	59,798	80,295	59,798	80,295
- Other Assistance	1,200	13,700	1,200	13,700
- Meeting expenditure	56,116	50,205	56,116	50,205
Special expenditure:				
- Donations and claims	2,583	-	2,583	-
- Members recruitment gratuity	756	215	756	215
- Industrial action	-	520	-	520
Total expenses	<u>594,849</u>	<u>561,270</u>	<u>594,849</u>	<u>561,270</u>
Operating deficit before surplus from Building Account	<u>(124,265)</u>	<u>(78,321)</u>	<u>(124,265)</u>	<u>(78,321)</u>



FIJI PUBLIC SERVICE ASSOCIATION AND SUBSIDIARY COMPANY  
 ADDITIONAL INFORMATION [CONT'D]  
 DETAILED STATEMENTS OF COMPREHENSIVE INCOME [CONT'D]  
 FOR THE YEAR ENDED 31 DECEMBER 2022

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	Consolidated		Association	
	2022	2021	2022	2021
	\$	\$	\$	\$
<b>BUILDING ACCOUNT</b>				
<b>INCOME</b>				
Interest	44,721	22,539	44,721	22,539
Other Income	26,868	20,735	26,868	20,735
Outgoings	127,082	127,600	127,082	127,600
Parking fee income	111,672	35,571	111,672	35,571
Rental income	2,726,640	2,031,039	2,726,640	2,031,039
	<u>3,036,983</u>	<u>2,237,484</u>	<u>3,036,983</u>	<u>2,237,484</u>
<b>EXPENSES</b>				
Advertising and promotion	3,486	6,705	3,486	6,705
Accounting fees	21,162	14,472	21,162	14,472
Audit fees	11,200	6,450	11,200	6,450
Doubtful debts / (reversal of doubtful debts) on receivables	(8,202)	80,521	(8,202)	80,521
Bank charges	15,859	31,782	15,859	31,782
Cleaning and incidentals	12,071	4,986	12,071	4,986
Capital Expenditure	-	(4,795)	-	(4,795)
Depreciation	30,797	81,639	30,797	81,639
Electricity and water	25,112	23,597	25,112	23,597
Fiji National Provident Fund	15,603	11,488	15,603	11,488
Fringe Benefit Tax	1,552	1,552	1,552	1,552
Valuation fees	2,800	14,495	2,800	14,495
Honorarium	1,710	1,710	1,710	1,710
Impairment loss on investment properties	-	-	-	-
Insurance	54,623	61,238	54,623	61,238
Interest	220,952	274,502	220,952	274,502
Legal fees	16,793	4,834	16,793	4,834
Meeting expense	8,773	5,150	8,773	5,150
Motor vehicle expenses	12,879	3,444	12,879	3,444
Postage, telephone and freight	8,390	5,979	8,390	5,979
Printing and stationery	14,601	7,107	14,601	7,107
Property management	121,874	114,197	121,874	114,197
Rates	9,295	11,917	9,295	11,917
Repair and maintenance	58,578	95,734	58,578	95,734
Training levy	2,635	2,298	2,635	2,298
Travelling and subsistence	1,082	4,615	1,082	4,615
Wages and salaries	263,746	241,774	263,746	241,774
Total expenses	<u>927,371</u>	<u>1,107,391</u>	<u>927,371</u>	<u>1,107,391</u>
<b>Operating surplus - Building Account</b>	<u>2,109,612</u>	<u>1,130,093</u>	<u>2,109,612</u>	<u>1,130,093</u>



## The Objectives of FPSA

### **Article 4 : The objects of the Association shall be:**

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

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## FPSA members attending AGM





## FPSA members attending AGM





## Fiji Public Service Association - Honours Board

(Cont'd)

Year	President	Vice President	General Secretary	General Treasurer
1985	T. U. Bavadra	D. P. Singh, Laikini Jiko	M. P. Chaudhry	Satish Chandra
1986	T. U. Bavadra Dhirendra P. Singh	Laikini Jiko, Brij Lal	M. P. Chaudhry	Satish Chandra
1987	Dhirendra P. Singh	Laikini Jiko, Brij Lal	M. P. Chaudhry Satish Chandra	Satish Chandra
1988	Dhirendra P. Singh	Rajeshwar Singh Lasarusu Tuimani	M. P. Chaudhry	Satish Chandra
1989	Dhirendra P. Singh Rajeshwar Singh	Rajeshwar Singh, I. Koroitanao, Nirbhay G. Singh	M. P. Chaudhry	Satish Chandra
1990	Rajeshwar Singh	I. Koroitanao, N. G. Singh	M. P. Chaudhry	Satish Chandra
1991	Rajeshwar Singh	Nirbhay G. Singh Aisea Batisaresare	M. P. Chaudhry	Satish Chandra
1992	Rajeshwar Singh	N. G. Singh, A. Batisaresare	M. P. Chaudhry	Satish Chandra
1993	Rajeshwar Singh	N. G. Singh, A. Batisaresare	M. P. Chaudhry	Satish Chandra
1994	Rajeshwar Singh	N. G. Singh, A. Batisaresare	M. P. Chaudhry	Karam C. Bidesi
1995	Rajeshwar Singh	N. G. Singh, A. Batisaresare	M. P. Chaudhry	Karam C. Bidesi
1996	Rajeshwar Singh	N. G. Singh, A. Batisaresare	M. P. Chaudhry	Karam C. Bidesi
1997	A. Batisaresare	N. G. Singh, Wilbur Thoman	M. P. Chaudhry	Karam C. Bidesi
1998	A. Batisaresare	N. G. Singh, Wilbur Thoman	M. P. Chaudhry	Karam C. Bidesi
1999	A. Batisaresare	N. G. Singh, W. Thoman, Reijieli Naruma	M. P. Chaudhry Nirbhay G. Singh	Karam C. Bidesi
2000	A. Batisaresare	W. Thoman, R. Naruma	Nirbhay G. Singh Rajeshwar Singh	Karam C. Bidesi
2001	A. Batisaresare	W. Thoman, R. Naruma	Rajeshwar Singh	Karam C. Bidesi
2002	A. Batisaresare	W. Thoman, R. Naruma	Rajeshwar Singh	Karam C. Bidesi
2003	R. Naruma (Actg)	W. Thoman, R. Naruma	Rajeshwar Singh	Karam C. Bidesi
2004	R. Naruma (Actg)	W. Thoman, R. Naruma	Rajeshwar Singh	Karam C. Bidesi
2005	R. Naruma	W. Thoman, Mataiasi Bulivou	Rajeshwar Singh	Karam C. Bidesi
2006	R. Naruma	W. Thoman, M. Bulivou	Rajeshwar Singh	Karam C. Bidesi
2007	R. Naruma	W. Thoman, M. Bulivou	Rajeshwar Singh	Karam C. Bidesi
2008	R. Naruma	Wilbur Thoman, Mataiasi Bulivou, Usha Singh	Rajeshwar Singh	Karam C. Bidesi
2009	R. Naruma	W. Thoman, M. Bulivou, Usha Singh, Shaleeni P. Singh	Rajeshwar Singh	Karam C. Bidesi
2010	R. Naruma	W. Thoman, M. Bulivou, Shaleeni P. Singh	Rajeshwar Singh	Karam C. Bidesi
2011	R. Naruma	W. Thoman, M. Bulivou, Shaleeni P. Singh	Rajeshwar Singh	Karam C. Bidesi
2012	R. Naruma	M. Bulivou, Shaleeni P. Singh, Rajeshwar Prasad	Rajeshwar Singh	Karam C. Bidesi
2013	R. Naruma	M. Bulivou, Shaleeni P. Singh, Rajeshwar Prasad	Rajeshwar Singh	Karam C. Bidesi
2014	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2015	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2016	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2017	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2018	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2019	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi
2020	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Karam C. Bidesi Ramesh Chand
2021	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Ramesh Chand
2022	Judith Kotobalavu	Shaleeni P. Singh, Vishwa Deo, Kamlesh Chand	Rajeshwar Singh	Ramesh Chand

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