



## AGM highlights

**Once again**, we had a successful AGM on 25/05/2024 with good attendance. West members were well represented.

Movie vouchers were given out and members enjoyed the evening with drinks and food. The band kept us entertained and the dance floor was a hive of activity with the vude vibes.

Though our power point presentations had a slight hiccup this is on our agenda for next AGM for improvements.

Branch AGM was also successful.



## Relocation

**First week** of June 2024 our Secretariat relocated to the Unions new property located at 40 Disraeli Road, Suva.



This was a new beginning for the Union since its registration on 12 June 1968 in that the Union for the first time felt good with its Secretariat located at its own Union building.

Staff have settled in well and all hands are on deck to carry on with union work now that upgrading and renovation works on the property are complete.

We thank our contractors Surek Anand and his team for assisting the team with the relocation.

We are proudly set up at our new office with positive vibes and welcome you all to come visit us or use our hall for your own pocket meetings etc.

## Opening new property

**16 August 2024** we marked the opening of our new property. We thank Bro Diwan Shankar former National Secretary for our invitation to be the chief guest for the auspicious occasion.



The property has three flats from Disraeli Road to Berry Road end and our Secretariat occupies the bottom flat on Disraeli Road.

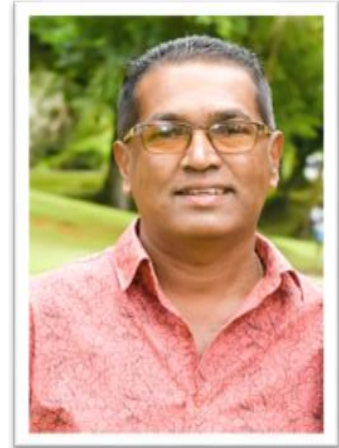
We thank all who assisted with the arrangements and our sponsors for the evening.



## New Staff

**We are pleased** to introduce our new Secretariat staff team member Vishwa Deo who has been appointed to the position of Industrial Relations Assistant.

Vishwa brings with him experience having served in the Public Service in Fiji for 33 years. He has knowledge of Trade Union activities having served in Fiji Public Service Association for 32 years on various leadership positions. He has held positions of Branch Executive, Branch Secretary, Branch President and National Vice President (Principal Office Bearer) during his tenure with the Fiji Public Service Association.



During his service with FPSA Vishwa has assisted in negotiating Collective Agreements, attended Mediation, Tribunal and High Court and has knowledge of Labour Laws, and Employment Relations Act.

We welcome Vishwa on board and you all will get to meet him during branch and onsite member meetings.

## Medical



**A few members** continue to benefit from the Unions medical scheme and we encourage all members to have a medical cover in place for themselves and their dependants. Medical treatments are not cheap these days and thus it becomes important to have a medical cover in place. Most member organizations do provide for medical covers and if not please do join the Union's medical cover.

## Credit Union (CU)

**Credit Union** members continue to grow.

Credit Union Board had announced at the CU AGM that members of the Union who join the CU will have \$50 credited to their CU accounts. This information was also relayed to members via circulars and we are happy to report that 21 members have come on board and joined the CU since this was advertised.

The CU board had met on 11/09/2024 and decided to extend the \$50 incentive to the end of November 2024. This means that any union member that joins the credit union before the end of November will receive \$50 as share equity.

CU investments are important so that members benefit from higher dividends if higher profits are made by the CU. This can only be achieved if all members of our Union make a collective effort and join the credit union. We will welcome investment ideas from members for review by the CU board.

You will find details of CU on the Union's website [here](#). Flyer is attached at the end of this newsletter.

At the close of financial year on 31/12/2023 dividends were declared and shared with current members of the CU.

## Industrial Relations

### BSP

The new Collective Agreement has been duly registered by Registrar of Trade Unions on 04/09/2024.

This has given legal recognition to the Union and will allow us to vigorously pursue pending matters to the Management.



A special meeting was organized for BSP members on 12/08/2024 in the evening at LIC hall. Members raised critical issues that is been noted and will be pursued with the Management.

### BOB

- i) Part B negotiations is been pursued; we are waiting for confirmation of schedules for engagement.
- ii) Log of Claims for COLA for 2024 has been submitted.

### LICI

- i) Currently engaged in ongoing negotiations for Part B of log of claims. Meetings were held on 05/09/2024 and 10/09/2024. Hopeful to finalize pending matters soon.
- ii) Log of Claims for COLA for 2024 has been submitted.

### PRB

JEE was undertaken and management has implemented key outcomes.

Members have received salary increments ranging from 10% to 30%.

### FDB

We are in the final stages of formalization of the new CA

### HA

We have been vigorously and continuously pursuing the log of claims matters with CEO.

The IR team has submitted reports and analysis of salary increments in the market including Public Service and Municipal Councils.

There are positive indications for salary increments ranging from 14% to 18% and to be backdated to 2018.

The next Board meeting in few weeks' time will deliberate on CEOs submission and finalize decision. We are hopeful of good news for our members.

### SCGF

Had meeting with CEO on 06/08/2024 on our new log of claim.

Memorandum of Agreement has been signed for salary increment ranging from 4% to 20% to members based on following terms: -

- i) First phase implementation from 01/08/2024
- ii) Second phase implementation from 01/01/2025

The next log of claims will be submitted for 2026.

## **BSP Life**

We have commenced meeting on 03/09/2024 to review and finalize new CA

## **Fiji Police Credit Union**

The Employer executed lockout on 30/10/2022 and our members since then are out of employment.

The dispute was filed with PS Employment. Matter could not be settled through Mediation and was referred to ERT.

The matter (ERT D 13/2023) was called for mention on 06/09/2024 and hearing has been fixed for 13/12/2024.

## **FNPF**

A special meeting was organized at FNPF conference room on Monday 09/09/2024 during lunch hour to hear issues and grievances of members and more importantly to create awareness to non-members.

We have received very positive feedbacks and employees have pledged their support and shown willingness to join the union.



New membership applications have begun to be received. We are in the process of making submission to the management.

## **Other Organizations**

- i) The IR team is actively engaged in familiarizing and identifying clauses in CA that needs to be reviewed. This will be pursued with Heads of relevant organizations.
- ii) Log of claims will be submitted to required organizations as per schedules.

## **Members Grievances**

The IR team promptly attends to all grievances and pursues all such grievances in a timely manner and keeps members updated on developments.

We also provide advice, guidance and support to our members on critical issues and matters of concern and those adversely affected by OHS issues, mental health and others.

*Thank you for reading and please look forward to the next update from the union.*



*Anit Aunendra Singh*

*National Secretary*

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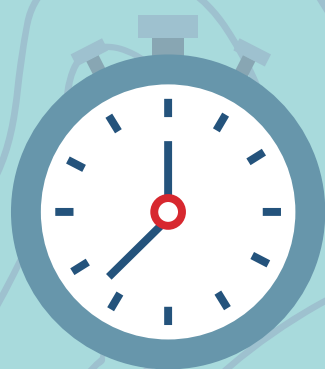
Website: [fbfseu.org.fj](http://fbfseu.org.fj)

# Joining the Finance Sector Union (FSU) Thrift & Credit Co-Op Society Ltd to Invest & Grow in Shares and Obtaining a Loan

## Eligibility Criteria:

1. Be a member of the Fiji Bank & Finance Sector Employees Union.
2. Pay membership fees of \$5
3. Make fortnightly contribution at a minimum of \$10 or multiples of \$10 i.e. \$20, \$30, \$40 etc.,

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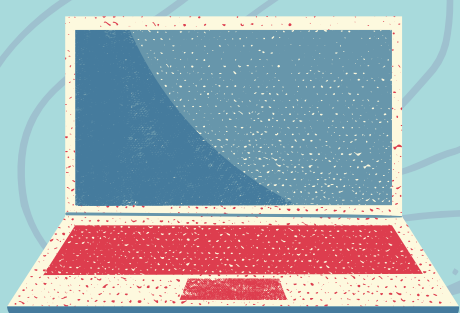


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## Wanting to take a loan:

1. Eligible after 4 months as an active member.
2. Apply using the FSU Thrift & Credit Co-operative Society Ltd loan application form.

**Loan Purpose:** Any purpose



## Maximum Loan:

Up to Value of member(s) investment shares.

## Fees Charged:

- i) Partial withdrawal - \$20 + conditions apply
- ii) Loans - \$2
- iii) Excess Loans - \$15
- iv) Full Withdrawal - \$20

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**Excess Loans:** Upon Board Discretion and performance of member(s) account

**Loan Interest:** 7% on reducing balance

## Repayment Terms:

- Less than \$100 - 6 fortnights
- \$100-\$250 - 13 fortnights
- More than \$250 - 26 fortnights
- More than \$1,000 - 52 fortnights



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## Security:

Member(s) Investment shares

## Dividends:

Paid out to members when a profit is made and dividends/bonus payments declared by the Credit Union.

Dividend is calculated by percentage of total shares x total Dividends declared.



Finance Sector Union Thrift and Credit Co-operative Society

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Official FBFSEU website: [www.fbfseu.org.fj](http://www.fbfseu.org.fj)



**Fiji Bank & Finance Sector  
Employees Union**

## HALL FOR HIRE

### ADDRESS

40 Disraeli Road, Suva, Fiji

### RATES

Half Day                \$100

Full Day                \$200

Weekend & after-hours hire will incur a surcharge

### FEATURES

- AC
- Kitchen access
- Toilet
- Projector & Screen
- Tables & Chairs

### CONTACT

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