



# Fiji Bank & Finance Sector Employees Union

Advocating for Workers in Banking, Finance & IT Industries

## MESSAGE FROM THE GENERAL SECRETARY ELECT VISHWA DEO



Brothers and Sisters, I am deeply honored to be elected to the position of National Secretary of this renowned Trade Union.

I wish to take this wonderful opportunity to express my sincere gratitude to you all for my acceptance.

Brothers and Sisters, I accept this appointment most graciously and

assure you all of my utmost commitment to provide best of the best services at all times.

I further take firm commitment that in the performance of my duties I will purely focus on development of the Union and shall always work in the best interest of the Union in accordance with the Union constitution and other associated rules and regulations.

In addition, I will ensure that all duties, tasks, responsibilities, services and affairs of the Union shall be conducted in most effective and efficient manner.

I humbly request all members to always remain united as your solidarity is the only avenue to achieve success. We need your mutual support and assistance to achieve our collective goal to continue to negotiate and secure the best working conditions, salaries and wages and all other benefits for our members.

We seek your kind assistance and commitment to further strengthen our Union by organizing recruitment of new members from your own organizations who have still not joined our Union.

**“SOLIDARITY IS NOT AN ACT OF CHARITY BUT MUTUAL AID BETWEEN FORCES FIGHTING FOR THE SAME OBJECTIVE” - Samora Machel**

## UNION ACTIVITIES

It gives me immense pleasure to present my first newsletter to update you all on what we have done after the AGM which was held on 19/7/25 at Kshatriya Hall, Des Voeux Road, Suva.

I thank all who took time out from their busy schedules to attend the AGM.

## SUVA AGM

**All Executive Council members** – thank you for assisting at the AGM in one way or another and I am sure members did notice you all in your white t-shirts with union logo.



Your assistance during registration, taking care of IT matters, online voting, at the grog and liquor bar was a great help.

To the scrutineers for tallying online and manual voting for Constitution amendments – thank you for the support.



Members from the West and Branch committee members – your presence was noted with appreciation.



MC Wilbur Qumi – you were awesome and kept the members entertained when they looked bored. Quiz questions were asked at the right time and Parmin Kumar from SCGF was very happy to receive his prize.

Leah Wickham, Anton Chung and Hina Khan all of ANZ - thank you for staying till the end to assist Secretariat staff load things and take back to the office we salute you — we salute you. And Cherry



Vaurasi – bar supervisions was a task well handled.



Ladies in the office– good job



And the grog team- thank you for posing – looking sideways!!

**AGM feedback survey** - We greatly appreciate and thank all those who took out time to respond and we assure you all that all concerns raised (positives and negatives) were presented to the Executive Council at its quarterly meeting on 12 September 2025. Your concerns have been taken on board and we hope to improve on issues raised in the survey.

All in all – we know that you all enjoyed and entertaining us when the DJ stopped.

→ <https://drive.google.com/file/d/1kPHhKtkNLAxj93TgvFDhBQZoXD0ec7MU/view>

### CONSTITUTION REVIEW

Amendments to Constitution was voted on at the AGM with some opting to do online voting and some manually.

We thank our tenants Lightspeed for setting up our IT systems and guiding us on online voting app which assisted with collating the results. We are pleased to announce the results as follows: -

142 members cast votes electronically  
71 members cast votes manually by secret ballot.

Results declared as follows: -

213 votes cast  
198 voted Yes (132 electronic + 66 manual)  
15 voted No (10 electronic + 5 manual)

All documents have been submitted to Registrar of Trade Union for registration of the amended Constitution. Once done we will upload this to the union's website.



## Branch AGM

Was a success also and we thank Branch committee members who took out time to meet and organize logistics for the AGM. Thank you to all Branch members who travelled from Taveuni and Savusavu and Office Bearers from Suva to attend the Branch AGM.



## Executive Council

As we move towards our last Executive Council (EC) meeting in November, we need to plan our activities for the remainder of the year and for the year ahead and these being preparing budget for 2026 and setting timelines for activities for 2026 for Executive Council endorsement. Our current EC members have been a pillar of strength for the Secretariat by guiding us to ensure our work is carried out professionally and accountably.

The various sub-committees continued to meet and put up proposals to the EC for endorsement. Our policy committee members have worked hard to ensure that Union policies are put in place in particular for the Secretariat operations. We are happy to announce that for the first time the following policies have been developed for the Union and endorsed by the EC: -

- ❖ Asset Use,
- ❖ Bullying and Harassment,
- ❖ Disciplinary and Grievance procedures,
- ❖ Performance Management policy
- ❖ Working Arrangements for Union staff.

Benefits committee will continue to review member benefits keeping in mind unions financial position. Please refer to the website for details of current benefits. Link is [fbfseu.org.fj/members/benefits](http://fbfseu.org.fj/members/benefits)

## Let's remain united

Your Union advocates for fair wages, better working conditions to protecting the rights of Union members. To be successful we **MUST** remain united. **For united we stand and divided we fall.**

We need to be resilient, dedicated and committed to our core principles and values that our Union represents.

Together, we can continue to achieve our goals to ensure our voice is heard and we can negotiate for what is best for all members.



## **INDUSTRIAL RELATIONS**

### **BANKING AND FINANCE SECTOR TRENDS AND CHALLENGES**

The sector faces a wide range of challenges due to evolution in technology, regulatory requirements, economic conditions, climate change, customer expectations etc. Some of the key challenges are: -

- i) Digitalisation
- ii) AI and automation
- iii) Economic and Market Volatility
- iv) Outsourcing

Impacts of such challenges are already evident in Fiji. The Union is currently dealing with matters concerning organisation structure and redundancies in some organisations.

We wish to assure our members that the Union will always ensure that your rights and interests are safeguarded and protected at all times.

### **TRADE DISPUTES**

Fiji Police Credit Union lock out of members in 2022, the ruling on the matter is expected to be delivered on 3rd October, 2025.

### **INDUSTRIAL RELATIONS MATTERS**

The Union represents workers in Banking and Finance Sector and currently 17 organisations are associated with the Union.

The table below provides highlights of vital information on LOC and other pertinent issues: -

<b>NO</b>	<b>ORGANISATION</b>	<b>STATUS UPDATE</b>
1	<b>BSP</b>	The LOC for 2025 has been settled, members have received salary increments (COLA). The new LOC for 2025 has been submitted. Engaged in negotiations for organisation restructure.
2	<b>PRB</b>	Review of Collective Agreement is been undertaken.
3	<b>SCGF</b>	LOC for 2024 and 2025 has been settled. Members have received new salary adjustments.
4	<b>HA</b>	The second phase of salary increments has been paid to members. Held meeting with A/CEO to discuss on some concerns from members on JEE. Management has agreed to take remedial action.
5	<b>FNPF</b>	Log of claims will be submitted for review of Collective Agreement.
6	<b>Westpac</b>	The new LOC for 2026 has been submitted for negotiation. Engaged in negotiations for organisation restructure and redundancies.
7	<b>LICI</b>	An agreement has been reached on LOC for 2023 and 2024 and we await final approval from HQ in India. Members have received an interim COLA.
8	<b>New India</b>	LOC for 2025 has been submitted.
9	<b>ANZ</b>	Engaged in negotiations for organisation restructure and redundancies. We will review log of claims for submission in 2026

10	RBF	The new successor salary agreement has been signed for the period ,1/8/2025 to 31/7/2028.
11	Queensland Ins.	LOC for 2025 will be submitted for negotiation.
12	BRED Bank	LOC for 2025 will be submitted for negotiation.
13	BOB	LOC for 2023 and 2024 has been settled. Members have been paid COLA. Review of CA will be undertaken.
14	FDB	Members have been paid COLA as per agreement. JEE has been undertaken and the report has not been released.,
15	BSP Life	The LOC for 2025 has been settled, members have received salary increments (COLA). Review of CA will recommence once both parties mutually agree on certain issues.
16	FTU-CTCL	The long pending matter from 2023 has been settled. JEE Report has been implemented and members have received salary increments as per our agreement.
17	FPCU	Ruling on the dispute is awaited.
18	HFC	Negotiations to commence for recognition and CA.

**TRAINING**

We are planning to organise training programs again this year hopefully sometimes during October to November. **Members are welcome to email suggestions on topics/areas of interest on [info@fbfseu.org.fj](mailto:info@fbfseu.org.fj).**

**LABOUR LAWS – EMPLOYMENT RELATIONS ACT (ERA 2007)**

The new ERA amendment bill (No. 27 of 2025) has been tabled in Parliament and is currently going through consultation before second reading in the Parliament.

This bill contains a number of amendments that will improve terms and conditions of employment. In addition, there are some new provisions that will be indeed beneficial to Unions.

We are hopeful for final endorsement of the bill during the year.



**SEASONS GREETINGS**

As we enter the last quarter of the year, we all eagerly look forward towards vibrancy of our diverse cultural heritage during the Festive season beginning with Diwali, Christmas and New Year. Diwali, Festival of Lights is just around.

**Wishing you all a Happy and joyous DIWALI.**

