

Fiji Commerce & Employers Federation
FIJIS PREMIER EMPLOYER ORGANISATION



2022

ANNUAL REPORT

62ND ANNUAL GENERAL MEETING

VISION

To be Fiji's premier employers' representative promoting good governance and leadership, excellence and innovation that shapes and enhances the business environment.

MISSION

To provide the employers of Fiji with the knowledge, understanding and capability to maintain the best possible labour relations while seeking to grow their businesses and the economy by encouraging the government to provide the environment for the private sector to prosper.

AIMS

1. Promotion of free trade and commerce and the economic development of Fiji
2. Provision of a forum for consultation and exchange of information and views arising from the relations between:
 - Employers
 - Employers and their work people, including Trade Unions
 - Employers and Government
3. Promotion of co-operation between employers in the many industries, businesses, and commercial activities in Fiji, as well as with the various statutory organizations.
4. Promotion and acceptance of the concept that cooperation and consultation among employers is indispensable to the continued growth of Fiji.
5. Realization that although each member is autonomous and independent of other members, there is an inter dependence between employers in acting in concert for the common good of all in Fiji.
6. Promotion of the understanding that the continued growth of employment opportunities in Fiji may be sustained only by the maintenance and development of a strong, dynamic and profitable private sector.

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TRUSTEE



Mr. Hafiz Khan
(Deceased)
Hexagon Group of
Companies



Ms. Jenny Seeto
Consultant

MEMBERS OF THE BOARD



Mr. Vinay Narsey

President,
Narseys Plastics Industries Pte Ltd



Mr. Sandeep Chauhan

Immediate Past President,
Star Printery Pte Ltd



Ms. Eseta Nadakuitavuki

Vice President,
Westpac Banking Corporation



Mr. Eldon Eastgate

Vice President,
Essity Australasia



Mr. Alvin Sharma

Board Member,
Punja & Sons Pte Ltd



Mr. Himen Chandra

Board Member,
Comfort Home Furnishing Ltd



Ms. Vera Chute

Board Member,
Value City (SP) Pte Ltd



Ms. Fantasha Lockington

Board Member,
Fiji Hotel & Tourism
Association



Ms. Susie Waqanibaravi

Board Member,
Neptune Shipping Agency
Pte Ltd



Mr. Mike Spencer

Board Member,
Paradise Beverages
(Fiji) Ltd



Mr. Mitesh Kapadia

Board Member,
Motibhai & Company
Pte Ltd



Mr. Ilyaz Koya

Board Member,
Insurance Holdings (Pacific)
Pte Ltd



Mr. Jeetender Rai

Board Member,
NCI Packaging Fiji

COUNCIL CHAIRPERSONS



Mr. Anil Senewiratne

Retailers and Small Business
Council



Mr. James Mastapha

Professional & Financial
Services Council, and
Business Process Outsourcing



Ms. Eseta Nadakuitavuki

Women Entrepreneurs
Business Council



Mr. Mitesh Kapadia

Manufacturing Trade and
Export Council



Mr. Watisoni Nata

Young Entrepreneurs
Council



Mr. Karunesh Rao

Business Disaster and
Resilience Council



Mr. Netava Bakaniceva

Mining Quarring
Council



Mr. Sharoon Shah

Human Resources
Council



Mr. Jasper Singh

Tourism and Transport
Council



Mr. Craig Strong

Manufacturing Trade
and Export Council
(Oct 21 - Feb 22)

SECRETARIAT STAFF



Mr. Kameli Batiweti
Chief Executive Officer



Mr. Ravinesh Prasad
Manager Finance
& Administration



Mr. Savenaca Baro
Manager Member Services
|Research|Communications



Mr. Noel Tofinga
IR Consultant



Ms. Sharlyn Dass
Training Officer



Ms. Fiona Dansey
WEBC Coordinator



Ms. Palinda Kaitu'u
Business Accelerator
Manager



Ms. Kelera Batibasaga
IR Assistant



Ms. Naveena Roshni
Executive Assistant



Mr. Andrea Pesamino
Receptionist



Mr. Sailasa Kalourua
Office Assistant

6th September 2022

ALL MEMBERS

62nd ANNUAL GENERAL MEETING 2022

Pursuant to the Articles of Association of the Fiji Commerce & Employers Federation (Item No. 11.1), the Secretariat advises the general membership that the 62nd AGM will be held on Friday 30th September 2022 from 10am for virtual voting and Meeting proper from 2pm.

Members are advised that the AGM Nominations for Four (4) Board Members need to reach the Secretariat by close of business by 3pm Thursday, 22nd September 2022.

Kameli Batiweti

CHIEF EXECUTIVE OFFICER

AGENDA

1. Welcome
2. Apologies
3. Confirmation of Minutes
 - 3.1. To confirm the Minutes of the 61st Annual General Meeting held on 24th September 2021.
 - 3.2. Matters Arising
4. Elections
 - 4.1. To elect not more than Four (4) Members of the Board
5. Reports
 - 5.1. To receive the President's Report
 - 5.2. To receive the independent Audit Report and Financial Statements for the year ended 30 June 2022
6. Appointment of auditors for financial year ending 30th June 2023 – 30th June 2025.
7. Such other matters as may be accepted by the Chairman

Members are requested to advise the Secretariat on phone: 3313 188, or email: employer@fcef.com.fj of their intention to attend.

Kameli Batiweti

CHIEF EXECUTIVE OFFICER

MINUTES

61st ANNUAL GENERAL MEETING HELD AT FCEF'S BOARD ROOM FRIDAY, 24TH SEPTEMBER, 2021 AT 2PM

PRESENT	
Attendance	Employer Name
Alvin Sharma	Agriculture Marketing Authority
Eldon Eastgate	Essity Australasia
Eseta Nadakuitavuki	Westpac Banking Corporation
Fantasha Lockington	Fiji Hotel and Tourism Association
Himen Chandra	Comfort Home Furnishing Ltd
Ilyaz Koya	Insurance Holdings Limited
Jeetender Rai	NCI Packaging
Jenny Seeto	Trustee
Michael Spencer	Paradise Beverages Ltd
Mitesh Kapadia	Pacific Manufacturers Ltd
Sandeep Chauhan	STAR Printery Ltd
Susan Miller	Total (Fiji) Pte Limited
Susie Waqabaravi	Neptune Shipping
Vinay Narsey	Narseys Plastics Ltd
Watson Jnr	The Merch



PRESENT VIRTUALLY	
Attendance	Employer Name
Alvin Lal	Fiji National University
Anjani Singh	Tacirua Transport Company Ltd
Avinit Narayan	Core Technology Ltd
Cynthia Cebujano	8finity Advertising
Fiona Dansey	FCEF
Hafiz Khan	Hexagon Group of Companies
Hans Reiher	Fiji Gas Limited
Hemal Solanki	Dominion Wire & Cables PTE Ltd
Kerela Batibasaga	FCEF
Krishna	Jacks Fiji
Mohd Bari	Remington
Monisha Lal	Fijicare Insurance Limited
Neelma Singh	Friendlymates

PRESENT VIRTUALLY	
Attendance	Employer Name
Patricia Mallam	The Spot
Puamau T Sowane	National Fire Authority
Rajneel Kumar	Newworld IGA
Rigamoto Taito	Wormald
Savenaca Baro	FCEF
Sharoon Shah	Air Terminal Servicers
Sharyne Fong	Insight Business Advisory Ltd

IN ATTENDANCE	
Kameli Batiweti	CEO FCEF
Ravinesh Prasad	FCEF
Naveena Roshni	FCEF
Jessica Goundar	FCEF

MINUTES

1. WELCOME

The President, Mr. Sandeep Chauhan welcomed the members present at the 61st Annual General Meeting and called the meeting to order. The meeting commenced at 10.07am with the election of Board Directors and was adjourned at 10.22am before reconvening at 2.15pm for the AGM proper.

2. APOLOGIES

Apologies were read and recorded from (0) members.

2.1 AGENDA FOR THE 61ST ANNUAL GENERAL MEETING

The President presented the Agenda for the Meeting which had been previously circulated to the members.

3. CONFIRMATION OF MINUTES OF THE 60TH AGM, HELD ON 25TH SEPTEMBER 2020

Proposed: Mr. Mitesh Kapadia, Pacific Manufacturers Ltd
Seconded: Mr. Alvin Sharma, Agriculture Marketing Authority

3.1 MATTERS ARISING

There were no matters arising from the last AGM.

4. PRESIDENT'S REPORT, CEO'S REPORT, AUDITOR'S REPORT, BALANCE SHEET AND STATEMENT OF ACCOUNTS FOR THE YEAR 2020/2021

4.1 The President delivered his report to the members. The President acknowledged and thanked the Board and members for their work and support throughout the year.

The President's report was well received.

4.2 Auditor's Report, Balances Sheet and Statement of Accounts for the Year 2020/2021

The President invited Mrs. Susie Waqabaravi from Neptune Shipping to present the Independent Audit report and financial statements. The Auditor's Report, Balance Sheet and Statement of Accounts for the year 2020/2021 were tabled as a true and accurate reflection of the FCEF state of affairs.

Proposed: Mrs. Eseta Nadakuitavuki, Westpac Banking Corporation

Seconded: Mrs. Fantasha Lockington, Fiji Hotel and Tourism Association

Motion Carried

5.0 ELECTION OF BOARD MEMBERS

5.1 A voting app was used for elections to replace the physical voting process.

The application went through the appropriate control measures and tests. It was setup in a manner that ensured a specific user could only vote once.

OUTCOME FROM ELECTION: BOARD MEMBERS

Following elections, the following persons received majority votes:

President - Mr. Vinay Narsey, Narseys Plastics (uncontested)

Board Members:

- 1) Mr. Alvin Sharma, Agriculture Marketing Authority
- 2) Mr. Eldon Eastgate, Essity Australasia
- 3) Mr. Himen Chandra, Comfort Home Furnishing Ltd
- 4) Mr. Jeetender Raj, NCI Packing
- 5) Mr. Michael Spencer, Paradise Beverages
- 6) Mrs. Susie Waqabaravi, Neptune Shipping
- 7) Ms. Vera Chute, Value City (SP) Ltd

5.2 Mr. Narsey delivered his welcoming speech to the members.

The President acknowledged and thanked Mr. Chauhan and the Board for their confidence in him.

6. ANY OTHER BUSINESS

6.1 Question about the financial statements regarding the doubtful debts and VAT collection. Clarification provided that most of the doubtful debts have been recovered.

7. CLOSURE

There being no other business the President thanked the Board and the members for their support and declared the meeting closed.

CONFIRMED AS A TRUE AND CORRECT RECORD

.....
Mr. Vinay Narsey
President

.....
Date

ALL MEMBERS

Election of Office Bearers

- 1) Elected Members of the Board

Under the Articles of Association, section 7.2.1 the following elected members of the Board retire by rotation prior to the 62nd AGM in 2022. They are eligible for re-election.

- Eseta Nadakuitavuki, Westpac Banking Corporation
- Fantasha Lockington, Fiji Hotel and Tourism Association
- Iliyaz Koya, Insurance Holdings Limited
- Mitesh Kapadia, Motibhai & Company Limited

- 2) At the Annual General Meeting on Friday, 30th September, 2022, members will be required to elect not more than Four (4) elected members of the Board (Article 7.2.1).

- 3) Members are requested to submit nominations in writing to fill vacancies for the Elected Members of the Board. **The nominations are to reach the Secretariat by 3pm, Thursday 22nd September, 2022.** Nominees must endorse the nomination by signing their willingness to serve FCEF.

Appointment of auditors.

In accordance with the Articles of Association, the Auditor for the Federation shall be appointed and hold office until the 2025 Annual General Meeting.

The current Auditor for the Federation is Pricewaterhouse Coopers (PWC). It is recommended that BDO to be appointed Auditors of the Federation for the next three (3) years ending 30th June 2025.

Submitted for consideration by the AGM.

PRESIDENT'S ADDRESS



Greetings Members,

It is my pleasure to present the Presidents Report for the Federation's 2021- 2022 Annual Report. Having had an AGM under strict COVID Protocols pretty much sums up the year 2021.

The outcomes as highlighted in this years Annual Report is a reflection of the hard work by the Board, the CEO and the Secretariat Staff who have all contributed tirelessly to ensure that FCEF continues to strive forward as it progresses into its 62nd year allowing FCEF to reaffirm its position as the representative of Fijis Private Sector.

As the private sector continued to emerge from the impacts of the pandemic, FCEF stood ready and provided assistance wherever it could for members and the industry at large to overcome the adversities faced. Membership numbers continued to be stable and grow on the back of the trust and credibility that the Federation has built in Fiji. As a valued partner of businesses, the Federations information sessions, meetings, trainings and other activities have picked up momentum with a progressive outlook.

The Federation continued its work in the space of elimination of Child Labour with the International Labour Organisation (ILO) this amongst many business development services aimed at assisting those in the micro, small and medium enterprise space. In addition to this was support to those in the creative industries and agriculture sectors. In line with all the work that the Federation is committed to in its exponential growth in membership and services, it has continued to lead numerous discussions on the rising cost of freight and cost of doing business in Fiji, submissions were made and representations to the Parliamentary Standing Committee of the new Investment Fiji Act/ Bill. Recently we have also been involved in the discussions regarding labour shortages and brain drain issues with continued dialogue in this space. The National Minimum Wage review was a hot topic and the Federations representation encompassed the vast cross section of its membership leading to positive contributions in its submissions.

In the face of the pandemic and recovery efforts it was encouraging to see positive tripartite and bipartite relations with the Fijian Government and Fiji Trade Unions Congress (FTUC) leading to collaborations in addressing areas of mutual interest and concerns.

It would be remiss to not acknowledge the Women Entrepreneurs Business Council (WEBC) who have been one of the most dynamic councils with-in FCEF. In March 2022, WEBC organised its inaugural Women Invigorating the Nation (WIN) Convention. It was an honour to witness a power packed event by the WEBC Council with over 130 delegates. It created a great platform for networking, new learnings, partnerships and great friendship. This event will be a MUST go to event for women in Fiji. WEBC's inclusive outlook towards womens economic empowerment and being a voice for those in the informal and MSME space has gained a lot of traction leading to partnerships with the British, United States, French and diplomatic offices in Fiji. It is encouraging to see vibrant women leading the work to ensure that their voices are amplified and breaking barriers that constrain growth.

An organisation such as ours can never work in isolation, as the Private Sector Representative, our partnership with the Government of Fiji, the governments of Australia, New Zealand, Unites States of America, United Kingdom, European Union along with partners such as Business Link Pacific (BLP), US AID Climate Ready, Fiji Womens Fund, Market Development Facility (MDF) is essential to ensuring a progressive move towards achieving strategic growth. Our most valued partnership with the International Labour Office (ILO) who have always been the pillar of strong support and lending a hand whenever needed to provide advice, trainings, opening new doors allowing for the Federation to forge ahead. A big Vinaka Va Levu to all these partners who we can say have become part of the "FCEF Vuvale" – Family.

The TOPEX committee delivered a super conference in November 2021 at Sofitel Fiji Beach Resort with a record attendance of 322 delegates. The tremendous support received at this event is truly cherished and a

show of a great presence across a wide cross section of businesses. It has become more evident that the TOPEX Conference is now one of the largest private sector events in Fiji and had become a FCEF brand event. We will continue to ensure we can deliver more in the years to come and to all our partners and sponsors we extend our appreciation for the wonderful support.

Through a year of great progress and milestones It is with a very heavy heart that I mention the unfortunate loss of 2 profound champions of the Federation that have been a very integral part of its success. Long standing Board member Rev. Poate Mata will be sadly missed for the immense direction and guidance he offered to the board. We also sadly farewelled our

Trustee, Mr. Hafiz Khan, a past President and trustee and true Friend of the Federation. They always inspired the board and ensured that we remain steadfast and uphold FCEF values – RIP Rev. Mata and Mr. Hafiz Khan.

I'd like to thank the Federation and the membership for their trust in me to lead this esteemed organisation it surely is a very humbling experience. I must at this stage acknowledge the Trustee, the board and the council chairs and the CEO and his team for their guidance and support to me during my first term. We are building, we are growing, and we will continue to do the best for our members.

Vinay Narsey
President



CHIEF EXECUTIVE OFFICER'S ADDRESS



Greetings, valuable Members.

I wish to thank every single member, from the micro, small, medium and large enterprises for choosing to be a member of FCEF. Friedrich von Schiller quoted that, "even the weak become strong when they are united." Mattie Stepanek said, "unity is strength when there is teamwork and collaboration, wonderful things can be achieved." Let us continue to work together in a united effort for years to come, because, there is power in unity and in numbers.

It gives me great pleasure to write this brief report as the CEO of FCEF.

The ramifications of the last 2 years of the pandemic have resulted in supply chain issues that has caused the price of goods sold in FIJI to increase significantly. A consequence of this is the increase in freight rates into FIJI. This is further exacerbated by the war in Ukraine that has caused the price of oil (fuel) and flour to increase to levels never experienced in the recent past.

The secretariat has had to organise meetings with the Ministry of Commerce, Trade, Tourism & Transport (MCTTT) and other relevant authorities to seek their assistance to organise meetings with the Ports Authority, Shipping Agents and our members to try and identify the sources of costs that can be controlled in Fiji.

Another issue experienced in 2022 was the skills mobility that the world is currently experiencing. Fiji is no exception, with a lot of members experiencing a high number of resignations resulting in high staff turnovers. Members are experiencing difficulties in finding skilled and unskilled workers willing to work. The secretariat is working with Government and Partners to identify solutions because, this issue is here to stay for some time. The ultimate objective is to identify solutions that will assist everyone in Fiji to weather this storm.

Just when we thought the worst was over, when Fiji's International Borders opened on the 01st of December 2021, we get hit by these "storm" surges.

But there is always that proverbial "light at the end of the tunnel." The Business Process Outsourcing (BPO) Industry, now renamed, Outsource Fiji is gaining a lot of momentum, with international businesses showing interest in setting up their outsourcing business in Fiji, resulting in a recruitment & selection drive.

One of the ten (10) Councils at FCEF is the BPO Council, and indications are that this Industry is anticipating a total headcount of 25,000 employees by 2025. In collaboration with the secretariat, the BPO Council is working around the clock with local universities and training providers to provide qualification programs and BPO skills training for this Industry.

Membership

In the past financial year, the number of members continue to grow steadily by 19%. On behalf of the Board and Staff, I wish to acknowledge and thank all members for your support of the Federation.

Some board members and secretariat staff visited members in the Central Division to find out how members find the services provided by the secretariat and to provide their feedback. We appreciated the feedback provided and we continue to pursue continuous improvement strategies to keep our members engaged. We intend to continue to visit our members in the coming months.

The board has approved for the revamp/rebranding of the Federation to keep up with the changing times.

Industrial Relations (IR) Unit

The IR Unit continue to provide this necessary service of providing free advice, attending mediation and Employment Tribunal/Court matters on behalf of members. Whilst the former is free of charge, the latter is a paid service that the IR Unit provide at concessional rates.

The IR Unit also provides a 12-hours helpline to assist any member who wishes to seek free advice on any employment matter. This helpline is open from 9am to 9pm and the number to call is 9994995.

Noel Tofinga and Kelera Kula run this service and the number quoted above is Noel's number.

Training Department (Workshops & Seminars)

The Training Department continue to respond to the responses that members provide by way of the Training Needs Questionnaire, by providing the necessary training that attempts to bridge the gap that the Training Needs Analysis identified.

In the last financial year, there were a couple of International Training Courses provided by AOTS out of Japan, in the Human Resources space and ETHOS out of Australia on Writing Skills. Both set of programs were provided free of charge, with the program provided by ETHOS sponsored by the Australian Government through the Australian Awards Office in Suva.

There were other Programs that were provided by International Providers that were great Programs but were considered expensive by members.

Human capital is the financial contribution that employees contribute to the Business, by way of their knowledge, skills, and abilities. It is suggested that Human Capital costs amount to between 50%-70%. Benefits of investing in the development include:

- 1) Increased employee satisfaction/engagement because employees feel that their Employer's investment in their development, increases their satisfaction and/or engagement in their roles.
- 2) A survey by the Society for HRM indicated that 44% of employees confirmed that a lack of opportunity for growth and advancement as a source of work stress.

Employees receiving development opportunities tend to stay loyal to their Employers and NOT look for other job opportunities.

Given these high costs, and the benefits of developing your employees, we strongly encourage members to invest in the development of their employees.

Acknowledgement of the Board

To conclude, on behalf of the team and I, we wish to sincerely thank the President, Mr. Vinay Narsey, the Executive Committee (EXCOM), the full Board and the 10 Council Chairs who have been the backbone and key pillar of support to the Secretariat.

The FCEF secretariat team and I also wish to acknowledge you our members for your guidance and support over the past 12 months. Together, we have weathered the 2 years of the effects of the pandemic and are now facing new opportunities to tackle together.

I look forward to your continued support, because together, we can achieve a lot more!

Acknowledgement of the Team

I would like to acknowledge and thank the Team I work with at FCEF. We have been agile and we attempted to work towards meeting the expectations of the members.

Without the Team's contribution, it would have been a very difficult road for the Secretariat, especially with all the "headwinds" that came after the International Borders reopened on 01 December 2021.

I wish to thank the Team and I look forward to working with you all into the next 12 months and beyond.

Thank you.

Kameli Batiweti
Chief Executive Officer

A. The 2021/2022 Board of Directors comprised of:

- 1) **Mr. Vinay Narsey,**
President
Narseys Plastics Industries Pte Ltd
- 2) **Mr. Sandeep Chauhan,**
Immediate Past President
Star Printery Ltd
- 3) **Ms. Eseta Nadakuitavuki**
Vice President,
Westpac Banking Corporation
- 4) **Mr. Eldon Eastgate**
Vice President,
Essity Australasia
- 5) **Mr. Alvin Sharma,**
Board Member
Punja & Sons Pte Ltd
- 6) **Mrs. Fantasha Lockington,**
Board Member
Fiji Hotel & Tourism Association
- 7) **Mr. Himen Chandra,**
Board Member
Comfort Home Furnishing Ltd
- 8) **Mr. Ilyaz Koya,**
Board Member
Insurance Holdings (Pacific) Pte Ltd
- 9) **Mr. Jeetender Rai,**
Board Member
NCI Packaging Fiji
- 10) **Mr. Mike Spencer,**
Board Member
Paradise Beverages (Fiji) Pte Ltd
- 11) **Mr. Mitesh Kapadia,**
Board Member
Motibhai & Company Ltd
- 12) **Mrs. Susie Waqanibaravi,**
Board Member
Neptune Shipping Agency Pte Ltd
- 13) **Mrs. Vera Chute,**
Board Member
Value City (SP) Pte Ltd



B. Executive Committee (EXCOM)

The 2021/2022 EXCOM of the Federation has oversight of the operations and finance and consist of:

- 1) **Mr. Vinay Narsey**
President
Narseys Plastics Industries Pte Ltd
- 2) **Mr. Sandeep Chauhan**
Immediate Past President
Star Printery Pte Ltd
- 3) **Ms. Eseta Nadakuitavuki**
Vice President,
Westpac Banking Corporation
- 4) **Mr. Eldon Eastgate**
Vice President,
Essity Australasia
- 5) **Mr. Himen Chandra**
Executive Director,
Comfort Home Furnishing
- 6) **Mrs. Susie Waqanibaravi**
Executive Director,
Neptune Shipping Agency Pte Ltd



C. Council of Chairpersons

The following Chairpersons of each of the Ten (10) industry councils are also council appointed members on the Board:

1. **Anil Senewiratne,**
Retailers and Small Business Council
2. **Craig Strong,**
Manufacturing Trade and Export Council
(Resigned 17th February 2022)
3. **Eseta Nadakuitavuki,**
Women Entrepreneurs Business Council
4. **James Mastapha,**
Business Process Outsourcing
5. **James Mastapha,**
Professional & Financial Services Council
6. **Jasper Singh,**
Tourism and Transport Council
7. **Karunesh Rao,**
Business Disaster and Resilience Council
8. **Mitesh Kapadia,**
Manufacturing Trade and Export Council
9. **Netava Bakaniceva,**
Mining Quarrying Council
10. **Sharoon Shah,**
Human Resources Council
11. **Watsoni Nata Jnr,**
Young Entrepreneurs Council



D. Membership/New Members (1/7/2021 – 30/06/2022)

Name	Type
Affinity Investments	Employer Member
Avenir Export	Employer Member
Bula Outsourcing PTE Ltd	Employer Member
Electomech Pte Ltd	Employer Member
Extreme Business Investment Pte Ltd	Employer Member
Fiji Public Service Credit Union	Employer Member
Fiji Rugby Union	Employer Member
Hangton Pacific Company Pte Ltd	Employer Member
Island Magic	Employer Member
JP Bayly Trust	Employer Member
Kriz Signs	Employer Member
My Idea Pte Ltd	Employer Member
Narhari Electrical Co Ltd	Employer Member
Oceanic Communications Limited	Employer Member
Pangea Gold Mining (Fiji) Pte Limited	Employer Member
PFD Fiji	Employer Member
Scope Pacific Limited	Employer Member
Sunbeam Transport Limited	Employer Member
Techno (Fiji) Pte Ltd	Employer Member
The Crab Co Ltd	Employer Member
Tourism Fiji	Employer Member
VKJ Global Pte Limited	Employer Member
WASTE RECYCLERS (FIJI) PTE LIMITED	Employer Member
480 Creation Salon & Barber	WEBC
Aqela's Events	WEBC
Blutree	WEBC
Boss Com Agency	WEBC

Name	Type
Christina Clark	WEBC
Devika Darshani	WEBC
Epic Studios	WEBC
Food Finity	WEBC
Grace Infinity	WEBC
Leduas Art Collection	WEBC
Liusa Naisaramaki	WEBC
Mana Coffee	WEBC
Marica Nukutabu	WEBC
My Fiji Store	WEBC
New Vision Supplies	WEBC
Niu Helava	WEBC
PEL	WEBC
Priscilla Greig	WEBC
Road to Jesus Investment	WEBC
Romaine Biunaiwa	WEBC
Rupali Lal	WEBC
Smoke House	WEBC
Snacky Snacks	WEBC
The Bra Shop	WEBC
The Festivals Comp	WEBC
Upskill Yourself	WEBC
Vurevure Ni Lavo Micro	WEBC
A1 Kava & Spice	YEC
Bilitaki Waqanibula Lovo	YEC
Food Culture	YEC
Grid Electronics & Sec	YEC
Haya Josua	YEC
Ivan K	YEC
Ritesh Ram	YEC
Ronesh & Sonal	YEC
Solia Investment	YEC
Vinal Ritesh	YEC
VS Fiji	YEC

E. 62nd Annual General Meeting

The 62nd Annual General meeting will be held on Friday, 30th September, 2022 at 2pm. Consistent with the provisions of our Constitution, only members who are financial at the time of the AGM are eligible to attend and vote at the Annual General Meeting.



F. Council Report

1. Mining & Quarrying Council

Chairperson: Mr. Netava Bakaniceva - Namosi Joint Venture /Newcrest

Vice Chairperson: Mr. Harvie Probert - Fiji Gas Limited

Activities for the Year

For period of July 2021 to June 2022 the council had six (6) council meetings and attendance during this council are of representatives from:



1. Mining and Quarrying operators
2. iTLTB
3. Mineral Resources Department
4. Project Coordinator of the ACP-EU Development Minerals program Fiji project.
5. College of Engineering Science and Technology of Fiji National University
6. Munro Leys
7. SPEC

Key Points

1. Election of Council Chair and Deputy:
Netava Bakaniceva of Namosi Joint Venture/ Newcrest was re-elected as Chair and Harvie Probert representing Fiji Gas retained the Deputy chair
2. FRCS still shows that it is not fully familiar with the various stages leading up to mining. That is, prospecting, development and finally mining - More information session required with the department and exploration companies need to invite the officials to visit their sites to see for themselves the difference in the activities carried out.
3. Chairperson will be the representative of MQC - to the FNU Programme Advisory Committee for the Certificate IV in Geology, Mining and Quarrying (GMQ) course. Working together with FHEC and FNU to train and development of diploma in geology and other programs that are relevant to the industry.

4. Review of the Mining Act: Member companies had made submissions to the review committee in the view that the review will bring about simplicity and clarity of the act.

5. The ACP-EU made a presentation to the council on the progress of the project.

The Council continue to fully support the work carried out by ACP-EU Development Minerals program and the Chairman is a member of the working committee.

6. Skills Professional Evaluation Committee (SPEC) – SPEC did a presentation to the council on the process to assist in the shortage of skilled labor. This was greatly appreciated by the members as the sector is facing challenges on this.
7. ILO reported that one of our mining companies was employing children and this was found not to be true and the FCEF CEO corrected this with ILO.
8. Press release:
 - The press release covering the lease extension granted to Tuvatu gold in Nadi is a major boost to the mining sector.
9. A new draft templates on Exploration Reporting and Geological Information Package were circulated by Mineral Resources Department (MRD) to Mining and Quarrying Council members for comments. This is proposing a more detail standard reporting system.
10. The council agreed that it needs to inform the public of the sector contributions both economically and socially. This will be discussed with the Department of Mineral Resources.

- Members confirmed that the main cost to the industry is fuel, fuel for power generation fuel for the truck and electricity. Members advised that whilst the council appreciate the challenges currently faced by EFL in trying to meet the demand for power in Fiji, at the same time it should at least be prepared to work with the various companies giving advice on its way forward for sources power and renewable energy for the nation.
- COVID-19 – Most of the sector showed resilience throughout the pandemic period, with ongoing operations and recruitment of new employees. The sector is operating back to normal.

Conclusion

Governments statement that mining and quarrying industry needs to contribute more towards the national economy. Currently the mining industry is

only contributing 1.1 % of the National GDP. For the industry to contribute more, than the government needs to assist the investors and attitude change needs to come from the top.

The sector is willing to work with Government at all levels and will fully endorse sustainable mining as stipulated in the government's 5 to 20-years development plan as a way forward.



2. Professional & Financial Services Council

Chairperson: Mr. James Mastapha of Insurance Holdings Pacific Limited

Vice Chairperson: Ms Stephanie Jones, Goodman Fielder International (Fiji) limited

The Professional & Financial Services council has a diverse representation from various industry sectors mainly from the Banking & Financial Service Providers, Accounting & Law Firms, Education Institutions, Insurance, etc.

The council continues to work towards supporting Secretariat by providing the membership an opportunity to network and a platform for the tabling of business issues that require an industry focus.

Meetings

Meetings were conducted on dates allocated with attendance numbers on an increasing trajectory as Council Executives and Secretariat encouraged members to attend and engage with interactive speakers and topics.

Meeting Month	Number Of Attendees
August 2021	12
October 2021	16
November 2021	20
February 2022	25
April 2022	35
June 2022	33

Relationships

The Council continued to work on strengthening and fostering sustainable relationships with different stakeholders to be able to provide our members with updates and information on various areas of interest that could be of benefit to them.

During the year, there were engagements with the following stakeholders to do a presentation to the council members. The key objective of the presentations was to have an interactive session with



relevant stakeholders to create an awareness of latest developments, clarify and answer any areas of concern, etc.

1. CEO of the Accident Compensation Commission of Fiji (ACCF)
 - Discussion on workers compensation remedies available for employee deaths caused

by Covid at work.

2. Executive Director for Outsource Fiji / Business Processing Outsource Council Provident Fund
 - Awareness on the journey undertaken by the Business Processing Outsourcing Industry, its success stories, and challenges.
3. Association of Banks in Fiji
 - A snapshot of Fiji's economy from a Banking perspective
 - Covid challenges for the Commercial Banks and
 - Focus areas for the Banks
4. Registrar of Companies (ROC)
 - E-registration progress
 - De-registration process update
 - User issues
 - Areas of further collaborations

Attendance engagements continue to be worked on with members encouraged to be present and engaged.



3. Human Resources Council

Chairperson: Mr. Sharoon Shah - Reserve Bank of Fiji

**Vice Chairpersons: Mr. Abdul Shahfeel - Fiji Development Bank
Mr. Alvin Prasad - Holiday Inn**

Activities for the year

A total of six (6) meetings were conducted from the period of July 2021 to June 2022. These meetings were also attended in person and virtually by members from the Western and Northern division. There has been a significant increase in active attendance and participation recorded from members. The meeting(s) hosted now record well over 100 members in attendance especially with the introduction of virtual Zoom integration together with physical attendance.



Deliberations from the Council Meetings

The council meetings had thorough discussions around the implications of COVID on business as well as procedures implemented by organizations coming out of COVID. Whilst the norm now is that we have to live with COVID, organizations need to constantly monitor and implement risk management solutions for business continuity and sustainability.

Other areas of discussion included, but not were not limited to, were on workplace diversity and the possibility of having Diversity KPIs, employee engagement, and succession planning initiatives, counselling for employees, COVID related leaves and rebates as well the hot topic of the implication of the minimum wage rate increase which will be in full effect come 2023.

Additionally, mini surveys were conducted by the Council as requested by member organizations. The feedback was then collated into reports that can be accessed through the Secretariat by participating member organizations.

One of the common items on the HRC Agenda is discussions on best practices within organizations. Members share best practices and/or new practices with others possibly implementing the same with minor tweaks to suit their respective organizations. Some of the best practices shared included, but not limited to, challenges and benefits of Work from Home, providing motivation quotes to employees first

thing every morning as they access their emails, active Talanoa sessions, introducing and providing awareness on bullying and harassment policies, understanding the impact of an effective LMCCC in an organization, types of COVID safe business operations, non-punitive reporting mechanisms for continuous improvements, diversity and inclusion at the workplace, providing counselling services to employees, apprenticeship schemes which includes diversity and disability elements as well as COVID leave provisions provided by organizations.

The Council decided to commence with small projects such as having its own Facebook page for an enhanced social media presence by giving out information on HRC's meetings, events, projects and best practices., implementing adhoc mini surveys requested by member organizations to seek information from other members in order to make informed decisions on areas of concern; introduction of HR Council quarterly e-newsletter which will provide insight of HR Council meeting updates and discussions, Guest speaker notes, best practices discussed and also a section can also be allocated to member organizations for the input on HR related topics; investigating possible MOUs setup with member organizations to provide discounts or special deals to other members within the HR Council to provide value adding benefits to members, continuation of Guest Speakers in every HRC meeting and finally constantly looking to boost FCEF membership and attendance in Council meetings. Whilst some projects have commenced already, some are yet to be initiated with more assistance to be provided by the members.

Guest speakers, as mentioned, are encouraged in HRC meetings as requested by Members. This was initially limited due to COVID, however now frequently

included with at least one Guest Speaker in every HR Council meeting.

Information / Awareness Sessions / Guest Speakers

There had been information and awareness sessions hosted through the Council including presentations from the Skilled Professional Evaluation Committee (SPEC) and Australian Awards Fiji Intake 2023. Other Guest Speakers included:

- 1) Mr. Atish Kumar – Director Labour Standards (MOEPIR) on legislative changes post Mini Budget announcement;
- 2) Mr. Jitendra Naidu – Manager Productivity and Training on LMCCC awareness;
- 3) Mrs. Thelma Taria-Savua - General Manager Pacific People on HR Trends beyond 2022.
- 4) Mr. Sudeshwar Ram – Area Manager East of BSP Finance on financial literacy.

The HR Council continues to address the concerns raised by the members through surveys and active

discussions and feedback. The Council will continue to facilitate Guest Speakers in forthcoming meetings to help understand the regulations in place and how to manage challenges faced at the workplace.



4. Manufacturing, Trade & Export Council (MTEC)

Chairpersons: Mr. Mitesh Kapadia of Motibhai Group of Companies

Mr. Craig Strong of British American Tobacco (Oct 21 - Feb 22)

Vice Chairperson: Mr. Viraaj Lad of Bhikhabhai & Co. Pte Ltd

Main Activities for the Year

The main focus of the council has been trying to ensure that members are supported during these challenging times and relaying their concerns to the relevant agencies and appropriate measures are taken.

For the period July 2021 to June 2022 the council had 4 meetings and these meetings were also virtually attended by the members from the West and Suva.



August

Information session was held with Fijian Competition and Consumer Competition CEO on their role as enforcement agency under the Public Health Act 1935 of Public Health (infectious Diseases), (Infringement Notices) Regulations 2021. The session was mainly on the spot fines on breaching the covid measures as announced by Ministry of Health.

The No Jab No Job Policy was agreed by the members that like any other law this particular law needs to be followed but as business, there is a need to counsel their employees who are refusing the get vaccinated to be gentle and give time to employees to get vaccinated.

October

The new council chairperson, Craig Strong of British American Tobacco was elected and the vice chairperson elected was Viraaj Lad of Bhikhabhai & Co. Pte Ltd. The council chair requested the council members to give suggestion on the ideas which can be taken up as the project for the council.

November

The members had finalise the council project for 2022:

1. Stakeholder round table discussion on the increasing shipping, freight and port charges.
2. Getting job ready candidates by working with Ministry of Education, Fiji Higher Education Commission, Education Institutes and Private

Sector.

3. National Budget submission on ease and cost of doing business.

Guest and Presentation

A presentation was done on Skilled Professional Evaluation Committee (SPEC) which is a division at Ministry for Commerce, Trade, Tourism and Transport by Ms. Khushbu Rai. The areas cover in the presentation was composition of SPEC committee, mechanism to expediate the registration for expatriates, identifies skilled professional shortages in Fiji, works with stakeholders in areas of training, scholarships and education to address skills gap for long run.

February

The chair of the council, Mr. Craig Strong tendered his resignation as his new employer is not from the manufacturing industry and Mitesh Kapadia of Motibhai Group of Companies was appointed as the chairperson of the council.

The first stakeholder round table meeting was held in January with representatives from Clothing and Footwear Council, Suva Retailers Association,

Investment Fiji, Governor Reserve Bank of Fiji, Fiji Hotel and Tourism Association, Fijian Competition and Consumer Commission and Fiji Chamber of Commerce. The outcome of the meeting was to focus on the shipping, immigration and water quality and its impact on the food manufacturing process and equipment. A working group to be formed and task to look into the issues on behalf of the members.

On the second project of the council Getting job ready candidates Fiji Higher Education Commission is willing to support this project. Fiji Higher Education Commission is advocating TVET stakeholder outreach programme in Northern, Western and Central Region and look forward to engage with members of the industry.

April

The survey on the water quality and its impact on business was discussed where members agreed to include staff absent from work due to water cut at home or where office/factories have to be closed due to no water supply, disposable of sewerage disposable.

Concerns were raised by members regarding the online overseas payment clearance requires 5 working days by Fiji Revenue and Custom Services and seek an forum with CEO of Fiji Revenue and Custom Services.



5. Tourism and Transport Council

Chairperson: Mr. Jasper Singh – Shore Buses PTE Limited

Vice Chairperson: Mr. Mohammed Feroz – Holiday Inn

A total of five (5) meetings were conducted from the period of July 2021 to June 2022 and these meetings were facilitated both in person and virtually and was attended by members from the Western.

Important Discussion:

COVID Pandemic:

The tourism and transport industry were 2 of the worst affected during this pandemic, hence the meetings:

July to November were mostly focused around:

- Impact
- Struggles of both the industry
- Protocols that were the industries had to follow
- And finally, the resilience and the recovery of the both industries.

November to June were faced with New Challenges:

- There are jobs but people are not willing to work – question is, has the pandemic taught people to live ad hoc?
- Existing Skills Gaps - What can private sector together with education institute doing to bridge the skills gap.
- Mass Resignation – the council recorded that employers are faced with mass resignation both locally and abroad they are now:
 - o re-evaluating their life and looking for a work -life balance or
 - o getting into entrepreneurship
 - o In this case what can an employer strategically do to:
 - o retain their employees with their skills sets,
 - o Intuitional knowledge and to fill the skill gaps.
 - o Stay in business



Tourism Industry:

As of April -

- The change in tourism taxes have had some unfavorable effects. The removal of ECAL and increase in VAT resulted in a net tax increase of 6% for small businesses (who did not meet the tax threshold for ECAL).

These businesses were advised to either absorb the extra or pass it down to their customers.

- Tourism was now entering the traditional high season and were experiencing an increase in occupancy with the industry feeling optimistic about performance throughout the year.
- There may be a decrease in the numbers once other competitive holiday destinations open.

Immigration issue:

- to expedite the work permit for specially those from the Tourism industry
- a transport industry member suggested that immigration could grant them pre approval to get overseas works, only those employers who are in compliance with their dues to government. as they are finding is difficult to get drivers, mechanics even cleaner and as they stated that it is difficult

Agricultural Sector (Supplier to the Tourism Industry)

- to expand the sector so that hotel, have sufficient supply of fresh and local vegetables and herbs.
- Currently there is lot of land but not enough people cultivating to produce and supply the demand.

Transport Industry:

- Shortage of drivers and mechanical staff was always a prevalent issue however the pandemic has turned many in the bus industry into entrepreneurs resulting in a greater shortage.
- Secretariat has been requested to organize a mini

symposium with FRA, LTA, and the traffic Police so that members can share their grievance and the big part of the grievance is the conditions of the roads and traffic congestion.

- Council was informed that they were faced with a lot of absenteeism where the employees prefer working only 5 days and the regulations do not allow them to hire drivers on flexi hours.

Skills Drain is becoming a concern for both, the transport and tourism industry.

- Welders, spray painter, mechanic, drivers, cleaners, divers, sous and pastry chefs.
- The long term goal : "Fiji needed to focus on building the skills then importing skills"
- Employers / industries need to be encouraged to support the National Apprenticeship Scheme.

Guest Speakers

April:

Fiji Tourism Investment Mapping: National Level COVID-19 Recovery and Greening and Vanua Levu Destination Development by Mr. Stuart Gow from Fiji RLA Global "An opportunity to influence infrastructure investment in Fiji to better support private sector investments around the country.

November:

Skilled Professionals Evaluation Committee (SPEC) - Division at Ministry for Commerce, Trade, Tourism and Transport. by Ms. Khushbu Rai

What? - Mechanism to expedite the registration for expatriates.

Identifies skilled professional shortages in Fiji Works with stakeholders in areas of training, scholarships & education to address skills gap for the long run.

Who? - Any skilled professional/corporate/ investor can engage SPEC for registration of specialized professionals as long as there's a shortage of that professional skill in Fiji

How? - Applications can be made in writing to SPEC for:

- permit to enter,
- reside & work, and
- licensing with professional practice bodies

Applications can be lodged online and fees can be paid electronically.



6. Retailers and Small Business Council

Chairperson: Mr. Anil Senewiratne - Group CEO of Kriz Holdings Ltd

Vice Chairperson: Mr. Vinod Kumar – GM of Vision Group T/A Sports World.

Executive summary:

This report provides a brief update of the Retailers and Small Businesses council member concerns of Cost of Doing Business and Ease of Doing Business to identify and address macroeconomic challenges faced by the businesses today. Consider the impact of regulations and policies to empower Retailers and Small Businesses what is best for their customers, organizations, associates, and employees for business continuity.



costing from port of entry and departure.

3. Immigration matters.

Skilled labour shortages and brain drain concerns has been collated and emailed to the relevant ministries by FCEF CEO. This matter has been discussed at length during the council meeting. As a mitigating factor

it was suggested to have management cadet pool, offer apprenticeships and university students to gain workforce experience during studies to match the job demands.

Background:

To address these issues a working group was formed between RSBS and MTEC and the secretariat canvassed membership to ascertain key issues the council focused resolving.

Deliberations from the Council Meetings

1. Erratic shipping cost and shipping schedules.

A round table stakeholder meeting was held on 19th of January regarding shipping and freight. Members do agree that international port and freight charges are beyond control but local charges can be looked into. Port charges were cleared by ports at MCTTT stakeholders meeting regarding shipping. The secretariat informed the council with regards to FECEF CEO's meeting with Mr. Hoshnever Trombaywalla General Manager of Carpenter Shipping has offered to get Maersk to assist in clarifying the freight charges on the shipping/freight forwarders invoices. Secretariat to update outcome.

2. Fumigation matters.

Issues were addressed and a presentation was done to the members by Bio Security Authority of Fiji (BAF). Still there exists a gray area with double dipping fumigation

4. Quality of water.

The information received by 300 members off the survey has been collated and will be forwarded to WAF CEO. Will be inviting WAF CEO to a stakeholder meeting to address the concerns following the results of the survey.

5. Register of Companies matters.

FCEF secretariat hosted a stakeholder session with ROC office which was well attended with a good discussion session. ROC presentation was circulated to the members.

6. National Budget submissions.

The members were advised for submissions following post mini budget. The transactions above \$5K tax clearance despite having custom clearance has been raised up to \$10k in the national budget.

7. Submission of Product Safety and Quality

Follow-ups being made by the secretariat with Mr.Sagar of MCTTT and the representative Mr.Michael Fong.

Information / Awareness Sessions

1. Mr. Vineil Narayan – Project Manager Blue Economy & Blue Bonds by UNDP

Key points:

Blue accelerator grant scheme jointly implemented with the Fiji Government and UNDP to provide financing of US50K to US150K for piloting Blue Economy projects.

2. Mr. Kamal Chetty – CEO of Fiji Investment

Key points:

The opportunities that exist for the local retailers to invest or to further invest in opportunities and assistance for the foreigner investors. Investment

opportunities and assistance given to local businesses for export market opportunities.

3. Mr. Saud Minam – CEO of Fiji Development Bank

Key points;

Potential market development opportunities and the loan schemes available in support of various businesses.

Conclusion.

The Council to continue reviewing meeting discussions and execute matters to ensure that the Retailers and Small Businesses needs are reasonably met within its framework, consider the impact of policy on Retailers and Small Businesses.



7. Women Entrepreneurs & Business Council (WEBC)

Chair: Ms. Eseta Nadakuitavuki, Westpac Banking Corporation
Vice Chair East: Ms. Sharyne Fong, Insight Business Advisory
Vice Chair West: Ms. Kitiana Chute, Leadership

The Women Entrepreneurs Business Council (WEBC) has grown exponentially in membership and services in providing enabling environment for women entrepreneurs.

This year the Council commemorated the International Women's Day with their inaugural Women Invigorating the Nation (WIN) Convention. The WIN Convention theme "Pivoting to Prosperity" was designed and hosted by women for women.

The Convention provided an excellent platform for learning and networking between women entrepreneurs and business leaders from across the informal sector to the micro and corporate level.

Below are some key events that took place for the last 12 months.

Key Events:

1. Grant Signing with the British High Commission – 29th November 2021

An outcome of an advocacy meeting done earlier in the with the British High Commission, WEBC received a commitment of \$41,700 to conduct trainings and bridging the gap funds for members and non-members in vulnerable communities.

The signing was officiated by the Acting High Commissioner H.E. Mr. Paul Welsh, Program Manager, Mr. Amitesh Prasad; FCEF President Mr. Vinay Narsey and FCEF Vice President and WEBC Chair, Ms. Eseta Nadakuitavuki.



2. Academy for Women Entrepreneurs (AWE) Program 2021

- The 2021 AWE cohort ended its 7-month program with a Market Day on 4th December, for its participants. The market day creates an environment for participants to showcase and sell their wares. This was held on Saturday 4th December and attended by 77 AWE participants.
- Due to COVID restrictions, the graduation ceremony was held virtually on Wednesday 12th January where the Minister for Commerce, Trade, Tourism and Transport, Honorable Faiyaz Koya officiated the ceremony.
- The program hosted a high tea networking event to all AWE graduates and Alumnae on Friday 27th May, which was held at the Grand Pacific Hotel (GPH) and officiated by the USA Embassy Charge'd Affairs Mr. Tony Greubel.



3. Bridging the Gap follow up program – Draubuta Womens 14th December, 2021

The program aims to reflect and follow up on the business training conducted in 2020. Women and youth of Draubuta, Nakoro and Navitilevu Villages travelled down to Lawai Village community hall for the commencement of the program. British Deputy High Commissioner, Mr. Paul Welsh opened the session and thanked the 44 women and youth who braved the 4 hours travel from their homes to attend the event. In addition to the follow up session, the Council invited the Fiji National Provident Fund to present on Voluntary Membership session. After lunch, the life skill training program (sewing) followed for the women and few men attended a session with Dr. Sakiusa on prostate health.

The program ended with a talanoa session including the women of Lawai women on the ease of doing business.



4. International Womens Day Bridging the Gap Activity – Vunisinu Village – March 8th 2021

To mark International Women’s Day, the Council conducted the Bridging the Gap activity in Vunisinu Village, Rewa.

In partnership with the British High Commission (BHC) and Rewa District Council of Social Services, the activity was attended by 60 women and 12 men from 5 villages of the Tikina o Dreketi in the province of Rewa. Through funding from the British High Commission (BHC), we provided training materials and catered for refreshments for all participants. We were humbled to have Ms. Nicola Noble, the Programme Manager from the British High Commission as our guest of Honour.

Training conducted were:

- o Business Basics – Ms. Maryangela Berwick & Ms. Mariana Maivalenisau (Westpac Banking Corporation)
- o Financial First Steps - Ms. Maryangela Berwick & Ms. Mariana Maivalenisau (Westpac Banking Corporation)
- o Social Entrepreneurship (Ideation, Branding & Micro Marketing) – Ms. Bernadette Nicholls (WEBC Member)
- o Organic Farming - Ms. Bernadette Nicholls (WEBC Member)



5. Women Invigorating the Nation (WIN) Convention – 25th – 26th March

The Council’s first ever convention was held at the Grand Pacific Hotel on Friday 25th and Saturday 26th March 2022 with the theme “Pivoting to Prosperity”. The convention was officially opened by H.E. the British High Commission, Dr. Brian Jones and we kicked start the program with the Key note Speaker, Ms. Samira Cook Gaines, the Managing Director of Strategic Partnerships, Washington DC – Baltimore Area.

Convention concluded with a Gala Dinner and a formal closing by the First Lady, Madam Filomena Katonivere. Total of 115 paid delegates attended the convention.



Session 1: Unlocking Your Potential

Moderator: Ms. Cathy Wong

Speakers: Ms. Imrana Jalal, Mr. Mark Halabe & Ms. Jenny Seeto.

Session 2: Moving Towards Resilient Business Environment

Moderator: Ms. Ana Tuiketeki

Speakers: Ms. Renu Chand, Mr. Kinan Albahnasi, Mr. Faizal Khan

Session 3: Leveraging off Digitalisation and Gearing for the Future

Moderator: Ms. Lice Movono

Speakers: Ms. Georgina Naigulevu, Mr. Akuila Batiweti

Session 4: Flourishing Business Models with Ethics and Integrity for Longevity

Moderator: Ms. Glenis Yee

Speakers: Ms. Lisa Apted, Ms. Olivia Mavoava, Mr. Moses O’Connor

There were 16 outcomes and recommendations from the first ever WIN Convention.



6. Strategic Planning Workshop – 20th & 21st May

The Strategic Plan Workshop was facilitated by Ms. Ana Tuiketeki and was held at Batiniwai Training Room, Colo-I-Suva Rainforest Lodge on Friday 20th and Saturday 21st May. WEBC Executives and 20 other members deliberated on the Performance Goals needed for the next 5 years. Strategic Plan 2022 – 2027 is in the final stage and will be launched soon.

7. Entrepreneurship School Program – 23rd May

The main objective of this program was to empower young girls in school through Entrepreneurship. In partnership with Mr. Steve Cordiero (International Master Trainer), presentation on Entrepreneurship was done to the students of Saint Joseph Secondary School during their Entrepreneurship Week celebrations. Presenters were: Mr. Steve Cordiero – International Master Trainer and Ms. Christine Pickering, members and owner of Kavara WoodArt.

8. Academy for Women Entrepreneurs (AWE) Program - 22nd June 2022

WEBC signed a USD\$20,500 Grant from the US Embassy on June 22 to implement the AWE Program activities. This project aligns with our Bridging the Gap pillar derived from our Strategic Plan.

Recruitment was done in April recruiting 170 participants for the 7month program that began in June to December 2022.

There are a total of 7 centres; 3 centres in Suva, 2 centres in Nasinu, 1 centre in Labasa and 1 centre in Nadi.

Other Meetings

- a. The coordinator was part of the Customer Relationship Management installation training conducted virtually by the ITC ILO on Wednesday 20th October.
- b. Coordinator took part on the Business Continuity Plan training facilitated by the Solomon Chamber of Commerce through UNDP and ILO at the Radisson Resort, Nadi – 10th & 11th November.
- c. Coordinator was part of the TOPEX2021 Committee and help coordinate the TOPEX event on Friday 12th and Saturday 13th November at the Sofitel Resort in Nadi.
- d. Coordinator was also part of FCEF representatives who took part at the Validation Workshop: Programme and Draft Protocol Child Labour Joint Inspection and Referral System facilitated by ILO and Ministry of Labour which was held on Friday 19th November at Holiday Inn, Suva.
- e. Council Chair and Coordinator paid a courtesy visit to the French Ambassador to reaffirm him about the partnership with WEBC and also invite him to officiate the review of WEBC 2021-2026 Strategic Plan.
- f. WIN Convention Outcome Implementation Meeting: Corporative Model – Director Faizal Khan – 10th May 2022

WIN Convention Outcome 11 and 12 requires the Council to work closely with the Corporative Department under the Ministry of Commerce, Trade, Tourism and Transport. WEBC Executives met with Director Khan and his colleague to discuss ways of collaboration.

Some outcomes from this meeting are:

- Develop an MoU for data sharing and awareness

- programs on co-operative. (Ministry and FCEF)
 - FCEF to be included in the review of Policy Act in terms of consultation
 - Partnership on outreach programs – Bridging the Gap Program.
- g. US Advisory Commission on Public Diplomacy Executive Director – Dr. Vivian Walker – 12th May Council Chair and a few members met with Ms. Walker and delegates from US Embassy to discuss challenges, share success stories and talk about future collaboration.

Other Activities

Fiji Times Articles

- o October 2021 article focused on Academy for Women Entrepreneurs (AWE) program
- o November 2021 article focused on funding from the Womens Fund of Fiji
- o March 2022 article focused on Bridging the Gap: Women Empowerment in Rural Communities - An article was written by the Secretariat about Bridging the Gap activity which was conducted in Rewa and published on the Fiji Times the day after the activity.



Capacity Building/ Information Session				
Date of Training	Mode of Training	Topics	Number of Participants	Comments
26 th August – 30 th September 2021	Virtual	Toastmasters Training	30	<p>The training focused on coaching, peer to peer learning that participants build their confidence in preparing and delivering speeches, conduct a formal public speaking role, receive and give constructive feedback and practice effective communication and leadership skills.</p> <p>Through the span of 1 hour per Thursday evening for 6 consecutive weeks on virtual platform, 30 members graduated for their participation in taking up at least 3 roles.</p> <p>Training was facilitated by Capital Toastmasters Suva which was funded through the Womens Fund of Fiji.</p>
7 th September 2021	Virtual	Understanding what constitute a financial report	18	<p>Training was facilitated by Mr. Josua Mateiwai of Haya Development Consultant.</p> <p>Objectives of this training were successfully met as per evaluation feedback from members, and these were, what is a financial report; what makes up a financial report and understanding the profit and loss, balance sheet and cash flow statements. Attendance: 18 members</p> <p>An e-certificate upon completing the evaluation form.</p>

Capacity Building/ Information Session

Date of Training	Mode of Training	Topics	Number of Participants	Comments
9 th September 2021	Virtual	Understanding Productivity	4	WEBC Members Ms. Noellie Garand, Ms. Bernadette Nicholls along with WEBC Chair and coordinator were part of the 15-member team that underwent the Productivity Training on respective dates: 9 th , 16 th and 23 rd September.
14 th September 2021	Virtual	The Art of Organization Management	17	<p>Training was conducted to members who have been in business for more than 3 years. According to the evaluation questionnaire, the objectives of the training were met and these were: understanding what Organization Management (OM) is and why it is important for businesses, what business owners need to do to align their people to common goals and what OM methods are needed to align organizational goals.</p> <p>Participants received an automated e-certificate of participation upon completing the training evaluation form.</p> <p>Through the GESI program, Business Link Pacific subsidized 80% of the facilitators' cost. Facilitator: Ms. Sharyne Fong of Insight Business Advisory</p>
28 th & 29 th September 2021	Virtual	Goal Setting Program	84 AWE participants	The council organized a two (2) day training for AWE participants as part of WEBCs' outreach program to the women in the informal sector. Most of these women are not members and in the informal sector. Program was facilitated by Ms. Kitiana Chute of Leadership Hive Consultants. 84 AWE participants attended the training.
21 st October 2021	Virtual	Social Media Training	22 Members	<p>Due to restrictions and business closure, many micro businesses within the Council have opt into selling their products online.</p> <p>Through this finding, the council conducted two (2) social media trainings (Basic and Intermediate) for the members. Facilitator: Ms. Lice Mavono of Today Media Fiji</p>
27 th October 2021	Virtual	Safety Net – Sleep Wake Disorders	12 members	<p>Safety net program was designed to help members who go through emotional stress. One contributing factor to stress is lack of sleep. The session conducted to members focused on:</p> <ul style="list-style-type: none"> • How and why sleep deprivation affects your decision making leading to stress • Causes of sleep-wake disorders • Ways to improve the quality of sleep during different stages of life <p>Facilitator: Ms. Lorraine Evans</p>
28 th & 29 th October 2021	Virtual	Anti-Bribery and Anti-Corruption Campaign	55 AWE participants	<p>The Council conducted two (2) back-to-back session to the members and participants of the Academy for Women Entrepreneurs (AWE) cohort.</p> <p>Session was conducted by the Fiji Independence Commission Against Corruption with the 2 main objective of the impacts of bribery and how bribery affects the different sectors. Facilitator: Ms. Paulina Rauca of FICAC</p>

Capacity Building/ Information Session

Date of Training	Mode of Training	Topics	Number of Participants	Comments
3 rd November 2021	Virtual	Building a Business Model	20 Members	<p>Training was targeted for new members who are still in the very micro stage.</p> <p>The training focused on the 7 elements of a strong business model:</p> <ul style="list-style-type: none"> ○ Identify your specific audience ○ Establish business process ○ Record key business resources ○ Develop a strong value proposition ○ Determine key business partners ○ Create a strategy that will build the demand of your business ○ Leave room for innovation. <p>Training was facilitated by Mr. Josua Mateiwai who is a business coach with Fiji Enterprise Engine</p>
10 th November 2021	Face to Face	West Information Session and Networking Event	72 Members and potential members	<p>An information session and networking event was conducted at the Sailors Beach Club where more than 60 women entrepreneurs based in Nadi, Lautoka, Ba and Tavua attended.</p> <p>Guest Speakers were Ms. Seini Koroitamana Cornish and Ms. Rajneesh Charan which they both shared their experience in working in a male dominated environment. Ms. Charan also spoke on challenges she endured when leaving the corporate world to start her own business.</p> <p>This session attracted 3 new members to the council.</p>
16 th November 2021	Virtual	The Art of Organization Management	19 members	<p>This is the second training conducted to members who missed out in September. The training focused on understanding what Organization Management (OM) is and why it is important for businesses, what business owners need to do to align their people to common goals and what OM methods are needed to align organizational goals.</p> <p>Participants received an automated e-certificate of participation upon completing the training evaluation form.</p> <p>Facilitator: Ms. Sharyne Fong of Insight Business Advisory</p>
23 rd & 26 th November 2021	Virtual	Value Chain & Industry Link Training	10 members	<p>The 2-part series was designed to upskill individual entrepreneurs in understanding the Value Chain and Industry Linkages. Objective of the program included:</p> <ul style="list-style-type: none"> ○ Expand knowledge on International Trade terms and conditions ○ Know how to negotiate buying and selling terms when transacting internationally ○ Understand and avoid common problems in trade and risks ○ Know how to calculate landed costs of products ○ Expand knowledge on industry links and importance of industry ○ Knowing industry incentive and assistance available <p>These objectives were met through the series conducted. Facilitator: Mr. Jone Cavubati of Fiji Export Council.</p>

Capacity Building/ Information Session

Date of Training	Mode of Training	Topics	Number of Participants	Comments
6 th December 2021	Face to face	Safety Net – Driving into 2022 Safely	14 members	<p>Session conducted focused on using emotional intelligence to monitor and discriminate between different emotions, and to use this information to guide our thinking and behaviour when behind the wheel.</p> <p>The first part of the session was facilitated by Mr. Rajesh Narayan, a Road Safety Education Awareness Officer of the Land Transport Authority followed by Ms. Lorraine Evans's session on emotions and how to deal with it.</p>
15 th December 2021	Face to face	East Information Session and Networking Event	46 members	<p>Event was be opened by the Acting High Commissioner of the British High Commission, H.E Mr. Paul Welsh, followed by a presentation on Voluntary Membership by the Fiji National Provident Fund.</p> <p>Last guest speaker was Ms. Liliwaimanu Vuiyasawa of Munro Leys Law who focused her presentation on the 16 days of activism. Networking session followed and this concluded our 2021 activities.</p>
19 th January 2022	Face to face	North Information Session	19 members and AWE participants	<p>The Council conducted an information session for North members at Macuata House, Labasa. Beneficiaries were the 15 graduates of the AWE Program and 2 WEBC members.</p> <p>Speakers at the session were:</p> <ul style="list-style-type: none"> ○ Mr. Michael Deve – Business Registration Registrar North ○ Mr. Nemani Talemaitoga – FRCS North ○ Ms. Wati Nuku – Voluntary Membership, FNPF North ○ Mr. Joni Naverebalavu – Micro Insurance, Fiji Care Insurance ○ Mr. Reginald Singh – Parametric Insurance, Climate Disaster Risk Financing, UNDP <p>The session was a need one to keep the North members informed, updated on changes in legislation etc.</p>
24 th February 2022	Face to face	Key Fundamentals Business Training	22 members and potential members	<p>The training was conducted to members and non-members. It focused on the 3 fundamentals of business which were:</p> <ul style="list-style-type: none"> • Sales • Operations • Finance <p>Training was held at the Fiji Commerce & Employers Federation Boardroom and facilitated by Mr. Himen Chandra.</p>
18 th March 2022	Face to face	Celebrating Women Leaders who #BreaktheBias Program	28 members	<p>In partnership with the British High Commission and support from the Women in Maritime Associate and Fiji Navy, the Council conducted an information and networking session with 4 women from the Royal Navy.</p> <p>The four Royal Navy officers included a Lieutenant, two Sub Lieutenant and a Leading Hand who was a daughter of a member, Atela Yee. In attendance also was the British High Commissioner, H.E. Dr. Brian Jones who also spoke on empowering women.</p>

Capacity Building/ Information Session

Date of Training	Mode of Training	Topics	Number of Participants	Comments
11 th May 2022	Face to face	Australia Regional Leadership Institute (ARLI) Visit		<p>9 delegates from the ARLI are influential Australians who are from various backgrounds.</p> <p>Through Womens Fund of Fiji, DFAT chose WEBC to present to the 9 delegates on the challenges the members went through during COVID.</p> <p>The purpose of their visit is to hear from DFAT successful grantee partners the challenges faced through COVID</p>
12 th May	Face to Face	Talanoa Session with Sawani Women's		Council Chair together with Bridging the Gap champions, Ms. Atela Yee and Ms. Bernadette Nicholls visited the Sawani Women's Club to assess the need for training for WEBC outreach program.

Council Meeting

Date	Mode	Attendance	Guest Speaker
14 th September 2021 6.30pm – 7.47pm	Virtual	36 Members	
23 rd November 2021 2pm – 4.12pm	Hybrid	19 Face to face 13 Virtual	Mr. Arvind Maharaj E-Commerce Marketplace Traidbiz.
15 th February 2022	Hybrid	7 Face to face 12 Virtual	Mr. Reginald Singh Research Assistant – Climate Disaster Risk Financing UNDP
19 th April 2022	Hybrid	23 Face to face 11 Virtual	Mrs. Bernadette Rounds Ganilau Storytelling session where Ms. Ganilau shares her journey as an entrepreneur and the many challenges and opportunities faced along the way.
14 th June 2022	Hybrid	18 Face to face 15 Virtual	Ms. Shaheen Hussain Principal Assessor, Revenue Management Fiji Revenue Customs Services

8. Fiji Business Disaster Resilience Council (FBDRC)

Chair: Mr. Karunesh Rao, Energy Fiji Limited (EFL)
Vice Chair: Patricia Mallam
Coordinator: Ms. Naveena Roshni (Temporarily)

OUR THEME

Resilient Businesses, Ready for Tomorrow

OUR MISSION

Provide a platform for the private sector to both manage impacts to themselves, support public sector, civil society and development partners in building climate resilience and preparing for and responding to disasters and emergencies.

OUR WORK

Stakeholder Engagement (Private Sector, Public Sector, NDMO, Development Partners & other stakeholders) towards:

- Risk Reduction
- Preparedness
- Response & Recovery

Strategic Alliances Locally

We were fortunate to have had the support of all the respective stakeholders including the membership. Coming out of the COVID 19 Pandemic, everyone was raring to make a difference and cover up for the lost time. It has been an eventful and exciting year with the constant engagement with our stakeholders at the various levels and a host of information session for our members.



Strategic Alliances Regionally & International

There has been a number of meetings, workshops and discussions strengthening our relationship with a number of regional donor agencies and development partners with prospects of collaboration.

- ILO Business Continuity Planning (BCP) Training of the Trainers (ToT) was held on Wednesday 10th & Thursday 11th November, 2021 in Nadi and was attended by some FCEF & FBDRC members.
- Business and Human Rights (BHR) Forum was held on Monday 22nd to Wednesday 24th November, 2021 and was attended by FBDRC Vice Chair on behalf of FCEF.
- UN Humanitarian Networks and Partnerships Week (HNPW) 2022 was held from Monday 9th to Friday 13th May 2022 in Geneva and was attended by FBDRC Vice Chair.

Support from CBI

What is CBI?



The Connecting Business initiative (CBI) engages the private sector in disaster preparedness, response and recovery. Since CBI's launch in 2016, CBI Member Networks have responded to more than 100 crises, mobilized US \$52 million and assisted around 17 million people.

A joint initiative by the United Nations Development Programme (UNDP) and the United Nations Office for the Coordination of Humanitarian Affairs (OCHA), CBI supports both crisis response and development efforts. The private sector plays a crucial role in disaster preparedness, response and recovery. This is only becoming more critical as the severity and frequency of disasters increase around the world.

CBI works directly with business federations around the world, representing more than 4,000 members and reaching more than 40,000 micro-, small- and medium-sized enterprises (MSMEs).

CBI aims to become the go-to hub for business networks involved in disaster management, both strengthening their collaboration with governments, development and humanitarian actors and contributing to save the lives and livelihoods of people affected by crises in vulnerable countries.

FBDR is grateful to have been selected for financial support by Connecting Business initiatives (CBI) towards ongoing works by FBDR & FCEF with its stakeholders towards Disaster Resilience.

Captured Moments of in-person and virtual participants during FBDR organised events.



Information Session by NDMO Awareness Team on Friday 26th November, 2021



Information Session by Director NDMO, Ms. Vasiti Soko on Friday 10th December 2021.



Information Session by the permanent Secretary for Health & Medical Services, Dr. James Fong on Thursday 20th January 2022.

What to Expect in the months ahead?

- There are a number of Business Continuity Planning (BCP) Workshops planned to be undertaken in the respective regions for FCEF membership.
- Focused disaster risk reduction, preparedness, response & recovery and workshops with relevant stakeholders in flood prone townships.
- Increased awareness towards Disaster Risk Reduction, Preparedness, Response & Recovery
- Vice Presidents for Central, Western & Northern Divisions

G. Employment Relations Advisory Board (ERAB)

The following representatives were appointed this year to serve on this board till December 2023:

Mr. Harvie Probert - Fiji Gas Ltd
Mr. Kameli Batiweti - FCEF CEO
Mr. Brian Kirsch - Plantation Island Resort

Mr. Noel Tofinga - FCEF
Mr. Howard Politini - New World Ltd

H. National Occupational Health and Safety Advisory Board (NOSHAB)

The following representatives were appointed to serve on the NOSHAB Board:

Ms. Susan Miller - Total Energies
Mr. Eldon Eastgate - Essity Australia
Mr. Noel Tofinga - FCEF

Mr. Stuart Gow - FHTA
Mr. Harvie Probert - Fiji Gas Ltd

I. National Employment Centre (NEC) Board

The following representatives were nominated to serve on the NEC Board:

Ms. Susan Miller - Total Energies
Mr. Noel Tofinga - FCEF

J. Fiji National Council for Disabled Persons

Mr. Noel Tofinga - Board Member

K. Skills council of Fiji

Kameli Batiweti - Chairperson

L. Information / Awareness and Stakeholder meetings hosted by FCEF

Date	Details of the Session															
July 2021																
22 nd	Seminar: Role of Businesses to End Child Labour in Supply Chains.	FCEF in collaboration with ILO: Combating Child Labor in FIJI - Awareness Session on Elimination of Child Labor and its worst forms for Employers														
30 th	<p>FCEF EXCOM Meeting with The Association of Banks in Fiji (ABIF)</p> <p>The agenda was to discuss some concerns of the MSME's and the larger businesses in terms of Banking services during these difficult times.</p> <p>FCEF Attendance: Mr. Chauhan, Mr. Narsey, Mr. Politini, CEO and Naveena</p> <p>Banks in attendance were:</p> <table border="1"> <tbody> <tr> <td>BSP</td> <td>Mr. Harron Ali</td> </tr> <tr> <td>Bred Bank</td> <td>Mr. Thierry Charras Gillot</td> </tr> <tr> <td>Bred Bank</td> <td>Mr. Rajesh Kumar</td> </tr> <tr> <td>ANZ</td> <td>Mr. Rabih Yazbek</td> </tr> <tr> <td>HFC</td> <td>Mr. Rakesh Ram</td> </tr> <tr> <td>WBC</td> <td>Mr. Kip Hanna</td> </tr> <tr> <td>BSP</td> <td>Mr. Maikash Ali</td> </tr> </tbody> </table>		BSP	Mr. Harron Ali	Bred Bank	Mr. Thierry Charras Gillot	Bred Bank	Mr. Rajesh Kumar	ANZ	Mr. Rabih Yazbek	HFC	Mr. Rakesh Ram	WBC	Mr. Kip Hanna	BSP	Mr. Maikash Ali
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ANZ	Mr. Rabih Yazbek															
HFC	Mr. Rakesh Ram															
WBC	Mr. Kip Hanna															
BSP	Mr. Maikash Ali															
August 2021																
4 th	Hon. Mr Aiyaz Sayed- Khaiyum, the Attorney- General and Minister for Economy, Civil Service, Communications, Housing, and Community Development Fiji	FCEF's Virtual Post National Budget Forum														
8 th	Mr. Saud Minam, the CEO of Fiji Development Bank	Information Session: To discuss FDB's COVID 19 Recovery Credit Guarantee Scheme for MSME's & large Businesses Hosted by Secretariat														
19 th	Information and awareness session on Role of Businesses to End Child Labour in Supply Chains	Combating Child Labor in FIJI – FCEF Awareness Session on Elimination of Child Labor and its worst forms for Employers Hosted by Secretariat														
20 th	Director OHS, Ministry of Employment Productivity and IR	Information and Awareness Session on Health and Safety at Work (Amendment) Regulations 2021 Hosted by Secretariat														
26 th	Mr. Joel Abraham - CEO of Fijian Competition and Consumer Commission	To raise awareness on their role as enforcement agency under section 82A of the Public Health Act 1935 of the Public Health (Infectious Diseases) (Infringement Notices) Regulations 2021. Hosted by Secretariat														

Date	Details of the Session	
September 2021		
3 rd	Informal Talanoa Session	Climate Change Bill Hosted by Secretariat
8 th	Information Session by Parvez Akbar - CEO of ACCF	<ul style="list-style-type: none"> • What does ACCF do; • Compensation Payments; • Exclusions • Employment Accidents; • Changes from 1st January, 2019 • COVID-19 Considerations; • Coverage on Work from Home; • Employers Duty to Report; • General Provisions Hosted by HRC
24 th	FCEF's 61st Annual General Meeting @ FCEF and Via Zoom	
October 2021		
19 th - 25 th	Presentations at FCEF Council Elections and Meetings	
	1) <u>Fiji Tourism Investment Mapping: National Level COVID-19 Recovery and Greening and Vanua Levu Destination Development</u> by Mr. Stuart Gow of RLA Global. 2) <u>Information session on creating awareness on the "Eradication of Worst Forms of Child Labour"</u> for the following councils by FCEF CEO. MTEC, Retailers, YEC, WEBC	
26 th	FCEF's 50 Year Medal Morning Tea	To Celebrate our Members and Secretariat Staff who were recently awarded the 50 years commemorative medals by His Excellency, the President of the Republic of Fiji
27 th	CEO's Breakfast @ GPH Paid Event Guest Speaker, Mr. Brent Hill the CEO Tourism Fiji	
November 2021		
2 nd	FEFHA Diwaali Lunch – Board Members and Staff	
12 th - 13 th	TOPEX 2021 Paid Event	
22 nd - 26 th	<u>FCEF Council Meeting(s)</u> Presentation by Skilled Professionals Evaluation Committee (SPEC) of Ministry of Commerce, Trade, Tourism and Transport <u>To</u> Mining & Quarrying Council; Manufacturing Trade and Export Council Human Resources Council; Tourism and Transport	
January 2022		
14 th	Mr. Terry Atalifo - Director (Acting), Fiji Meteorological Services,	Information Session – "Weather Outlook for the Months Ahead" Hosted by FBDRRC

Date	Details of the Session	
19 th	<p>Round Table Meeting to discuss:</p> <p>“The increasing freight costs and unreliable shipping schedules.”</p> <p>Mr. Mike Towler - Chairperson of Clothing and Footwear Council Mr. Jitesh Patel: President - Suva Retailers Association Mr. Kamal Chetty: CEO - Investment Fiji Mr. Ariff Ali: Governor - Reserve Bank of Fiji Mrs. Fantasha Lockington: CEO – Fiji Hotel and Tourism Association Mr. Joel Abraham: CEO - Fiji Competition and Consumer Commission Mr. Sunil Sharma: Fiji-Chamber of Commerce</p> <p>Hosted by MTEC and RSBC</p>	
20 th	Dr. Fong, PS Ministry of Health and Medical Services	<p>FCEF Stakeholder meeting -</p> <ul style="list-style-type: none"> - What are some pressing points that concerns the PS? - PS’ expectations for the Business communities - How can FCEF Members help to minimize the spread of the 3rd wave and to support the Ministry’s efforts. <p>Hosted by the Secretariat</p>
February 2022		
15 th	Fiji BPO Council	<p>Presentation on BPO Council of Fiji by Ms. Sagufta Janif, Executive Director</p> <ul style="list-style-type: none"> - What are BPOs? - Its contribution to the economy - Its growth potential and targets - Challenges faced and opportunities. - Support required from PFSC member <p>Hosted by PFSC</p>
16 th	Australia Awards	<p>Information Session: Australia Awards scholarships Intake 2023</p> <ul style="list-style-type: none"> - Diploma in Mechanical Engineering - Diploma in Marine Engineering - Diploma in Nautical Science - PG. Diploma in Midwifery <p>Hosted by HRC</p>
17 th	Product Safety and Quality Technical Committee of MCTTT	<p>The main points discussed were:</p> <ul style="list-style-type: none"> - Role of Department of National Trade Measurement and Standards (DNTMS) - Standard development process - Ongoing projects that are being handled by DNTMS - Product Safety and Quality Technical Committee (PSQTC) and Electrical Safety Sub- Committee (EASC) - Overview of the standard associate with the project: Household and Similar Electrical Appliance Safety (IEC 60355-1) <p>Hosted by RSBC</p>
18 th	(Acting) Director of the Fiji Mineral Resources Department, Mr. Raymond Mohammed	<p>The information session:</p> <ul style="list-style-type: none"> - An Introduction to the Functions of the Mineral Resources Department, - Some of their recent developments in relation to disaster risk reduction. <p>Hosted by BDRC</p>

Date	Details of the Session	
23 rd	Mr. Mark Dixon the CEO - FRCS	Stakeholder Meeting to welcome the new CEO and to address concerns of the industries: <ul style="list-style-type: none"> - Mining - Manufacturing - Tourism - Transport Hosted by the Secretariat
March 2022		
5 th	Virtual - Private National Minimum Wage Review Consultation for FCEF	
14 th	MCTTT Stakeholder Consultation: Cost of Doing Business with regards to increase in the Fiji Ports and Freight Charges Other stakeholders that are invited to this forum are: <ol style="list-style-type: none"> 1) Fiji Revenue Customs Services 2) Bio-security Authority of Fiji 3) Ministry of Health & Medical Services 4) Fiji Customs Agents and Freight Forwarder 5) Fijian Competition & Consumer Commission 6) Fiji Ports Terminal Limited 7) Fiji Ports Limited 	
16 th	CEO's Breakfast Paid Event Mr Mark Dixon – CEO of FRCS Mr. Nitin Gandhi – Managing Partner of PWC	
22 nd	Stakeholder Session: with Mr. Naushad Ali, Chairperson of Biosecurity Authority of Fiji together with the Acting CEO of BAF Hosted by MTEC	
April 2022		
11 th	Mrs. Unaisi Rawaikela Senior Scientific Officer-Resource Geology, Mining Division	Mineral Exploration Reporting Template Hosted by MQC
	Mrs. Sereima Dovibua Chief Environment Officer Environment Division	Deposit Calculation Matrix Hosted by MQC
20 th	Director Atish Kumar of Ministry of Employment, Productivity and Industrial Relations	Presentation was on the employment legislative changes following the recent mini budget announcement. Hosted by HRC
20 th	Mr. Jitendra Naidu - Manager Productivity & Training Ministry of Employment, Productivity Industrial Relations	Labour-Management Consultation and Cooperation Committee – Empowering productivity at workplace. Hosted by HRC
21 st	Manager Productivity and Innovation - Mr. Amrish Narayan of National Training and Productivity Centre	- National Productivity - Firm-Level Productivity - Benefits of Enhancing Firm-Level Productivity - How can the National Training and Productivity Centre assist? Hosted by MTEC

Date	Details of the Session	
26 th	Mr. Rakesh Ram, Board Chairman of Association of Banks in Fiji	<p>Key Points for discussed:</p> <ul style="list-style-type: none"> - Economic update from a banking viewpoint - Challenges - Priority areas - Arrears/default/provisioning / bad debts trend - National Payment system update from a banker's view-point - ABIF 2022 focus <p>Hosted by RSBC</p>
May 2022		
5 th	Fiji Investment – CEO, Mr. Kamal Chetty	<p>Information Session</p> <ul style="list-style-type: none"> - Opportunities that exist for the local retailers to invest or to further invest - Securities, opportunities and assistance for the foreigner investors - Investment opportunities and assistance given to a local - Local export market opportunities. <p>Hosted by the Secretariat</p>
5 th	LIFELINE	TOPEX 2021 - cheque handover
17 th	Skills Consultant Group – Principal Consultant – Mr. Martin Draper	Online Presentation - TVET Training and Benefit
June 2022		
6 th	Ms. Raksha Chand, Registrar of Companies	<p>Information session by ROC</p> <p><u>Key Points:</u></p> <ul style="list-style-type: none"> - ROC updates (information on the numbers of registrations, de-registrations). - ROC feedback on business registrations, common errors, areas for improvement. ROC feedback on issues highlighted by members. - ROC feedback on process involved when a company is deemed to be deregistered – this is an area of interest by the members who are in the financial industry. <p>Registration portal - what is going well, needs improvement etc.</p> <p>Hosted by PFSC</p>
13 th	Mr. Isikeli Valemei Country Coordinator – Development Minerals Programme – Fiji UNDP Office	<p>Survey on Artisanal & Small-scale Mining Enterprises –</p> <p>Extraction/use of gravel, sand, aggregates, clay, salt, limestone in Fiji.</p> <p>This survey will help gather more complete data about Artisanal and Small-Scale Mining and Processing Enterprises (ASMEs), to assess the results of support of the Development Minerals (extraction and use of gravel, sand, aggregates, clay, salt, limestone), and to help select some ASMEs for further support.</p> <p>Hosted by MQC</p>

Date	Details of the Session	
15 th	Mrs. Thelma Taria-Savua, General Manager – Pacific People	<p>HR Trends Beyond 2022</p> <ul style="list-style-type: none"> - HR has changed progressively in the past two years – remote or hybrid working models, global recruitment, remote onboarding, increased reliance on technology. <p>Many of these strategies were already in place, however the COVID-19 pandemic has pushed them to the forefront of the HR agenda.</p> <p>Hosted by HRC</p>
15 th	Mr. Sudeshwar Ram, Area Manager East - BSP Finance Ltd	<p>Products and Services of BSP Finance</p> <p>Hosted by HRC</p>
17 th	Mr. Rene 'Butch' Meily – President Philippines Disaster Resilience Foundation (PDRF)	<p>Information Session on PDRF</p> <p><u>Talking Points:</u></p> <ul style="list-style-type: none"> - Origin of PDRF and Goals - Structure and Flagship Programme(s) - Private Sector Emergency Operations Centre <p>Hosted by FBDRC</p>
20 th	Cocktail and Dinner with the Hon. AG	<p>FCEF Dinner with Hon. AG</p> <p><u>Key Points:</u></p> <ul style="list-style-type: none"> - Private Sector views itself as a Partner with Government and a Driver of the development and growth of the economy, to include the local communities in this journey. - The recent Sectorial Wage Reviews has demonstrated the need to initiate the Productivity discussions with a view to improve on our Productivity Index. - Private Sector is faced with skills drain issues, with a lot of Fijians being lured to work in our neighbouring Countries. As a consequence, the Private Sector is suffering from a shortage of skilled and unskilled workers. The short-term solution, is to engage expatriates in the TVET space, which is a significant cost for the Private Sector and is unsustainable in the long term. <p>Hosted by the Secretariat</p>

FCEF MEETINGS

Date	Meeting with	Details and Attendance
July 2021		
2 nd	MDS Committee Meeting	
7 th	FCEF NOHSAB Committee Meeting	To compile submission for the review of OHS Act = Attended by CEO, Noel Tofinga, Eldon Eastgate, Harvie Probert and Susan Miller
8 th	ILO Office for Pacific Island Countries	Invitation: Youth Entrepreneurship Ecosystem in Fiji (consultation meeting) Attended by CEO
12 th	CEO meeting with Noel	ILO Committee of Experts Discuss - FCEF Contribution to IOE Submission
15 th	Ministry of Commerce, Trade, Tourism and Transport.	Discussion on the Young Entrepreneurs Council Attended by CEO and Savenaca
16 th	Food and Agriculture Organization of the United Nations (FAO)	FAO Briefing on the Small Island Developing States Solutions Platform and Forum Attended by CEO
23 rd	Ministry of Commerce, Trade, Tourism and Transport	Meeting with Representatives of the Private Sector, – COVID Safe Business Operations Attended by CEO and Naveena
27 th	Consultation on the 2021-2022 Priorities of the Ministry	Preparation meeting for the submission: Attended by CEO, Harvie Probert, Howard Politini, Noel Tofinga and Kelera
30 th	The Association of Banks in Fiji (ABIF)	Meeting with EXCOM - to discuss some concerns of the MSME's and the larger businesses in terms of Banking services during these difficult times. Attended by CEO, Mr. Chauhan, Mr. Narsey, Mr. Politini
August 2021		
3 rd	ERAB - Request for Consultation on the 2021-2022 Priorities of the Ministry	CEO, Noel Tofinga, Howard Politini and Harvie Probert
6 th	UNDP Small Grants 10KUSD for Private Sector	CEO, Debbie and Waisea
10 th	Meeting with Munroleys – Divyasha Patel and Glenis Yee	AGM Queries
10 th	CEO's Meeting with Mr. Div Damodar	Membership
13 th	MDS Awareness Session	CEO, Fiona, Savenaca, Webc and YEC members
16 th	Mining and Quarrying Council	<u>COVID19 Talanoa Session</u> - Impact of Covid on the industry, Challenges faced & What is the industry's forecast for next 6 months
17 th	Professional and Financial Services Council	<u>COVID19 Talanoa Session</u> - Impact of Covid on the industry, Challenges faced & What is different Industry's forecast for next 6 months
18 th	CEO meeting with of Remington	Courtesy meeting with Mr Mohd Bari - MD
18 th	Human Resources Council	<u>COVID19 Talanoa Session</u> - Impact of Covid on the industry, Challenges faced & What is different Industry's forecast for next 6 months
24 th	Dr Jared Bissinger	Productivity Meeting with ILO Bangkok

Date	Meeting with	Details and Attendance
26 th	Manufacturing Trade and Export	COVID19 Talanoa Session - Impact of Covid on the industry, Challenges faced & What is different Industry's forecast for next 6 months
27 th	Tourism and Transport Council	COVID19 Talanoa Session - Impact of Covid on the industry, Challenges faced &
September 2021		
9 th	Walk Free Australia with Mathew Coghlan	Attended By: CEO, Eldon Eastgate and Rigamoto Taito
10 th	Prof. Paresh Kumar Narayan, PhD Monash Business School Faculty of Business and Economics Monash University	Project aims to develop important policy insights for policymakers, businesses, and other key stakeholders of Fiji and Australia, and is expected to produce two outputs: (1). A small and medium-sized enterprises (SME) policy matrix for climate change mitigation, which will have implications for food security in Fiji; and (2). A detailed report on the impact of climate change on SMEs and food security and proposed solutions. Attended By: CEO
15 th	Review of Draft National OHS Policy	Attended By: CEO; Eldon Eastgate; Susan Miller; Noel Tofinga
17 th	The Climate Change & International Co-operation Division (CCICD) of the Ministry of Economy,	The National Designated Authority (NDA) of Green Climate Finance (GCF), have developed an Open membership group known as the Sectoral Working group (SWG). The Open SWG aims to strengthen capacity through public consultations, training sessions, awareness raising meetings, surveys and other activities. If you wish to join, please complete the registration link here by this Friday the 17th of September 2021.
20 th	Review of Draft National OHS Policy	Attended by: CEO; Eldon Eastgate; Susan Miller; Noel Tofinga and Harvie Probert
24 th	FCEF's 61 st Annual General Meeting	
30 th	FCEF-PFAN Network Partnership	Private Financing Advisory Network, who is a global network of climate and clean energy financing experts that aims to bridge the gap between entrepreneurs developing climate and clean energy projects and private sector investors.
October 2021		
4 th - 6 th & 13 th	International Employer Organisation	Virtual Meetings – attended by CEO
13 th	Tongan Ministry of Trade & Economic Development (MTED) and FCEF	Fiji Enterprise Engine MOU - FCEF & MTED Signing
28 th	Fiji BPO Council	Courtesy Visit Attended by CEO, FCEF President, Chairs of BPO Council
29 th	Orientation of Council Chairperson and Vice Chairpersons by CEO and he FCEF President.	

Date	Meeting with	Details and Attendance
November 2021		
1 st	Embassy of the Republic of Korea	50th Anniversary of Diplomatic Relations, Launching of Trade Expo between Fiji and Korea <i>Attended by FCEF President – Mr Narsey</i>
2 nd	USAID Pacific	Meeting with USAID Pacific Islands Acting Senior Development Advisor <i>Attended by CEO, President and BDRS Chairs</i>
2 nd	Ministry of Commerce, Trade, Tourism and Transport	Integrated Human Resources Development Programme (IHRDP) - Committee Meeting Invitation <i>Attended by CEO</i>
2 nd	FEFHA Diwaali Lunch - FCEF and FHTA (Board and Secretariat)	
3 rd	National Disaster Management Office	World Tsunami Awareness Day 2021 <i>Attended by BDRS Chairs</i>
16 th	Australian High Commissioner	A roundtable lunch with Australia's Minister for International Development and the Pacific <i>Attended by CEO</i>
18 th	Ministry of Commerce, Trade, Tourism and Transport	Virtual 1st Product Safety and Quality Technical Committee Meeting <i>Attended by Michael Fong</i>
19 th	Modern Day Slavery Meeting	<i>Attended by CEO, Eldon Eastgate, Rigamoto Taito</i>
24 th	Trade Policy Officer Trade Unit Ministry of Commerce, Trade, Tourism and Transport	Upcoming Workshop "Understanding UK EPAs and spotting trade opportunities" <i>Attended by one member, Pleass Beverages</i>
26 th	The University of the South Pacific	Head of School of Information Technology, Engineering, Mathematics and Physics (STEMP), Professor Maurizio Cirrincione, Virtual Final Year Projects Day <i>Attended by CEO</i>
30 th	Pacific Women Funds	Final 2021 WEE Roundtable Meeting <i>Attended by CEO and Fiona</i>
December 2021		
1 st	Ronita Prasad - General Manager Vijay Auto Spares Ltd	Potential Member <i>Attended by CEO and Ravinesh</i>
2 nd	Skills Council Fiji (SCF)	Meeting With Permanent Secretary Ministry for Education, Heritage & Arts <i>Attended by CEO</i>
2 nd	PROJECT MEETING for International Freight Charges and Shipping Schedules	<i>Attended by: CEO; MTEC and RSBC Chairs</i>
9 th	Ms. Vasiti Soko, Director of NDMO - National Disaster Management Office	<u>Information Session:</u> <ul style="list-style-type: none"> • Our Readiness against Natural Hazards • Resilience and Partnership towards Recovery • Collaboration opportunities with FCEF Member Organisations
17 th	Mr. David Eyre - Regional Coordinator Pacific Private Financing Advisory Network (PFAN)	<i>Attended by CEO</i>
21 st	Permanent Secretary – Ministry of Employment, Productivity and IR	Skills Shortages <i>Attended by CEO</i>

Date	Meeting with	Details and Attendance
January 2022		
24 th	CEO Meeting with Mr Clive Kirkpatrick - Bula Outsourcing LTD	Courtesy visit to FCEF Attended by CEO and Ravinesh
25 th	MSME Policy Dialogue with Government – In collaboration with MCTTT, FCEF, ILO and UNCOVI-19- Response	MSME Feedback on Covid-19 business protocols and the National Budget implementation (Midterm) Attended by President
27 th	Ministry of Foreign Affairs Deputy Secretary, Mr Esala Nayasi and his Team	FCEF, Pacific Energy (SWP) Pte Limited CEO and CFO Attended by CEO
February 2022		
9 th	With Ms. Raksha Dutt – Registrar of ROC	Raise concerns of Members with regards to de-registration Attended by Chairs of RSBC, CEO
9 th	Thelma Taria-Savua – CEO Pacific People	Courtesy visit to FCEF Attended by CEO and Debbie
15 th	Fiji Higher Education Commission	Invitation if the Monash -Fiji Climate Change Research Centre Attended by CEO
16 th	Fiji Australia Business Council	Fiji Australia Business Council Breakfast Attended by CEO
17 th	Investment Fiji	Investment Fiji Validation Workshop – was based on findings gathered from various stakeholders regarding the formulation of the Investment Fiji Strategic Plan, this report will be presented by OCO Global Attended by Savenaca
23 rd	Trade Policy Officer Trade Unit Ministry of Commerce, Trade, Tourism and Transport	Regional Trade Facilitation Strategy Follow-up National Consultations Attended by Savenaca
23 rd	Australian High Commission	Round Table Lunch Secretary of the Department of Foreign Affairs and Trade Attended by CEO and President
24 th	BSP Finance (Fiji) Ltd	Courtesy Visit to FCEF by Mr. Krishna Raju, the Country Manager Attended by CEO
25 th	His Excellency, the Ambassador of France Mr. François-Xavier LEGER	Courtesy Visit to FCEF Attended CEO and Members of EXCOM
25 th	Lunch hour validation workshop Fiji's private sector climate resilience initiatives survey for the Fiji Commerce and Employers Federation (FCEF) with support from the Fijian Government's Ministry of Economy and the Pacific Islands Forum Secretariat (PIFS).	Attended CEO, James Mastapha and Watsoni Nata
March 2022		
1 st	Tertiary Scholarships and Loans Service (TSLs)	Skills Gap Analysis, SPEC in conjunction with key stakeholders will draft training and skills development plans focusing on the highlighted areas of shortages. Attended by CEO
1 st	Patricia Kailola - Human Dignity Group Ltd Fiji	Slavery at sea - comprising mainly exploitation and forced labour. Attended by CEO, Eldon Eastgate
3 rd	The Parliament Standing Committee on Justice, Law and Human Rights ('Committee')	Consultation on the Bill Investment Fiji Bill 2022 Attended by CEO and President

Date	Meeting with	Details and Attendance
3 rd	Mrs. Sandra Viljoen	Pre - LP (Neuro Linguistic Programming) Training Attended by CEO and Debbie Whippy
4 th	Working Group Meeting for MTEC and RSBC	Ascertain which key issues the Council would focus on resolving. Members highlighted: - Shipping 1.Shipping Concerns At this meeting the below listed were highlighted as issues of significance: - <ul style="list-style-type: none"> • Freight rates • Transit times • Service availability (Australia – Fiji) • Equipment availability • Congestion at transshipment ports 2.Landside costs: <ul style="list-style-type: none"> • Devanning • Fumigation • Bio Security
5 th	Ministry of Employment, Productivity and IR	VIRTUAL: National Minimum Wage Review Consultation for FCEF with consultation with Professor Partha Gangopadhyay
8 th	Fiji Arts Council's Board and Executive Director	To have strategic meeting with regards to the car parking lot
8 th	ILO Office for Pacific Island Countries.	ILO briefing on the UN Sustainable Development Cooperation Framework
11 th	Investment Climate Reform Facility	ICR Facility Meeting on Women's Economic Empowerment: Needs, challenges and opportunities across ACP countries
11 th	Fiji Business Disaster Resilience Council	Council Planning Meeting CEO, Vinay Narsey, Karunesh Rao, Patricia Mallam
14 th	FCEF Debrief Lunch – MCTTT Stakeholder Consultation	CEO, Vinay Narsey, Sandeep Chauhan, Himen Chandra, Mitesh Kapadia, Anil Senewiratne, Eldon Eastgate
14 th	MCTTT INVITATION for STAKEHOLDER CONSULTATION	– Cost of doing business, freight cost / charges
16 th	ERAB Meeting	ERAB Meeting CEO, Vinay Narsey, Susan Miller, Noel Tofinga, Howard Politini
16 th	ANZ General Manager	Membership Visitation CEO, Vinay Narsey, Savenaca Baro, Ravinesh Prasad
18 th	APTC	Discussion concerning proposed Business program,
21 st	Director Immigration	Immigration concerns CEO, Sandeep Chauhan, Vinay Narsey, Himen Chandra, Glenis yee
22 nd	Fiji National University's National Training & Productivity Centre (NTPC).	Guest Speaker for the Virtual Session on Let's Talk Apprenticeship CEO
23 rd	Creative Consultant Torque Atelier (Fiji)	Invite - ResiliART Webinar Session - Panelist for our webinar discussion around Creative & Cultural Industries (CCI) CEO

Date	Meeting with	Details and Attendance
24 th	ILO Office for Pacific Island Countries.	Project completion workshop, specifically for the Business Development Service (BDS) component of the project with the objective to capture challenges, lessons, best practices and way forward. CEO and Savenaca
28 th	HFC – CEO Mr. Rakesh Ram	Courtesy Visit by FCEF team CEO, Vinay, Savenaca
28 th	Bula Outsourcing	Company's official launch party CEO
28 th	IFC	Impact of awareness on Sexual harassment and bullying at work place CEO
28 th	ILO Office for Pacific Island Countries.	ILO Pacific Communication CEO and Savenaca
28 th	Lilika Fusimalohi - IFC Gender & Economic Inclusion Group	IFC Gender program for Fiji is to discuss your experience working with the program to hear your insights on impacts that you've observed as a result of the Rakorako program. CEO
30 th	Fiji Development Bank Mr. Saud Minam	Courtesy Visit by CEO, Vinay, Savenaca
April 2022		
1 st	USP – School of Accounting, Finance and Economics	USP and World Bank Seminar Series CEO
4 th	Bank of Baroda CEO – Ms. Lekshmy Anand	Courtesy Visit by FCEF team CEO, Vinay, Savenaca
4 th	Edward Bernard – ILO Pacific Office Informal Economies Recovery Project.	It is now undergoing an independent evaluation with the evaluator who is based in New Zealand.
5 th	National Council for Persons with Disabilities (NCPD)	Advisory Committee on Employment Meeting Noel and Kula
6 th	Bula Outsourcing	Bula Outsourcing Official Launch CEO
7 th	Manufacturing Trade and Export Council & Retailers and Small Business Council - Working Group	Working Group Meeting- 2nd Meeting CEO, Vinay Narsey, Sa Anil Senewiratne. Sandeep Chauhan, Mitesh Kapadia, Anil Senewiratne, Jeetender Rai, and other committee members
7 th	Fiji National Provident Fund	(BHR) Behavioral Health Response meeting CEO and Savenaca
8 th	Patricia Mallam - Climate Change Communications Consultant Office of the United Nations High Commissioner for Human Rights	Video Interview with CEO - on Business Human Rights on Business Human Rights and the opportunities for businesses in Fiji to accelerate climate action through business. CEO
13 th	Pacific Women Lead.	Women's Economic Empowerment (WEE) The first WEE Roundtable for 2022

Date	Meeting with	Details and Attendance
May 2022		
2 nd	Ministry of Commerce, Trade, Tourism and Transport	Micro, Small and Medium Enterprise Fiji (MSME Fiji) Integrated Human resources Development Programme (IHRDP) Committee Meeting <i>Attended by: CEO</i>
2 nd	Bank of the South Pacific - Invitation	Cocktail event – Mr. Robin Fleming, CEO, BSP Group <i>Attended by: CEO</i>
5 th	Nestle (Fiji) Limited	Breakfast with Nestle Market Head <i>Attended by: CEO and President</i>
6 th	ILO Office for Pacific Island Countries	International Labour Conference Virtual Briefing <i>Attended by: CEO</i>
6 th	Ministry of Commerce, Trade, Tourism and Transport	Prime Minister’s National Youth Awards <i>Attended by: President, Savenaca</i>
9 th y	Westpac Banking Corporation	CEO – Mr. Shane Smith Membership Visit <i>Attended by CEO, President, Savenaca, Ravinesh</i>
9 th	National Council for Persons with Disabilities	Advisory Committee on Vocational Training Meeting - 23rd May,2022 <i>Attended by: Noel Tofinga</i>
10 th	AON	Policy Information for all FCEF Staff
11 th	Fiji National Provident Fund	FNPF Board Strategic Planning Workshop <i>Attended by: CEO</i>
12 th	Ministry of Employment, Productivity and IR	Guest Speaker at Planning Workshop <i>Attended by: CEO</i>
12 th	Fiji Higher Education Commission	Skills Council Fiji (SCF) Cabinet Paper Progress Update <i>Attended by: CEO</i>
16 th	CEO of Fiji National Provident Fund	Membership Visit <i>Attended by CEO, President, Savenaca, Ravinesh</i>
16 th	CEO of Goodmen Fielder International (Fiji) Pte Limited	Membership Visit – <i>Attended by CEO, President, Savenaca, Ravinesh</i>
19 th	Ministry of Environment	Technical Working Group Meeting <i>Attended by: Savenaca</i>
20 th	Ministry of Employment, Productivity and Industrial Relations	Guest Speaker (MEPIR) Planning Workshop <i>Attended by CEO</i>
24 th	Ashiyana Restaurant and Curry House	MD - Dhruv Patel Potential Member <i>Attended by CEO</i>
24 th	Virtual Meeting with Professor Ahluwalia of University of South Pacific	Membership Visit – <i>Attended by CEO, Savenaca and Ravinesh</i>
25 th	Business Link Pacific	Steve Knapp <i>Attended by CEO and Savenaca</i>
31 st	U.S. Department of Commerce	Commercial Specialist for the U.S. Commercial Service (USCS) based at the U.S. Embassy in Suva <i>Attended by CEO.</i>
June 2022		
1 st	The Asia Foundation (TAF)	TAF Scoping and Mapping Studies <i>Attended by CEO, Eldon and Lorraine</i>
1 st	U.S. Department of Commerce	USCS - Regional Senior Commercial Officer for the ANZPICs & Commercial Counsellor – Mr. Mark Russell <i>Attended by CEO</i>

Date	Meeting with	Details and Attendance
2 nd	Salaseini Daunabuna ILO Consultant	Review of Fiji's National Employment Policy <i>Attended by CEO, Noel and Kula</i>
7 th	Business Assistance Fiji	Opening Launch Cocktail <i>Attended by CEO, Savenaca and Fiona</i>
7 th	Mr. Hoshnever Trombaywalla -Carpenters Shipping, CEO	Shipping Charges <i>Attended by CEO</i>
8 th	Mr. Irimaia Rokosawa – CEO Land Transport Authority	Membership Visit – <i>Attended by CEO, Savenaca and Ravinesh</i>
8 th	Fiji Higher Education Forum	2022 Higher Education Forum <i>Attended by CEO</i>
9 th	ILO Office for Pacific Island Countries	UNSDCF Consultations - Prior consultation with ILO <i>Attended by CEO, President Sandeep Chauhan</i>
9 th	Fiji National Provident Funds	Information Session for all FCEF Staff
9 th	Mr. Yogesh Karan - PS Prime Minister's Office	Immigration Issue <i>Attended by CEO</i>
16 th	Hon. Minister of Employment Productivity & IR	Consultation on Skilled Labour Shortage with Hon Minister <i>Attended by CEO, President with other 34 Members</i>
17 th	Thomas Gal -Technic Electrical Engineering (Thailand) Co., Ltd.	Commercializing a system which improves energy efficiency for air conditioning devices. <i>Attended by CEO</i>
17 th	ADB Pacific CBRP (Covid-19 Business Recovery Program)	To understand how FCEF works with the other agencies/ the Government to assist MSMEs and what support you think this program could provide in terms of agency capacity building. <i>Attended by CEO</i>
22 nd	David Dewar - Trade Commissioner, Pacific	Introduce you to Mr Peter Elbourne - engaged with a number of Pacific business and government networks. <i>Attended by CEO</i>
27 th	Sangeeta Singh – CEO - Fiji Teachers Registration Authority (FTRA)	Discussion - Fiji Higher Education Forum <i>Attended by CEO</i>
27 th	The New Zealand High Commissioner, Her Excellency Mrs Charlotte Darlow	To Celebrate with the New Zealand High Commission whanau the "Matariki" Event <i>Attended by CEO</i>
28 th	Pacific in Australia's Department of Foreign Affairs and Trade	LUNCH MTG with Ms. Shillito leads on the Pacific Australia Labour Mobility (PALM) Scheme <i>Attended by CEO</i>
29 th	APTC	FCEF in partnership with APTC Industry Consultations <i>Attended by CEO and Naveena</i>

OUTWARDS CORRESPONDANCE & SUBMISSIONS MADE BY FCEF

Date	To	Purpose
July 2021		
15 th	Dr. James Fong – Permanent Secretary for Health & Medical Services.	Bus Industries’ Request and Manufacturing Industry Enquiry
19 th	Mr. Shaheen Ali – Permanent Secretary for Ministry of Commerce, Trade, Tourism & Transport	Request Partnership & Collaboration – FCEF/USAID Climate Ready Project
August 2021		
12 th	Mr. Shaheen Ali – Permanent Secretary for Ministry of Commerce, Trade, Tourism & Transport	Request for Assistance with Short Term Engineers and Quality Assurance Auditors
September 2021		
2 nd	Director Immigration	New work permit application
9 th	Pernix (Fiji) Limited	Business Protocol Clarification - Transportation
20 th	Dr Tagicakiverata., Director – National Training and Productivity Centres	Invitation to speak on implementation of the National Productivity Master-Plan and the Business Excellence Award
21 st	Director Immigration	New work permit application
24 th	Hon. Minister of Employment, Productivity and IR	FCEF Nomination to the ERAB Board:
24 th	Permanent Secretary for Commerce, Trade, Tourism and Transport	FCEF Submission on Daylight Saving Dates for 2021-2022
October 2021		
1 st	Director Immigration	New work permit application
10 th	The Chief Executive Officer Fiji Competition and Consumer Commission	FCEF Submission – Proposed Price Increase of International Port Fees, Charges and Tug Services Tariff by Fiji Ports Corporation Limited
14 th	PS of Prime Minister’s Office and Manager Permits at Immigration Department	Letter of Appeal to PS Immigration on a Declined Application
20 th	Permanent Secretary Ministry of Education	FCEF nomination to the Fiji Higher Education Board
November 2021		
9 th	PS Ministry of Health and Medical Services	TOPEX 2021 Clearance
9 th	Hon. Faiyaz Koya, Minister MCTTT	Invitation to cocktail and dinner at TOPEX on Friday the 12th of November 2021.
15 th	ILO Office for Pacific Island Countries	FCEF Representative to Workshop for Joint Worst Forms of Child Labour : Fiona Dansey , Netava Bakaniceva Craig Strong
December 2021		
7 th	Dr. Nur Bano Ali, – President of Fiji Chamber of Commerce & Industry	Concept Paper: Skills Council Fiji - Cabinet Paper - assistance to write a letter from the Chamber of Commerce & Industry, in your capacity as the President, supporting the work currently undertaken by the Working Committee.

Date	To	Purpose
7 th	Mr. Atish Kumar – Director Labor , Ministry of Employment , Productivity and Industrial Relations	Seeking advice on a matter concerning Doctors who are issuing sick certificates indiscriminately. Section 68 (4) of the Employment Relations Act 2007 states it as follows. (4) A registered medical practitioner who knowingly issues a medical certificate to a worker whom the registered medical practitioner knows is capable of work commits an offence as does the worker who sought the medical certificate.
January 2022		
4 th	Permanent Secretary Ministry of Health & Medical Services	Invitation to be a guest speaker
4 th	Director Immigration	New work permit application
5 th	Director Trade of MCTTT	Stock of Rapid Antigen Test Kits
31 st	Director Trade of MCTTT	Enquiry on Quarantine Conditions for INDIAN Nationals
February 2022		
1 st	Member	Employee issues- Sick Leave Certificates
8 th	Member	Mandates on mask wearing especially in office environment has come out after the relaxation of the few Covid Rules and capacity changes.
9 th	Office of the Attorney General	Meeting Request - Immigration Regulations
9 th	Fiji Higher Education Commission	Invitation letter pertaining to the proposal of the establishment of the Monash-Fiji Climate Change Research Centre.
10 th	Director Trade of MCTTT	Director Trade of MCTTT Concerned Professional in 14 Days Quarantine.
11 th	Permanent Secretary – Ministry of Commerce Trade, Tourism and Transport	FCEF Submission - MTEC Concerns for MCTTT's Cabinet Paper
16 th	Permanent Secretary – Ministry of Commerce Trade, Tourism and Transport	FCEF Submission MQC Concerns for MCTTT's Cabinet Paper
23 rd	CEO Fiji Revenue and Customs Services	Issue with EURO 4 Compliant Equipment
March 2022		
3 rd	Mr. Shiri Krishna Gounder, Permanent Secretary for Ministry of Economy	National Budget Submission 2022-2023 Acknowledged by the PS, MoE on the 11 th March 2022
4 th	Permanent Secretary, Mr Osea Cawaru of Employment, Productivity & Industrial Relations	FCEF submission on the minimum wages rates that the respective Industries can sustain at this present time. Submissions were made by the members of the below listed Industries: <ul style="list-style-type: none"> - Printing Trade, - Garment - Manufacturing - Wholesale & Retail - Security Services Industry - Mining & Quarrying Industry.
11-Mar	Board and Members	FCEF Communication Policy that was put into effective from 11 March 2022

Date	To	Purpose
16-Mar	Permanent Secretary, Ms Susan Kiran, Ministry of Justice	Inviting ROC to a Collaboration meeting with FCEF Members to discuss: - Update on the company registration - Key issues faced by ROC - Key issues faced by employers Areas to work together to increase compliance and user experience
21-Mar	Hon. Minister, Mr Jone Usamate - Ministry of Infrastructure and Meteorological Services	Requesting meeting for Mr Walter Berukoff, Founder, Chairman and CEO of LION One Metals, who are currently mining at Tuvatu in Sabeto.
28-Mar	Motibhai	Clarification on Paternity and Family Care Leave
29-Mar	Permanent Secretary, Mr Yogesh Karan	Follow Up on Immigration Regulations that was announced at the mini budget.
29-Mar	Mr. Mark Dixon – CEO Fiji Revenue and Customs Services	To organise meeting for Mr. Rahul Amin – CEO of Vinod Patel regards with regards to tax compliance and to find a solution.
April 2022		
3-Apr	E-introduction Dr Isimeli Tagicakiverata (Director NTPC) and Mr Saud Minam (CEO FDB)	Business Incubator to be provided with opportunities for MSMEs to undergo capacity building activities to assist MSMEs to be able to register their businesses, understand Financials like P&L, etc.
4-Apr	Andrew Amesh Pillay GHRM (Acting) Punjas Group	Sectorial Wages Update
4-Apr	CEO Bank of Baroda - Ms Lekshmy Anand	Thank you email for meeting with the FCEF team.
6-Apr	Permanent Secretary – MoEP&IR Mr. Osea Cawaru	Requesting presence of Mr. Atish Kumar (Director Labour Standards) and Mr. Jitendra Singh Manager LMCC to the April HRC meeting.
6-Apr	Letter of Support for Patricia Mallam UK and Australian High Commissions and to Switzerland Embassy	
13-Apr	Permanent Secretary – MoEP&IR Mr. Osea Cawaru.	FCEF Nomination for Appointments of Members to the NOSHAB Sub Committees
14-Apr	Hon. Parveen Kumar – Minister of EP&IR	Re: Employment Relations (National Minimum Wages) Amendment Regulations 2022 (LN42-52)
26-Apr	Director – Fiji Arts Council	Re: Land Title CT.2507 (Car Park)
27-Apr	PS MCTTT, Mr. Shaheen Ali	Private Sector Feedback: Completion of work in joint partnership program between UNDP and FCEF “Sustainable Recovery for All”
28-Apr	Manager - Training Accreditation Chemical & Hygiene (TACH) NOHS & WC Services	World OHS Day 2022 Sub Committee Meeting
28-Apr	Sarita Dutt - PFM Grants and Finance Officer, UNDP	UNDP PFM Project Report and Updates
May 2022		
5-May	Mr Shaheen Ali - Permanent Secretary, MCTTT	To present findings from the work carried out in the joint partner program between UNDP and FCEF on “Sustainable Recovery for All”
5-May	Permanent Secretary PMO and Madame Director of Immigration.	Work Permit Checklist
10-May	Permanent Secretary, Ministry of Employment, Productivity and IR	Letter of Invite to 110th Session of the ILC
12-May	Letter to Hon. Aiyaz Sayed-Khaiyum	Invitation to be the Chief Guest at the FCEF Dinner

Date	To	Purpose
15-May	Permanent Secretary, Ministry of Employment, Productivity and IR	FNPF Contribution for workers in the Pacific Labour Scheme
15-May	Ms. Raksha Chand, Registrar – ROC	FCEF Submission: Business registration files – Our concern being: that the attached are a simple excel spread sheet and the information on it can be easily manipulated by adding, deleting or altering to suit ones need. Hence, we are urgently requesting for this information to be made available only as “read only” or in “PDF”.
19-May	Mr. Mark Dixon – CEO, FRCS	RE: FRCS VAT lodgement system as it is not able to accept lodgement with 3 different VAT rates 0%, 9% and 15%
June 2022		
7-Jun	Permanent Secretary, Ministry of Employment, Productivity and IR	FCEF Submission: Skills Drain – Fijian embarking on employment opportunities to out neighbouring countries
10-Jun	Dr Isimeli Tagicakiverata – Director NTPC	Confirming NTPC’s intention to work with ILO AC-TEMP (Wade Bromley) and Savenaca and I (FCEF) in this productivity journey to undertake research and analysis with the objective of providing policy makers with key inputs for reflection.
10-Jun	Mr Saud Minam – CEO of FDB	E-introducing Director of NTPC, Dr Isimeli Tagicakiverata to Mr. Minam
26-Jun	Permanent Secretary, Ministry of Economy - Mr Shiri Gounder.	Bali Visitors Initiative - just launched - https://www.dailymail.co.uk/news/article-10942247/Bali-of-fers-TAX-FREE-status-moves-permanently-work-home.html , https://www.independent.co.uk/travel/news-and-advice/bali-digital-nomad-visa-indonesia-b2097343.html
26-Jun	Permanent Secretary of Prime Minister’s Office - Mr. Yogesh Karan.	Bali Visitors Initiative - just launched - https://www.dailymail.co.uk/news/article-10942247/Bali-of-fers-TAX-FREE-status-moves-permanently-work-home.html , https://www.independent.co.uk/travel/news-and-advice/bali-digital-nomad-visa-indonesia-b2097343.html

M. Industrial Relations Unit Report

1. Air Terminal Services

Judgement has been on notice since 2019. It concerns enforcement of contract.

2. Airports Fiji Ltd

After the repealed of the ENI Decree, all cases that were thrown out by the decree: upon application by the Grievors were reinstated. AFL referred five of these cases of which two has been resolved and three is still pending at the Arbitration Court. We have lost this account.

3. Bank of Baroda

Awaiting judgement on employment matter. We have lost this account.

4. Bus Companies

The appeal concerning the order made by the Tribunal in regards to an order to the Employer to comply with the law based on speculation that the employer may breach the law has been heard and the judgement is on notice.

Another matter is a criminal matter enforced by the Ministry of Labour. We appealed the decision of the Tribunal after he determined that the Employer was guilty without being heard on the matter. The appeal also includes our challenge on the validity of demand notices and the application of s.247 where the Tribunal upon conviction may fine individuals up to \$10,000.00 and commercial entities up to \$100,000.00, when s. 211(3) specifically states that the Tribunal only has powers to fine individuals up to \$2,000.00. The matter is schedule to be heard on 28th September, 2022.

5. Coca – Cola

Two employees raised their grievance at the Employment Relations Court because the remedies they sought were in excess of the Tribunal's monetary jurisdiction.

6. Fiji Times

We have completed the revision of the Collective Agreement and the Fiji Times are now using the said revision to try and amend the CA accordingly.

7. Gurbachan Foods Ltd

We are awaiting a Hearing date to determine the employment grievance matter. This is an unfair dismissal case.

8. Grid Security

We are now awaiting the Tribunal decision on our application to strike out the 51 criminal cases. Our position is identical to the position taken in the Central Transport case. The unit is also handling six dismissal cases for which we are seeking early Hearing dates. Three more new criminal case were filed recently by the Labour Officer of which one has already been settled out of court.

9. Narsey Plastics

Judgement on notice. The appeal is an application against an interlocutory decision by the Tribunal based on our position that the Ministry of Labour abused the process when they commence an action on s247 and concluded it under s214.

10. Public Rental Board

Status quo. Awaiting PRB management to schedule a meeting for the presentation of the reviewed policy.

11. Paradise Beverages

Status quo. Awaiting a convenient date to conduct a validation workshop with the management on the reviewed documents. The two-employment grievance on unfair dismissal is scheduled for Hearing from the 22nd to the 23rd August, 2022.

12. Ranjit Garments

We had initially agreed to settle this matter unfortunately we were not able to get the Grievor to put her signature on the dotted line.

13. Runners Errand Services

Ruling is on notice for the four-employment grievance on unfair and unlawful dismissal.

14. SCOPE Pte Ltd

We are currently reviewing their term and conditions of employment.

15. Tacirua Transport Ltd

The two unfair dismissal matter has just recently been resolved out of court.

16. Training

The IR unit is designing a Manual to help employers on the following issues:

- i. Employment Contract
- ii. Minimum Labour Standard
- iii. Employment Grievance Procedure
- iv. Reporting Dispute
- v. Responding to grievance & disputes
- vi. Mediation
- vii. Tribunal & Employment Court

The above - mentioned topics are also part of our training plan till January,2023 after which we will commence compiling the manual. We are sourcing donors and grants to finance this exercise if possible. If none is available, we will go ahead and launch anyway. Our member's cooperation is really crucial for this exercise to be successful.

17. Employment Advisory Board

Section 247 & 262 of the ERA,2007

The unit is now preparing submissions to be filed at the ERAB Secretariat (MEPIR) to convene a board meeting for the specific purpose of reviewing:

1. Section 247 and the current practice adopted by the MEPIR to recover wages and other monies.
2. Section 214 – The usage of this provision to recover wages after commencing criminal proceedings under s247 and then doing a hybrid conversion of the same application to writ of summons under civil proceedings.
3. Section 262 – The ignorance of this provision by the MEPIR when invoking s247.

National Minimum Wage

In the last ERAB meeting FCEF and FHTA official positions were:

Paper 1/2022: Professor Partha's report was not endorsed. Professor Partha's report should never be considered as a document of authority for Wage Fixing. In essence the report was based on the cost-of-living adjustment for the respective years plus labour productivity growth. The Employers have always rejected the COLA as the wage fixer and we questioned the reliability of the productivity growth given that there has been no productivity report since 2018.

Paper 2/2022: Endorsed as per agreed amendments subject to Solicitor General's approval. This paper is in relation to the proposed regulation to administer the amendments in Act 1 of 2016. What this means is that FCEF will now be deemed to be registered under the Registrar of Trade Union and any election will now be conducted by the Fiji Election Office.

19. National Occupational, Safety and Health Advisory Board

Regulations 52 (No job No job): This regulation is now in force. There was no proper NOSHAB meeting conducted. Members were consulted on the day before the gazetting.

OHS Policy: Unanimously endorsed. This gives more clarity and guidance on the existing legislation.

20. National Employment Centre

ILO has appointed a consultant to carry out the consultation and drafting of this policy after the Tripartite forum requested their assistance. The consultant is Ms. Sala Daunibau former MEPIR PS. The consultation exercise still in process.

21. Help Line 9994995

The Help Line has been a useful tool to keep tabs with members and keeping our ears close to the ground. The nature of discussions discussed on the help line is listed below:

Member Organization who used this service in no particular order of importance	Nature of queries in no particular order of priority and/or importance
Airports Fiji Ltd	The New PART 19 to ERP 2007
Bank of Baroda	Log of claims
Central Bus Ltd	Workmen's compensation
Central Bus Ltd	Recruitment Policies
Coca Cola Amatil	HR Policies, etc
Colo I Suva Holdings Ltd	Employment Contracts
Utiqua Fiji Palms	Grievances
Fiji Hotels and Tourism Association	Employment Disputes
Fiji Development Bank	Summary Dismissals
Fiji Higher Education Commission	Termination without Cause
Fiji Roads Authority	ACA
FINTEL	OHS
Flour Mills of Fiji	Industrial Actions

Member Organization who used this service in no particular order of importance	Nature of queries in no particular order of priority and/or importance
Fiji Agro-marketing	Business Plans
Goodman Fielders	Budget Amendments Act
Hexagon Group of Companies	Pandemic Payment Policy
Housing Authority	Covid 19 Protocols
Lami Town council	Work from Home policy
LTA	Maternity Leave Pay for working from home mothers or mother on LWP
Lyndhurst Pte Ltd	
Pleass Beverages	
Post Fiji Limited	
Paradise Beverages	
Public Rental Board	
Punjas Group	
Pricewaterhouse	

Member Organization who used this service in no particular order of importance	Nature of queries in no particular order of priority and/or importance
Coopers	
Permix Fiji Ltd	
Pacific Investment Consultancy Ltd	
Pacific Fishing Company	
RC Manubhai,	
Shore Bus Ltd	
Tropik Woods	
Total	
Tanoa International Hotel	
United Apparel Fiji Ltd	
Williams & Gosling Limited,	
Walesi Ltd	
WEBC & YEC members	

N. Fiji Enterprise Engine (FEE)

On the 27th of June, the Fiji Enterprise Engine (FEE) 2022 Cohort was launched at (FCEF), by the Acting Prime Minister, Attorney-General, Minister for Economy, Civil Service, Communications, Housing and Community Development - Hon. Aiyaz Sayed-Khaiyum. The launch of FEE 2022 coincided with World MSME Day.



FCEF in partnership with the Australian Government Funded, Market Development Facility (MDF), has successfully completed 2 cohorts and graduated 27 MSME's with an average growth rate of over 10%, which is impressive given the impact of Covid 19 over the past two years. In addition, FEE has supported the delivery of other Business Development Services (BDS) including Covid-19 webinars, with follow up coaching and counselling, which has accessed close to 100 MSME's in the country.

Results measured by our partner – Market Development Facility, derived from in-depth interviews with MSME's,

indicate a positive impact of the program on businesses and the lives of entrepreneurs, especially women entrepreneurs who make up 60% of FEE participants. MDF reports that from 2019 – 2021, MSME's that have been through FEE program earned in total an additional \$1M in new revenue. These businesses also created up to 24 new jobs.

FEE is Fiji's first private sector led accelerator program and in the last two cohorts, FEE focused on four key areas of business development – 1) Accounting and Finance 2) Branding and Marketing 3) Strategic Management and 4) Human Resources. FEE 2022 has been expanded and now includes another two key areas, 5) Entrepreneurship and Innovation and 6) Business Compliance. 14 MSME's are part of this year's cohort and are currently being developed in these 6 areas.

The participants go through 6 months of mentoring, networking boosters, field trips, classroom sessions

and guest lectures. These businesses have been operating for 1 to 5 years and have joined the FEE program to accelerate their businesses to the next level.



FEE Scholarship Fund

The focus for this year is to support the sustainability of the FEE program, while continuing to work closely with partners to expand the reach of its services. The Australian Government, through MDF established a scholarship incentive fund to match public or private sector contributions of up to 50% of scholarship value, of FJD10,000.

As a result, MCTTT sponsored 2 participants at FJD5,000 each participant. MDF matched this support by providing FJD5,000 for each of the participants. This generated FJD20,000 for FEE 2022. ITTFB also sponsored one participant with FJD5,000 and MDF matched the 50%, which resulted in additional FJD10,000 received. In addition to the scholarship fund, ITTFB has offered to pay 50% of registration fees met by seven private paid participants. Privately paid participants pay the subsidized registration fee of FJD3,000 for this year's program. ITTFB would like to subsidize further so seven private paying participants will only need to pay FJD1,500.

MDF has fully sponsored one participant with FJD10,000. In total, FEE 2022 will receive a total of FJD50,500 in sponsorship support.

Huge acknowledgement to our sponsors – MDF, MCTTT and ITTFB.

FEE Partnerships

Visitations to potential partners have been carried out over the past two months to various private sector organizations. These introductory visits have created an awareness of FEE to these potential partners, who

are keen to collaborate in ways that can build our local MSMEs and our FEE program.

For the past two cohorts, and this year's cohort, there has been a diversity of MSME businesses in each cohort. The goal for the next cohort is to introduce sector-based cohorts as follows:

- Agriculture Cohort
- Aquaculture Cohort
- Export Cohort
- Cooperatives Cohort

Strategies are in progress to bring these 4 cohorts to pass and to run them simultaneously.

FEE Pool of Trainers

Previous cohorts have had just one trainer in each of the 4 segments (Accounting and Finance, Branding and Marketing, Strategic Management and Human Resources). FEE 2022, has expanded its pool of trainers and now have 2 trainers for each of these 4 segments. FEE's International Master Trainer, Steve Cordeiro currently runs the Entrepreneurship and Innovation session. The Business Compliance sessions include industry experts in various compliance areas, that are relevant to the MSME's. Train the trainer's session was conducted by Steve Cordeiro before classes with MSME's commenced in July.

With the introduction of sector-based cohorts, additional trainers will be included into the pool to ensure the sustainability of the program and meet the business needs of the MSMEs.

Meet our 2022 MSME Cohort:

1) Vatunigauna Holdings PTE Ltd – after 45 years of trying to use their very own resources, VHPL started their own innovative vanua based entity, in 2021, specializing in river aggregate sustainable extraction and quarrying in the Yagara river. Through innovative thinking, they have managed to turn their community problem of a flooded river to a lucrative business operation



of extracting and quarrying. The business is managed by Sele Tagivuni, featured below on the left with FEE's International Master Trainer – Steve Cordeiro.

2) Kavalicious Taveuni Bula Bar specializes in kava-based added value products. Created and owned by Ms Ana Malumuvatu, originally from Vuna, Taveuni. Ana grew up witnessing her parents struggle to market their kava. The reality of long travels, braving the cold nights on pavements for a few days until all their kava was sold out and still not maximizing their return, has led to the birth of Kavalicious. Ana is determined to establish an accessible market for their farmers and creating opportunities for rural women to earn a decent living and taking Kavalicious global.



3) High Flyer Enterprise Pte Ltd – Christopher Vanualailai is the director for this business that deals particularly with the Environment sector in Fiji and specializes in project management. Christopher comes with over 10 years' experience in the private sector. Losing his full time job during covid, led to the startup of this business, that is a one stop shop that outsources services such as Survey, Architectural design, Graphic Design, Civil Engineering, Service Engineering, Geotechnical Study, Traffic Impact assessment and Environmental Impact Assessment (EIA). This is the only consultancy in Fiji that can provide the services and equipment to meet requirements under Fiji's Environmental Management Act (2005). In the event of environment incidents, complaints, monitoring and baseline reporting such as EIA studies, High Flyer is able to assist our local people instead of relying on overseas based firms



4) Crazy Bites is a dream come true for Mue Mausio who resides in Raiwaqa. Covid pushed him into creating his own business in burgers, subs and pita. His love for food has resulted in Mue creating his own recipes and business that will support his family. Crazy Bites also provides a platform for unemployed youths around his neighborhood to be employed and trained into developing a career in the food business. Mue strives to expand his business by opening other outlets.



5) Hybrid Audio – after many poor experiences with audio suppliers, Israel Cakaunivere, decided the only way out of that impasse was to start his own audio company.



Hybrid Audio is more than just the hiring and sale of audio systems but more about helping artists and content creators take advantage of the digital space, that is podcasts, audio books, music production, online streaming, TV broadcast and working towards fostering an environment of creativity and excellence for Fiji's artists to grow and be the best at what they do.

6) Learning and Development Upskill Yourself Pte Ltd - After discovering Toastmasters in Suva in 2012, Veronika Naiwaqa, director of L&D-Upskill Yourself, found her favorite personal & professional development activity.



This led to the fulfillment of developing others who share the same interests. Unexpectedly, life presented networks of people that helped put clarity to her passion and materialized her 'to-do list' from her Wishlist. Commitments, choices, family & friends, investments, innovation and a decade later, she stepped out to start her own consultancy doing what she does and love best – helping people become better versions of themselves and providing quality training and trainers that impact their learners.

7) Wasa Ni Tadra (Fiji) Pte Ltd – “Turning your imagination into reality” is the tag line for Wasa Ni Tadra. Directors are Laisenia and Salome Seru. Laisenia comes from a generation of wood carvers from Fulaga, Lau. Instead of carving designs on wood, he decided to do silk screen printing, a dream come true for him in 2008. The business transitioned from a sole proprietor to a limited liability in 2018. Whilst covid had impacted the business, they have managed to maintain services to retailers, private organizations and the fashion industry. The goal is to have direct access to manufacturers and suppliers of raw materials for their business and opening new outlets around Fiji and the Pacific. The business operations are managed by both directors.



8) Zoom (Fiji) Pte Ltd – A 3-month adventure to Africa led to the discovery of his passion for what he does now. Bruce Southwick, captured his adventure in Africa via his pictures and documentary. What started as taking photos for friends and families turned into travelling to places, capturing experiences of different events and creating documentaries. Zoom has filmed Rugby World cups and Olympic Games that resulted in motion components in cinematography. Bruce has a passion for the Fiji People and nurturing their local talent, exposing them to meaningful work and be in the cutting edge of technology in this field, yet stay Fijian and unique in how they see life through lenses and stories they work on.



9) Bia I Cake Women’s Cooperative – is a community-based women’s group from Nagigi village, Savusavu. Established in May 2020 at the height of the Covid 19 pandemic. Comprising of initially 10 women, to date has a membership of 28 from the Mataqali Korolevu. Bia I Cake Women’s Club is a recipient of the United Nations Development Programme (UNDP)’s Global Environment Facility Small Grants Programme (UNDP GEF SGP 0P7) in Fiji. Under the Bia I Cake Women’s Sustainable Livelihood project, the group has embarked on developing business opportunities in the area of aquaculture farming and coconut agro-

industry. Specifically with tilapia and grass carp farming and coconut flour production. The goal is to establish a coconut processing factory in Bia-I-Cake settlement, which will create employment for their people, establish a trust fund and sponsoring their children’s tertiary education, improved housing and sanitation facilities in the community and eventually exporting coconut commodities overseas.



10) Creations 23 – manufacturer and dealer of custom-made products such as weddings, birthdays and other celebrations, traditional and contemporary outfits, salusalus, bouquets, ring cushion, Tabua, wreaths, casket covers, tanoas and many more. Wati Talavutu – director of Creations 23 has a passion for art. She decided to transfer that passion into creating traditional products. Creations 23 currently markets to UK and NZ.



11) Navunisereki Enterprise – a family business managed by two women directors – Taraivina Nailisa and Mereani Vunisa. Initially, the business started off as a logging and pruning business. The transition of the family business took place in the mid-2020 as part of the progressive approach to effect Rain Tree Slabs as a separate business line from logging, due to the vast demand in this area. However, the company’s mission of creating a sustainable livelihood for every Fijian is still being adopted by the company. Products are being exported to Japan, USA, Vietnam and China.



12) Cleanwater Technologies / Naisevu Organic Farm

Clean Water Technologies is owned by Eliesa O'Connor and specializes in providing technological solutions that improve access to clean water for our clients through innovative water purification, harvesting, transfer and sanitation systems. Naisevu Organic Farm – is a partnership owned between Eliesa O'Connor and Ron Ronaivakulua.



An essential idea of creating an accessible agricultural investment opportunity for modern Fijians who might not have land or live in Towns and cities. This initiative is called The Bulumakau Bank (Cow Bank). For a minimum monthly fee, clients can own livestock without the hassle of managing or owning a farm.



13) The Merch – is a retail market for local homeware that stocks general second-hand, good as new household products such as furniture, bedding, power tools, kitchen appliances, imported from Australia and New Zealand and have recently included a cleaning chemicals corner. The Merch is owned and managed by Watson Nata. A lawyer by profession, Watson started The Merch as a side business. As the demand grew bigger, he left his law career to be a full-time entrepreneur with The Merch. Watson has invested in two of his key staff – Solomone Tokarau and Liu Veitata, who both attend FEE to build their skills and knowledge in the 6 areas covered in the FEE program.



14) Fred Fatiaki – is a paralympic athlete, athletics coach and official. He coached the first Fijian and Pacific Islander to ever win a gold medal at the 2012 Summer Paralympics, Iliesa Delana, who he has been coaching since 2006. In 2013, he won the Fiji Sports Awards Coach for the year for 2012. Fred has been working for the Fiji Paralympic Committee since 2008 and now runs his own



Wellness Coaching Business.



Acknowledgements

A sincere acknowledgement to the MDF Team – Malcolm Bossley, Marilyn Vilisoni, Adimaibole Waqainabete, Lusiana Kuinikoro and Lauren Robinson, for all the support over the past years and in bringing FEE to where it is today.

To the FCEF Team, - Mr. Kameli Batiweti, Savenaca Baro, and Ravinesh Prasad, for the support, encouragement and advice provided to ensure FEE 2022 achieves its objectives. To the rest of the FCEF Team – Fiona Dansey, Sharlyn Dass, Naveena Roshni, Andrea Pasimino, Sailasa Kalourua, IR Team Noel Tofinga and Kelera Batibasaga – for the valuable support rendered during our FEE's weekly sessions. A heartfelt acknowledgement to FEE International Master Trainer – Steve Cordeiro for the endless support of the FEE program. Your heart for our local people is immeasurable and we value and appreciate you.

A huge acknowledgement to the local business trainers from the past years and to our current trainers, of FEE 2022 who have adapted to changes implemented for this cohort to drive FEE towards sustainability:

Accounting and Finance - Josua Mateiwai and Paula Rasinupate

Human Resources & Industrial Relations - Sandra Elbourne and Jonetani Tonewai

Branding and Marketing – Ronna Sekiguchi and Jesse King

Strategic Management – Nanise Masau

Acknowledgement also goes out to trainers that have

resigned this year, Michael Fong (Industrial Relations) and Elizabeth Algar (Strategic Management). Jonetani Tonewai has replaced Michael Fong and FEE is in the process of recruiting a replacement for Elizabeth Algar.

O. Training

Month	Day	Course Title	Venue/ Mode	Number of Participants	Course Facilitator
July	5 th	Basics of Supervisory Skills (BOSS) Module 1 Training - FCCC	Zoom	17	Kameli Batiweti
	13 th & 14 th	OH&S Module 3 & 4 Training	Zoom	17	Pio Rova
	21 st & 22 nd	First Aid & CPR Training	Zoom	20	Riaz Khan (Fiji Red Cross Society)
August	11 th	Benefits of Professional Workplace Counseling Training	Zoom	11	Saimone Tuni
	20 th	Leadership Training	Zoom	24	Kameli Batiweti
	21 st & 22 nd	First Aid & CPR	Zoom	20	Riaz Khan (Fiji Red Cross Society)
September	8 th & 9 th	First Aid & CPR	Zoom	19	Riaz Khan (Fiji Red Cross Society)
	17 th	Leadership Training	Zoom	11	Kameli Batiweti
	29 th	Basics of Supervisory Skills (BOSS) Module 1 Training	Zoom	46	Kameli Batiweti
October	14 th	Quality Customer Service Training	Zoom	22	Epi Gonewai
	26 th	Fire Warden Training	Zoom	14	Tomasi Tuilevu (National Fire Authority)
	27 th	CEO's Breakfast Training	Grand Pacific Hotel	33	Brent Hill
November			TOPEX 2021		
January	21 st	Leadership Module 1,2,3 Training	Zoom	16	Kameli Batiweti
February	1 st & 2 nd	Train the Trainer	Zoom	17	Kameli Batiweti
	17 th	BCP Training	Nadi Town Council Library		Kameli Batiweti
	20 th	BCP Training	Rakiraki Town Council		Debbie Whippy & Fiona Densy
March	2 nd	First Aid & CPR	FCEF Board Room	16	Riaz Khan (Fiji Red Cross Society)
	16 th	CFO's Breakfast	Grand Pacific Hotel	95	Mark Dixon & Nitin Gandhi
April	1 st & 2 nd	Train the Trainer	Zoom	17	Kameli Batiweti
	26 th	Breakfast with Jon Apted	Grand Pacific Hotel	60	Jon Apted

Month	Day	Course Title	Venue/ Mode	Number of Participants	Course Facilitator
May	23 rd to 25 th	OHS Module 1 & 2	Member premises – inhouse	15	Pio Rova
	27 th	Improving Workplace Communications	FCEF Board Room	15	Lusiana Nuqanuqa
June	20 th	Dinner with the Hon. Attorney General, Mr Aiyaz Sayed-Khaiyum	Grand Pacific Hotel	201	Hon. Attorney General, Mr Aiyaz Sayed-Khaiyum
	24 th	Customer Relationship Management	FCEF Board Room	14	Epi Gonewai

Summary of Training provided by the Training Unit:

Between the period July 2021 to June 2022 the training unit delivered various trainings to our valued FCEF members. We supplied virtual trainings most part of the year due to the pandemic restrictions. We delivered soft skills trainings in Leadership, Customer Services and Communications. Other areas of trainings covered:

- Fire Warden by The National Fire Authority
- First Aid & CPR by The Fiji Red Cross

We had four informative sessions for our members over the year as follows:

- CEO's Breakfast
- CFO's Breakfast
- Breakfast with Jon Apted
- Dinner with the Hon. Attorney General, Mr Aiyaz Sayed-Khaiyum



These sessions were to engage the members with the speakers to gain understanding on various hot topics allowing a platform for networking and information sharing.

Fiji Commerce & Employers Federation also delivers beneficial free courses by engaging with our overseas

training partners such as The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS) and Asian Productivity Organization (APO). This year FCEF in conjunction with our overseas training partners offered participants a virtually learning platform in areas such as Human Resources, Management and Occupational Health and Safety.

Soft Skill Trainings offered by Fiji Commerce & Employers Federation to name a few:

1) Leadership Training

The Leadership training is divided up into 6 modules and covers various aspects of Leadership:

- What is Leadership?
- Leadership Styles
- Leadership – Makes a Difference
- Defining (Crucial/Important/Significant) Moments Define You as a Leader
- Handling Criticisms



All of the above sub-topics take the participant into understanding leadership from a different perspective. This was one of the popular trainings for the year.

2) Basics of Supervisory Skills (BOSS)

The BOSS training covered several topics, one being "The Role of Supervisors and/or Managers". In this topic management was defined as the organization and mobilization of resources towards achieving an organization's objectives. The discussion on the Manager or Supervisor responsibilities and accountabilities plus the principles of needs and how this relates to Employees motivation at work is also covered.

3) Benefits of Professional Workplace Counseling

This training geared the participants for what workplace counseling should be for every employers' business as a "duty of care" to themselves and their staff. Workplace counseling can be beneficial to the company because it reduces unnecessary stress and unavoidable distress that usually affect work productivity and the rate of absenteeism. At the end of the training, participants were able to:

- 1) Explain the similarities in Counseling Ethics and Business Ethics
- 2) Advocate on the integration of work place counseling in the business plan of the company
- 3) Champion mental health in the work place

4) OH&S Module 1,2,3 & 4

This course aimed to provide health & safety representatives with the range of basic skills which enable them to effectively and responsibly represent their work group. It also aimed to provide the representatives with a working knowledge of the Health & Safety at Work Act 1996, and other relevant legislation. Furthermore, it also assisted the health & safety representatives to understand the principles of hazard identification, risk assessment and risk control and develop positive attitudes towards occupational health & safety. The training equipped participants on how to develop the OHS Management System focusing on the essential processes, learn appropriate implementation procedures and gain insight into an experience of a variety of organizations that have implemented OHSMS.



5) Train the Trainer

This training was designed as a 2-day program which enabled the participants to present a training session that demonstrated effective staff training to:

- Identifying what type of people need training
- Identify the role of the trainer and list characteristics & skills of an effective trainer

The training unit acknowledges the support of the Board of Directors, the Chief Executive Office, Mr. Kameli Batiweti and the Secretariat in the planning and

the implementation of the training to FCEF Members. The training unit also acknowledges and appreciates the valuable support from our members who continue to support FCEF's Training by sending their staff to attend and share the knowledge and wisdom provided by the trainers. There will be more training opportunity and support to members in the upcoming months so keep watching the Training Space.

Many thanks,
Kameli Batiweti
 CHIEF EXECUTIVE



FCEF MEMBERSHIP VISITATION







In loving memory

The Fiji Commerce & Employers Federation was extremely saddened to hear of the untimely passing of an industry icon and long time serving member, Mr Hafizud Dean Khan.

Mr Khan was the founder and chairman of the Hexagon Group of Companies which includes their hotel properties; Hexagon International Hotel Villas & Spa, Grand West's Villas, Suva Motor Inn and Yadua Bay Resort.

He was extremely active in his capacity as FCEF Board Director was elected FCEF Board President from 2003 -2005, Mr Khan was later declared a Trustee of the Federation in 2016.

Mr Khan's dedication and commitment to the Tourism sector helped shaped the industry with the likes of other industry Icons and fellow FCEF Director the late Mr Dixon Seeto..

He received a Medal of the Order of Fiji and the Fiji 50th Anniversary of Independence commemorative medal as noble recognition for his service to Fiji and its people.

The Fiji Commerce & Employers Federation convey their heartfelt appreciation and condolences to the Mr Hafizud Khans Family.

**FINANCIAL STATEMENT
30TH JUNE, 2022**

DIRECTORS' REPORT

In accordance with a resolution of the board, the members herewith submit the balance sheet at 30 June 2022, and the statement of profit or loss and other comprehensive income, the statement of changes in members' funds and statement of cash flows for the year ended 30 June 2022 and report as follows:

1 DIRECTORS

The following were directors of the Federation at any time during the financial year and up to the date of this report:

- Appointed 24th September 2021:
Vinay Narsey (President)
Sandeep Chauhan (Immediate Past President)
Alvin Sharma
Himen Chandra
Jeetender Rai
Mike Spencer
- Re-appointed 24th September 2021:
Eldon Eastgate (Vice President)
Susie Waqanibaravi
Vera Chute
- Term Expired 24th September 2021:
Howard Politini
Susan Miller
- Appointed 25th September 2020:
Fantasha Lockington
Iliyaz Koya
- Appointed 27th September 2019:
Eseta Nadakuitavuki (Vice President)
Mitesh Kapadia
- Council Chairs:
Eseta Nadakuitavuki (re-appointed 19th October 2021)
James Mastapha (appointed 19th October 2021)
Sharoon Shah (re-appointed 20th October 2021)
Watisoni Nata Jnr (re-appointed 20th October 2021)
Netava Bakaniceva (re-appointed 25th October 2021)
Anil Senewiratne (appointed 21st October 2021)
Jasper Singh (re-appointed 22nd October 2021)
Karunesh Rao (appointed 22nd October 2021)
Mitesh Kapadia (appointed 17th February 2022)
Alvin Sharma (term expired 24th September 2021)
Jeetender Rai (term expired 24th September 2021)
Leonard Chan (term expired 24th September 2021)
Mike Spencer (term expired 24th September 2021)
Craig Strong (resigned 17th February 2022)

DIRECTORS' REPORT - Continued

2 PRINCIPAL ACTIVITY

The principal activities of the Federation are to provide, foster and protect the interests of its members and to promote trade and commerce and economic development in Fiji.

3 OPERATING RESULTS

The operating profit for the year is \$436,487 (2021: \$231,498)

4 PROVISIONS

There were no material movements in provisions.

5 BAD AND DOUBTFUL DEBTS

The directors took reasonable steps before the financial statements were made out, to ascertain that all known bad debts were written off and adequate provision was made for doubtful debts.

At the date of this report, the directors are not aware of any circumstances which would render the amount written off for bad debts, or the amount of the provision for doubtful debts, inadequate to any substantial extent.

6 CURRENT ASSETS

The directors took reasonable steps before the financial statements were made out to ascertain that the current assets of the Federation were shown in the accounting records of the Federation at a value equal to or below the value that would be expected to be realised in the ordinary course of the business.

At the date of this report, the directors are not aware of any circumstances which would render the values attributable to the current assets in the Federation's financial statements as misleading.

7 EVENTS SUBSEQUENT TO BALANCE DATE

No charge on the assets of the Federation has arisen since the end of the financial year to the date of this report to secure the liabilities of any other person.

No contingent liability has arisen since the end of the financial year to the date of this report.

No contingent or other liability has become enforceable or is likely to become enforceable within a period of twelve months after the end of the financial year which, in the opinion of the directors, will or may affect the ability of the Federation to meet its obligations when they fall due.

8 OTHER CIRCUMSTANCES

At the date of this report, the directors are not aware of any circumstances not otherwise dealt with in this report or accounts which would render any amounts stated in the accounts as misleading.

DIRECTORS' REPORT – continued

9 UNUSUAL TRANSACTIONS

The results of the Federation's operations during the financial year have not in the opinion of the directors been substantially affected by any item, transaction or event of a material and unusual nature other than those disclosed in the financial statements.

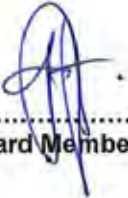
For and on behalf of the Board,



.....
President

14 September 2022

.....
Date



.....
Board Member

14 September 2022

.....
Date

DIRECTORS' DECLARATION

This directors' declaration is required by the Companies Act, 2015.

The directors of the Federation have made a resolution that declared:

- (a) In the directors' opinion, the attached financial statements for the financial year ended 30 June 2022:
 - i. comply with the IFRS for Small and Medium-sized Entities Standards and give a true and fair view of the financial position of the Federation as at 30 June 2022 and of the performance and cash flows of the Federation for the year ended 30 June 2022; and
 - ii. have been prepared in accordance with the Companies Act 2015.
- (b) They have received independence declarations by auditors as required by Section 395 of the Companies Act 2015; and
- (c) At the date of this declaration, in the directors' opinion, there are reasonable grounds to believe that the Federation will be able to pay its debts as and when they become due and payable.

For and on behalf of the board and in accordance with a resolution of the directors.



.....
President

14 September 2022

.....
Date



.....
Board Member

14 September 2021

.....
Date



AUDITOR'S INDEPENDENCE DECLARATION TO THE DIRECTORS OF FIJI COMMERCE AND EMPLOYERS FEDERATION

As auditor for the audit of Fiji Commerce and Employers Federation for the year ended 30 June 2022, I declare to the best of my knowledge and belief, there have been:

- a) no contraventions of the auditor independence requirements of the Companies Act 2015 in relation to the audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Fiji Commerce and Employers Federation during the financial year ended 30 June 2022.

PricewaterhouseCoopers
Chartered Accountants

by

Paritosh Deo
Partner

14 September 2022

*PricewaterhouseCoopers, Level 8 Civic Tower, 272 Victoria Parade, Suva, Fiji.
GPO Box 200, Suva, Fiji.
T: (679)3313955 / 3315199, F: (679) 3300981 / 3300947*



Independent Auditor's Report

To the Members of the Fiji Commerce and Employers Federation

Report on the audit of the financial statements

Opinion

We have audited the accompanying financial statements of Fiji Commerce and Employers Federation (the 'Federation'), which comprise the balance sheet as at 30 June 2022, and the statement of profit or loss and other comprehensive income, statement of changes in members' funds and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Federation as at 30 June 2022, and of its financial performance and cash flows for the year then ended in accordance with International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SMEs).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter

Associate's financial statements not finalised

Without qualifying our opinion, we draw attention that the financial statements include the Federation's share of current year profit from its investment in associate - Fiji Employers Federation and Fiji Hotel Association Partnership (the 'Partnership'). This profit has been based on the Partnership's draft financial statements for 30 June 2022, which is currently awaiting review and approval for finalisation. It is not known at this stage whether there will be any changes to the existing draft financial statements for the Partnership which may then impact on the above profit that has been recorded in the Federation's financial statements.

Independence

We are independent of the Federation in accordance with the ethical requirements of the International Ethics Standards Board for Accountant's Code of Ethics for Professional Accountants (IESBA Code) 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.

Other Information

Directors and management are responsible for the other information. The other information comprises the information included in the Directors' Report but does not include the financial statements and our auditor's report thereon.

PricewaterhouseCoopers, Level 8 Civic Tower, 272 Victoria Parade, Suva, Fiji.

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

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

Responsibilities of Directors and Management for the Financial Statements

Directors and management are responsible for the preparation and fair presentation of the financial statements in accordance with IFRS for SMEs and with the requirements of the Fiji Companies Act, 2015, and for such internal control as the directors and management 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 directors and management are responsible for assessing the Federation'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 directors and management either intend to liquidate the Federation or to cease operations, or have no realistic alternative but to do so.

The directors and management are responsible for overseeing the Federation's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or 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 the ISAs, we exercise professional judgement and maintain professional scepticism 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 Federation's internal control.



- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors and management.
- Conclude on the appropriateness of the directors' and management'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 Federation's ability to continue as a going concern. If we conclude that a 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 Federation 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 represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with directors and managements 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.

Report on Other Legal and Regulatory Requirements

In our opinion the financial statements have been prepared in accordance with the requirements of the Fiji Companies Act 2015 in all material respects, and;

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

Restriction on Use

This report is made solely to the Members of the Federation, as a body, in accordance with Section 396(1) of the Fiji Companies Act 2015. Our audit work has been undertaken so that we might state to the Members of the Federation those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Federation and the Members as a body, for our audit work, for this report, or for the opinions we have formed.

PricewaterhouseCoopers
Chartered Accountants

Paritosh Deo
Partner

14 September 2022
Suva, Fiji

FIJI COMMERCE AND EMPLOYERS FEDERATION**STATEMENT OF PROFIT OR LOSS AND
OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2022**

	Notes	2022 \$	2021 \$
Income			
Entrance fees		7,866	5,655
Subscriptions		418,337	423,921
Seminars and conference - net income		294,612	58,242
Secretariat services - net income		54,707	54,741
Share of partnership profit	10	66,096	65,044
Other income		<u>143,105</u>	<u>138,981</u>
Total income		<u>984,723</u>	<u>746,584</u>
Expenditure			
Staff costs		(353,667)	(339,321)
Other expenditure		<u>(194,569)</u>	<u>(175,765)</u>
Total expenditure		<u>(548,236)</u>	<u>(515,086)</u>
Operating profit	3	<u>436,487</u>	<u>231,498</u>
Other comprehensive income		<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u>\$ 436,487</u> =====	<u>\$ 231,498</u> =====

The accompanying notes form an integral part of these financial statements.

FIJI COMMERCE AND EMPLOYERS FEDERATION


BALANCE SHEET
AS AT 30 JUNE 2022

	Notes	2022 \$	2021 \$
Current Assets			
Cash and cash equivalents	4	758,670	278,349
Term deposit	5	306,750	214,800
Receivables	6	<u>248,158</u>	<u>188,126</u>
		<u>1,313,578</u>	<u>681,275</u>
Non-Current Assets			
Plant and equipment	8	53,519	46,434
Intangible assets	9	1,957	5,776
Term deposit	5	232,700	306,750
Investment	10	<u>2,221,236</u>	<u>2,155,140</u>
		<u>2,509,412</u>	<u>2,514,100</u>
Total Assets		<u>3,822,990</u>	<u>3,195,375</u>
Current Liabilities			
Payables and accruals	7	80,653	28,337
Annual leave accrued		26,354	23,630
Income received in advance		361,245	264,544
Subscriptions received in advance		<u>72,472</u>	<u>33,085</u>
Total Liabilities		<u>540,724</u>	<u>349,596</u>
Net Assets		<u>\$ 3,282,266</u>	<u>\$ 2,845,779</u>
Members' funds		<u>\$ 3,282,266</u>	<u>\$ 2,845,779</u>
Accumulated funds		<u>\$ 3,282,266</u>	<u>\$ 2,845,779</u>


The accompanying notes form an integral part of these financial statements.

These accounts are approved in accordance with a resolution of the Board of Directors.

For and on behalf of the Board.


.....
President

14 September 2022
.....
Date


.....
Board Member

14 September 2022
.....
Date

FIJI COMMERCE AND EMPLOYERS FEDERATION

**STATEMENT OF CHANGES IN
MEMBERS' FUNDS
YEAR ENDED 30 JUNE 2022**

	Accumulated Funds	Total
	\$	\$
Balance - 30 June 2020	2,614,281	2,614,281
Profit for the year	<u>231,498</u>	<u>231,498</u>
Balance - 30 June 2021	2,845,779	2,845,779
Profit for the year	<u>436,487</u>	<u>436,487</u>
Balance - 30 June 2022	<u>3,282,266</u>	<u>3,282,266</u>

The accompanying notes form an integral part of these financial statements.

FIJI COMMERCE AND EMPLOYERS FEDERATION**STATEMENT OF CASH FLOWS**
YEAR ENDED 30 JUNE 2022

	Notes	2022 \$	2021 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Subscriptions		457,724	307,453
Entrance fees		7,866	5,655
Other income received		115,771	125,042
Interest received		21,406	8,039
Seminar income received - net		356,547	231,540
Secretariat services received - net		22,790	31,474
Other administrative expenses paid		(110,326)	(176,971)
Payments to suppliers and employees		(350,943)	(335,565)
Net cash inflow from operating activities		<u>520,835</u>	<u>196,667</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Acquisition of plant, equipment and intangibles		(22,614)	(19,646)
Net (purchase)/maturity of term deposits		(17,900)	(156,750)
Net cash outflow from investing activities		<u>(40,514)</u>	<u>(176,396)</u>
Net increase in cash and cash equivalents		480,321	20,271
Cash and cash equivalents at the beginning of financial year		<u>278,349</u>	<u>258,078</u>
Cash and cash equivalents at the end of financial year	4	\$ 758,670 =====	\$ 278,349 =====

The accompanying notes form an integral part of these financial statements.

1 GENERAL

The principal activities of the Federation are to promote, foster and protect the interests of the Federation members and promote trade and commerce and economic development in Fiji.

The Federation is registered as a company not having a share capital under the Companies Act, 2015. The registered office of the Federation is 42 Gorrie Street, Suva, Fiji.

The financial statements were authorised for issue by the Board of Directors on this 14th day of September 2022.

2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

2.1 Basis of Accounting

The financial statements of the Federation have been prepared in accordance with the IFRS for SMEs. They have been prepared under the historical cost convention.

2.2 Cash and cash equivalents

For the purposes of the statement of cash flows, cash and cash equivalents comprise cash on hand, cash at bank and short-term deposits held at call with banks.

2.3 Term deposits

Term deposits are non-derivative financial assets with fixed or determinable payments and fixed maturities where the management has the positive intention and ability to hold to maturity other than those that the Federation designates as available for sale.

Financial assets are initially recognised at fair value plus transaction costs. Financial assets are derecognised when the right to receive cash flows from the investments have expired or have been transferred and the Federation has transferred substantially all risks and rewards of ownership.

2.4 Receivables

All known bad debts are written off and provision is made for any debts considered to be doubtful.

2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – continued**2.5 Plant and equipment**

The Federation records all plant, furniture, fittings and equipment at cost, less subsequent depreciation. Cost includes expenditure that is directly attributable to the acquisition of the items. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Federation and the cost of the item can be measured reliably.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method. The estimated useful lives range as follows:

	Rate
Computer equipment	10% - 20%
Furniture, fittings and equipment	10%

Gains or losses on the disposal of furniture, fittings and equipment are recognised in the statement of profit and loss and other comprehensive income.

2.6 Intangible assets

Computer software is capitalised on the basis of the costs incurred to acquire and bring to use the specific software. These are amortised over their estimated useful lives (three to five years) using the straight-line method of depreciation.

2.7 Revenue recognition

Entrance fees and subscription income are recognised as revenue on receipt.

Any subscriptions received in advance are carried forward in the balance sheet under current liabilities.

2.8 Employee entitlements

Liabilities for employee entitlement are recognised and are measured as the amount unpaid at the reporting date at current pay rates in respect of employee services to that date.

2.9 Income tax

The Federation's income is exempt from income tax in accordance with the Fiji Income Tax Act.

2.10 Payables

These amounts represent liabilities for goods and services provided prior to the end of the financial year and which are unpaid.

2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - continued

2.11 Reporting currency

The financial statements are presented in Fiji dollars, which is the Federation's functional currency.

2.12 Comparatives

Where necessary, comparatives have been adjusted to conform to changes in the presentation for the current year.

2.13 Rounding

Amounts have been rounded to the nearest dollar except where otherwise noted.

3 PROFIT FROM OPERATIONS

The profit for the year has been determined after charging the following as expenses:

	2022 \$	2021 \$
Charging as expense:		
Auditor's remuneration - audit services	5,000	3,000
Depreciation and amortisation	16,966	15,895

4 CASH AND CASH EQUIVALENTS

For the purpose of the statement of cash flows, the cash and cash equivalents comprise the following:

	2022 \$	2021 \$
Cash at bank and on hand	\$ 758,670	\$ 278,349
	=====	=====

5 TERM DEPOSITS

	2022 \$	2021 \$
Current		
Merchant Finance (Fiji) Limited	156,750	214,800
Credit Corporation (Fiji) Pte Limited	<u>150,000</u>	<u>-</u>
	306,750	214,800
Non-current		
Credit Corporation (Fiji) Pte Limited	-	150,000
Merchant Finance (Fiji) Limited	32,700	156,750
Reserve Bank of Fiji - Viti Bond	<u>200,000</u>	<u>-</u>
	\$ 539,450	\$ 521,550
	=====	=====

The term deposit with Credit Corporation matures on 2 September 2022 and attracts interest at the rate of 3.65%. Term deposits with Merchant Finance (Fiji) Limited matures on 11 November 2022 and 3 June 2024 and attracts interest at the rate of 3.90% and 2.20% respectively. The Viti Bond with Reserve Bank of Fiji matures on 30 January 2032 and attracts interest at the rate of 4%.

6 RECEIVABLES

	2022 \$	2021 \$
Accounts receivable	217,935	133,902
Less: Provision for doubtful debts	<u>(10,495)</u>	<u>(5,595)</u>
	207,440	128,307
Prepayments	24,072	41,422
Interest receivable	16,646	10,719
VAT Receivable	<u>-</u>	<u>7,678</u>
	<u>\$ 248,158</u>	<u>\$188,126</u>

Movement in the provision for impairment of accounts receivable is as follows:

	2022 \$	2021 \$
At 1 July	5,595	13,975
Doubtful debts recovered	-	<u>(8,380)</u>
Provision recognised during the year	<u>4,900</u>	<u>-</u>
At 30 June	<u>\$ 10,495</u>	<u>\$ 5,595</u>

7 PAYABLES AND ACCRUALS

	2022 \$	2021 \$
Trade payables	9,680	153
VAT payable	15,406	-
Accruals and other payables	<u>55,567</u>	<u>28,184</u>
	<u>\$ 80,653</u>	<u>\$ 28,337</u>

8 PLANT AND EQUIPMENT

	Furniture fittings and office equipment \$	Computer equipment \$	Total \$
30 June 2022			
Cost	36,794	100,257	137,051
Accumulated depreciation	<u>(13,407)</u>	<u>(70,125)</u>	<u>(83,532)</u>
Carrying amount at end of the year	<u>\$ 23,387</u>	<u>\$ 30,132</u>	<u>\$ 53,519</u>

8 PLANT AND EQUIPMENT- continued

30 June 2021

Cost	28,460	86,477	114,937
Accumulated depreciation	(10,630)	(57,873)	(68,503)
Carrying amount at end of the year	\$ 17,830	\$ 28,604	\$ 46,434

Reconciliation of the carrying amounts of each category of furniture, fittings and equipment and computer equipment at the beginning and end of the current financial year is set out as follows:

	Furniture fittings and office equipment	Computer equipment	Total
	\$	\$	\$
Carrying amount			
At 1 July 2021	17,830	28,604	46,434
Additions	8,833	13,781	22,614
Disposal	(500)	-	(500)
Transfer	-	-	-
Depreciation charge	(2,776)	(12,253)	(15,029)
At 30 June 2022	23,387	30,132	53,519

9 INTANGIBLE ASSETS

30 June 2021

Cost	26,291
Accumulated amortisation	(20,515)
Net book value	\$ 5,776

30 June 2022

Opening net book value	5,776
Additions	-
Disposal	(1,882)
Amortisation charge	(1,937)
Net book value	\$ 1,957

30 June 2022

Cost	3,800
Accumulated amortisation	(1,843)
Net book value	\$ 1,957

Intangible assets consist of consultancy costs for setting up the FCEF member database.

10 INVESTMENT

The Federation's investment comprises a 63% interest in the Fiji Employers Federation and Fiji Hotel Association (FEFHA) partnership. The partnership was set up to assist the partners to provide, foster and protect the interests of its members and is responsible for the maintenance and upkeep of the property situated at 42 Gorrie Street, Suva. The title of the land is held by the partners, Fiji Commerce and Employers Federation (63%) and Fiji Hotel and Tourism Association (37%). The property of the partnership and monies required for capital or operating costs are to be determined in the following proportions:

- i) Fiji Commerce and Employers Federation as to 63%.
- ii) Fiji Hotel Association as to 37%.

The Federation's share of profit from the FEFHA partnership for the year is \$66,096 (2021: \$65,044). The Federation's share of net assets in FEFHA partnership at 30 June 2022 of \$2,221,236 (2021: \$2,155,140) and comprises of the following:

	2022 \$	2021 \$
Plant and equipment at cost	274,817	276,776
Accumulated depreciation	(185,939)	(162,408)
	<u>88,878</u>	<u>114,368</u>
Investment property	4,705,532	4,705,532
Cash at bank	51,348	53,185
Prepayments and other receivables	<u>19,792</u>	<u>25,427</u>
Total assets	4,865,550	4,898,512
<u>Less:</u>		
Creditors and accruals	18,036	16,567
Tenants deposit	39,390	39,390
Borrowing	<u>1,282,567</u>	<u>1,421,912</u>
Net assets	\$ 3,525,557 =====	\$ 3,420,643 =====
Fiji Commerce and Employers' Federation portion	2,221,136	2,155,040
Add: Shares in Exporters Club Limited	<u>100</u>	<u>100</u>
	\$ 2,221,236 =====	\$ 2,155,140 =====

The land and building and associated loan and corresponding expenditure has been recorded in the books of the partnership in accordance with the Deed dated 6 April 1993 between Fiji Employers Federation (now known as Fiji Commerce and Employers Federation) and Fiji Hotel Association (now known as Fiji Hotel and Tourism Association).

The Federation's share of income and net assets as stated above has been based on FEFHA's draft financial statements for 30 June 2022, which is currently awaiting review and approval for finalisation. It is not known at this stage whether there will be any changes to the existing draft financial statements for FEFHA which may then impact the above income and net assets.

11 CONTINGENT LIABILITIES

There are no contingent liabilities as at 30 June 2022 (2021: \$Nil).

12 COMMITMENTS

The Federation is committed to the extent of its commitment to the Partnership.

13 RELATED PARTY TRANSACTIONS

i) Related Party Transactions

The following transactions were carried out with Fiji Employers Federation and Fiji Hotel Association Partnership during the year:

	2022	2021
	\$	\$
<i>Income:</i>		
Service recovery	6,000	6,000
<i>Expense:</i>		
Rental	42,336	42,336

ii) Key management compensation

Key management includes compensation to the Chief Executive Officer by way of salary and other benefits, which totalled \$120,000 in gross terms (2021: \$120,000).

14. SUBSEQUENT EVENTS

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



**FIJI COMMERCE AND EMPLOYERS FEDERATION
DISCLAIMER ON UNAUDITED SUPPLEMENTARY INFORMATION
FOR THE YEAR ENDED 30 JUNE 2022**

The additional unaudited supplementary information presented on page 21 to 24 is compiled by Fiji Commerce and Employers Federation. Accordingly, we do not express an opinion on such financial information and no warranty of accuracy or reliability is given.

We advise that neither the firm nor any member or employee of the firm accepts any responsibility arising in any way whatsoever to any person in respect of such information, including any errors or omissions therein, arising through negligence or otherwise however caused.

14 September 2022
Suva, Fiji

PricewaterhouseCoopers
Chartered Accountants

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PricewaterhouseCoopers is a member firm of PricewaterhouseCoopers International Limited, each member firm of which is a separate legal entity.

ADMINISTRATION

	2022	2021
	\$	\$
<u>Income</u>		
Entrance fees	7,866	5,655
Industrial relations - consultancy	104,833	104,349
Interest	27,334	13,974
Other income	4,938	14,658
Service recovery	6,000	6,000
Share of partnership profit	66,096	65,044
Subscriptions	<u>418,337</u>	<u>423,921</u>
	<u>635,404</u>	<u>633,601</u>
<u>Less: Expenses</u>		
Auditors' remuneration		
- Auditing	5,000	3,000
- Accounting	715	248
Advertising and public relations	8,367	1,200
Annual leave	5,413	6,989
Bank charges	1,933	1,449
Computer expenses	2,605	6,058
Depreciation and amortisation	16,966	15,895
Doubtful debts recognised/(recovered)	4,900	(8,380)
FCEF AGM expenses	6,103	6,068
FCEF board meetings	3,948	2,973
FCEF combined council meetings	5,380	10,315
FNPF contributions	25,054	25,275
FNU levy	4,302	4,481
Fringe benefit tax	1,454	1,500
General expenses	10,330	21,216
Industrial relations – expenses	5,387	3,627
Insurance	24,845	23,186
Internet	<u>3,184</u>	<u>3,187</u>
Balance carried forward	135,886	128,287

ADMINISTRATION

	2022 \$	2021 \$
<u>Expenses - continued</u>		
Balance brought forward	135,886	128,287
Loss on disposal of fixed assets	1,882	-
Legal fees	2,886	4,000
Medical reimbursement expenses	1,780	740
Postage, printing and stationery	4,105	2,728
Repairs and maintenance	-	163
Rent and rates	42,336	42,336
Staff training	175	-
Staff salaries	318,723	302,576
Subscriptions	21,700	19,870
Telephone and faxes	11,499	10,710
Travel and accommodation	3,381	461
Withholding tax	<u>3,883</u>	<u>3,215</u>
	<u>548,236</u>	<u>515,086</u>
Surplus from administration	\$ 87,168 =====	\$ 118,515 =====

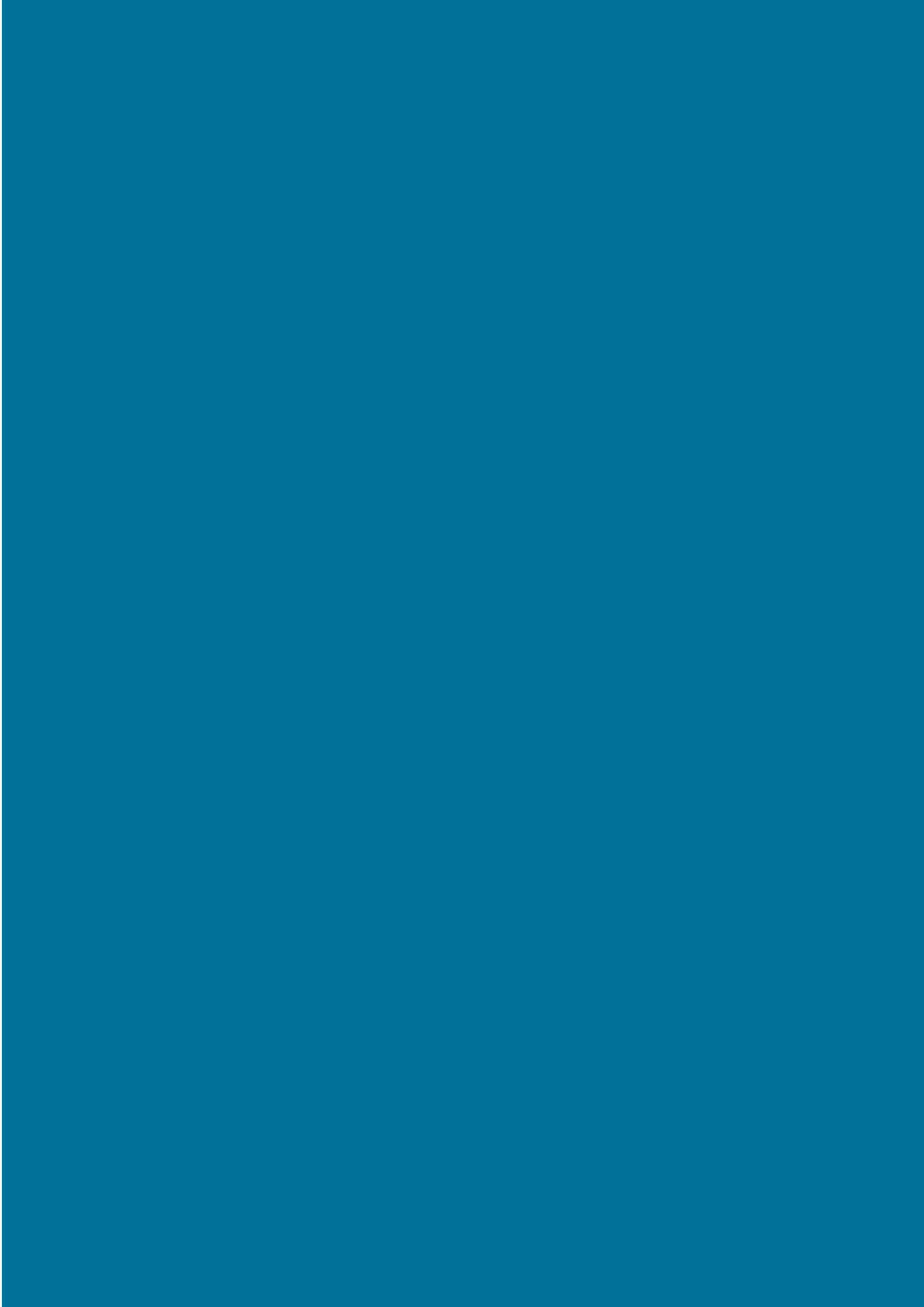
FIJI COMMERCE AND EMPLOYERS FEDERATION**DETAILED STATEMENT OF SEMINAR AND
CONFERENCE INCOME AND EXPENDITURE
FOR THE YEAR ENDED 30 JUNE 2022****SEMINARS AND CONFERENCE**

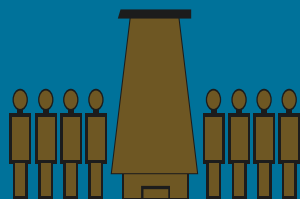
	2022 \$	2021 \$
<u>Income</u>		
TOPEX conference	477,851	-
Workshops and seminars	<u>148,484</u>	<u>120,118</u>
	<u>626,335</u>	<u>120,118</u>
<u>Less: Expenses</u>		
TOPEX conference	264,021	-
Workshops and seminars	<u>67,702</u>	<u>61,876</u>
	<u>331,723</u>	<u>61,876</u>
Surplus from seminars and conference	\$ 294,612 =====	\$ 58,242 =====

SECRETARIAT SERVICES

	2022 \$	2021 \$
<u>Income</u>		
Business Accelerator Program	48,416	59,549
Business Disaster Resilience Council	26,001	68,979
Business Link Pacific	97,160	115,487
WEBC	<u>190,570</u>	<u>96,843</u>
	<u>362,147</u>	<u>340,858</u>
<u>Less: Expenses</u>		
Business Accelerator Program	46,507	55,489
Business Disaster Resilience Council	24,772	65,101
Business Link Pacific	77,508	91,951
WEBC	158,653	73,076
YEC	<u>-</u>	<u>500</u>
	<u>307,440</u>	<u>286,117</u>
Surplus from secretariat services	\$ 54,707 =====	\$ 54,741 =====

NOTES





Fiji Commerce & Employers Federation
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