# APPENDICES

# APPENDIX 1

## COPY OF THE PETITION

*This form is to be used by Honourable Members to submit petitions*

Sheron

# Petition

## Member's certificate of endorsement

In my opinion, the attached petition is respectful, does not promote disharmony, and is deserving of presentation

Signature: _____

Name of member submitting the petition: **Hon Semesa Karavaki**

I wish to present this petition to Parliament on the following date: **Monday 24 August 2015**

Date Submitted: 18/8/15

***Attach this form to the petition***

---

**For staff use only**

Date and time received: _____

Name of person receiving the form: _____

*Petition must be attached to this form.*

RECEIVED
18 AUG 2015
HOUSE OF REPS

Version 1.1 November 2014

# Public Petition for Parliament to Review and Redress the Vast Anomaly Present in the Recent Police Back – Pay Out of 2015

| | |
|---|---|
| BACKGROUND | This petition is submitted on behalf of the officers of the Fiji Police Force including those of the Former Police Officers Association ("FBOA").<br><br>As a result of the Job Evaluation exercise done for the security services of the Fiji government in 2004, the Fiji Police Force was awarded a 30% increase in basic salary and allowances. Because of the enormity of the total amount to be paid to the Fiji Police Force it was agreed that the members of the Fiji Police Force would receive the back pay in instalments over several years starting in 2005. The payout in 2006 was not done until 2015. Alas, it was found that exorbitant discrepancies existed within related members of FPOA and also eligible serving brothers and sisters strongly suggested that many have been duped of what is correctly due individually. Upon individual inquiries at the relevant offices all have been given the run-around from pillar to post that unmistakably points to fraud or worse.<br><br><u>Concern 1:</u><br>What formula had been used to calculate the police back pay?<br>It has been found that two officers of equal years of service and rank received vastly different amounts of back pay as low as $140 and another at $7,000 – that simple logic does not reconcile.<br><br><u>Concern 2:</u><br>The accuracy of the personal file data from which the payout is based.<br>It is believed that the veracity of the date on personal files from which back pays were calculated are faulty resulting in incorrect results and hence the wide range of discrepancies. That there is even a living member whom the Police Force Accounts claim is deceased.<br><br><u>Concern 3:</u><br>After several false promises from the highest authority, the FPOA needs a reliable office to answer genuine queries of welfare. The FPOA also is responsible for the legal beneficiaries of deceased members who are at the least able to fend for themselves. Travel is expensive and for that reason, the FPOA asks for a coordinated facilitated office that can truly assist in member's elusive quest.<br><br><u>Concern 4:</u><br>The delay of 10 years in receipt of an agreed payment for work that has been rendered.<br>The all-powerful machinery of government in its warped sense of fairness dictates that the humble police officers should accept the blame for self-inflicted short sightedness without redress for the decade of patience. There must be a modicum of decency and value granted to these lowly peace workers for the delay. |
| WHAT WE ARE ASKING FOR: | In this respect, "We the undersigned, hereby, petition the Parliament of Republic of Fiji to direct, according to relevant powers within the Standing Orders, and for the relevant committee to review the concerns outlined and requests petitioned above and for wide and inclusive consultation with all relevant stakeholders, particularly the officers of the Fiji Police Force and the FPOA, towards sensible outcome for these concerns. |
| WHAT YOU SHOULD KNOW BEFORE YOU SIGN: | We would like this petition submitted in Parliament at the August Parliamentary Sitting of 2015 so we request that on collecting all the signatures you send this petition form to the following address in a sealed envelope before or on Friday 14 August, 2015.<br><br>OPPOSITION CHAMBERS<br>PARLIAMENT OF FIJI |

GOVERNMENT BUILDINGS
SUVA

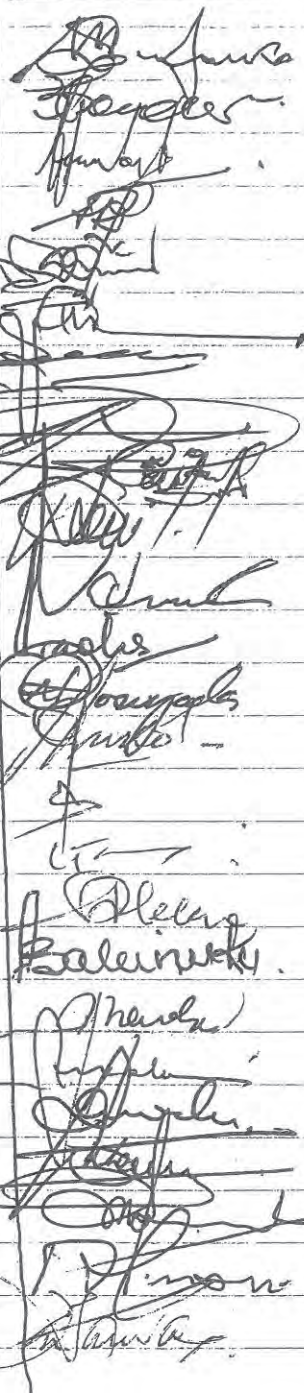
BY PLACING YOUR SIGNATURE AND DETAILS ON THIS DOCUMENT YOU HAVE READ, UNDERSTOOD AND AGREE TO THE TERMS OF THIS PETTION SET OUT ABOVE AND ALSO THE FOLLOWING:

1. THAT YOU CONFIRM THAT YOU ARE EITHER 18 YEARS OF AGE OR OVER.
2. THAT YOU HAVE NOT BEEN COERCED OR FORCED TO PROVIDE YOUR SIGNATURE AND DETAILS THIS PETITION.
3. THAT STRICTLY NO MONEY OR DONATION IN KIND HAS BEEN OFFERED OR EXCHANGED FOR YOUR SIGNATURE. PLEASE NOTE: THAT WE, AS A GROUP INITIATING THIS PETITION DO NOT AND WILL NOT CONDONE OR ACCEPT RESPONSIBILITY FOR SUCH CONDUCT OR LOSSES INCURRED AS A RESULT.
4. THAT YOU ACKNOWLEDGE THAT THE PETITION WAS READ AND/OR EXPLAINED TO YOU IN THE LANGUAGE YOU ARE MOST FAMILIAR WITH.

Name of Signature Collector: Ratu Meli Vakarewakobau

Phone Contact: _____

For any urgent queries email: laisani_q868@yahoo.com



| NAMES | SIGNATURES |
|---|---|
| SEKAIA SULUKA | |
| BHAG WATI GOUNDER | |
| SAILOSI MUCUNABITU | |
| Amani Tagi | |
| JOSEFA QATIVI | |
| TANIELA GONEKARA | |
| KELEMEDI RAKAVU | |
| URAIA T. BOLAILAI | |
| IFEREIMI CAWANIBUKA | |
| PENI SERU | |
| Meli Vakurewakobau | |
| AISEA TAOKA | |
| ALIKI POSIGALA | |
| ENERIKO NAVUNIIVI | |
| INIA Suvaru | |
| URAIA TORAU | |
| Atunaisa Delai | |
| EMOSI BALEINUKU | |
| ANIL CHANDRA 1029 | |
| JIONA MATAI 51537 | |
| AKUILA KAWAGA -(50103) | |
| WATISONI N. KOROI | |
| MAIKA SUNAKI [50440] | |
| PENIAME LIUSIA | |
| Marika Tauva. | |

| NAME | SIGNATURE |
| --- | --- |
| DIVENDRA CHAND | |
| AJAY SINGH | |
| PERUMAL NAIDU | |

# APPENDIX 2

## CABINET DECISIONS

## &

## PSC CIRCULARS

# CABINET DECISIONS

APPENDIX A

COPY

THIS DOCUMENT IS THE PROPERTY OF THE CABINET

C.P. ( 2004 ) 24th Meeting

Date 13/12/04

PM 405

CABINET DECISION

Extract from Minutes of Meeting held on

Monday 13th December, 2004 at 9.00am

626. **Implementation of Job Evaluation Exercise Report for the Disciplined Services** CP(04)543

Cabinet approved:

(i) the immediate implementation of the Job Evaluation Report (JER) recommendations for Police, Prisons and RFMF officers;

(ii) that RFMF personnel in the ranks of Private, Lance Corporal, Corporal, Sergeant, Staff Sergeant, 2nd Lieutenant and Colonel be awarded the recommended 2004, 2005 and 2006 increases as one payment in 2004; and

(iii) that the amount of $14,816,271 payable as the first phase of the Disciplined Services JER implementation including (ii) above, be paid before the end of 2004.

[ Jowasa Volavola ]
Secretary to the Cabinet

COPY

APPENDIX 'B'

THIS DOCUMENT IS THE PROPERTY OF THE CABINET

CP(2015) Written Opinion
Date: 18/03/15

# CABINET DECISION

*Wednesday 18th March, 2015*

**50. Payment of Job Evaluation Exercise Arrears for the Fiji Police Force** - 3/A/6-5 **CP(15)49**

Cabinet, by Written Opinion:

(i) noted the content of the Memorandum;

(ii) approved the payment of JEE arrears and salary shortfall to the Fiji Police Force amounting to **$16,743,495.65**;and

(iii) approved the JEE payment to be sourced from the 2015 budgetary allocation with the Ministry of Finance to be effected in Pay 7 on 2nd April, 2015.

[ S. Kiran (Ms) ]
**Secretary to the Cabinet**

**Office of the Prime Minister**

# MEMORANDUM

**To:** Permanent Secretary for Defence, National Security Immigration

**From:** Secretary to the Cabinet

**Date:** 19th March, 2015

**Subject:** **Cabinet Decision**

Enclosed please find Cabinet Decision **No.50** on the subject of ***Payment of Job Evaluation Exercise Arrears for the Fiji Police Force*** for insertion in File No. ***3/A/6-5*** or in an appropriate file.

Please acknowledge receipt.

[ M Lotawa ]
*for* Secretary to the Cabinet

Enc

Appendix 'C'

THIS DOCUMENT IS THE PROPERTY OF THE CABINET

CP(2015): 9th Meeting
Date: 4/08/15

# CABINET DECISION

*Extract from Minutes of Meeting Held on Tuesday 4th August, 2015 at 9.00am*

157. **Payment of Lodging Allowance and Outstanding Job Evaluation Exercise for all the Fiji Police Force – 3/B/5** CP(15)131

Cabinet:

(i) noted the content of the Memorandum;

(ii) approved the payment of the Job Evaluation Exercise (JEE) variation to Police Officers who had missed out and were short paid in the last payment in April 2015;

(iii) noted that Cabinet Decision 53/09 (b) (i) - (vii) on the payment of Lodging Allowance was not implemented pending finalization of the JEE;

(iv) approved the payment of Lodging Allowance for Officers in the grade PL04 - PL01 at the rate of 20% of basic salary with effect from 01 March 2009 in line with Cabinet Decision 53/09 (b) (iii) - (iv);

(v) approved a contingency fund of $507,712.00 to meet any shortfalls for the JEE and LA payout, to be kept with the Ministry of Finance; and

(vi) agreed that the requisite funding for (ii), (iv) and (v) above be sourced from the 2015 budgeted allocation for the JEE, in consultation with the Ministry of Finance.

[ S. Kiran (Ms) ]
Secretary to the Cabinet

Office of the Prime Minister

# MEMORANDUM

**To:** Permanent Secretary for Defence, National Security & Immigration

**From:** Secretary to the Cabinet

05/8/15

**Date:** 4th August, 2015

**Subject:** **Cabinet Decision**

Enclosed please find Cabinet Decision **No.157** on the subject of ***Payment of Lodging Allowance and Outstanding Job Evaluation Exercise for all the Fiji Police Force*** for insertion in File No. ***3/B/5*** or in an appropriate file.

Please acknowledge receipt.

**[M Lotawa (Ms)]**
*for* **Secretary to the Cabinet**

**Enc**

RECEIVED
05 AUG 2015
DEFENCE

APPENDIX 'D'

For your kind action please

# MINISTRY OF FINANCE

## MEMORANDUM

**From:** Permanent Secretary for Finance **Phone:** 3307011

**To:** The Commissioner, Fiji Police Force **File:** 11/57/20

**Subject: JEE Implementation and Payment of Lodging and Extra Duty Allowance** **Date:** 02/12/14

---

Reference is made to your letter dated **14/11/2014** on the above - captioned subject.

We wish to inform you that approval is hereby given to the Fiji Police Force to meet the following payments from within your 2014 Budget:

- Payment of 20% Lodging Allowance from **01/07/2014 to 31/12/2014** for gazette officers including PLO4- **$574,497**;
- Lodging Allowance shortfall payment from **01/07/2014 to 31/12/2014** for PL05 - PL08- **$429,054** and Extra Duty Allowance shortfall payment back dated from **01/07/2014 to 31/12/2014** for all PL08 to US02- **$964,647**; and

Further to that, funds for the JEE Implementation is provided under Miscellaneous Services [Head 50] in the 2015 Budget. This will be released upon the submission of proper documents.

We trust that this clarifies our Ministry's position on the subject matter.

Filimone Waqabaca
**Permanent Secretary for Finance**

03 DEC 2014

**MINISTRY OF DEFENCE, NATIONAL SECURITY AND IMMIGRATION**

26 Gladstone Road, 2nd Floor, New Wing, Government Buildings, Suva. Post Office Box 2349, Government Buildings, Suva, FIJI

Telephone: 3211754/1706. Facsimile: 3317721/3300346
Email: defence@govnet.gov.fi. Email: inforhomeaff@govnet.gov.fi

RECEIVED
23 APR 2015
OFFICE OF COMMISSIONER OF POLICE

# MEMORANDUM

**From** : Permanent Secretary for Defence, National Security and Immigration

**To** : Commissioner of Police

**Date** : 21st April 2015

**Ref:** : C1300/4/7/1/2

**Re** : **Request for Usage of Funding from Savings in the JEE Vote of $28.5Million**

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Bula Vinaka Sir!

Please find attached Finance Memorandum referenced 11/58/06-1 of 20th April 2015 on the above mentioned subject.

This is the reply from Ministry of Finance with regards to Minister's request.

Respectfully submitted for your information and update.

With Respect.

**Osea N. Cawaru**
**Permanent Secretary for Defence, National Security & Immigration**

# PSC CIRCULARS

PSC CIRCULAR

Public Service Commission, Harkley Crescent, P.O. Box 2214,
Government Buildings, Suva. Telephone 3-2 3788

# PSC Circular No. 51/2005

To: Chief Executive Officers and Heads of Departments

File: C29/167/50

Subject: 2004 3% COLA PAYMENT FOR CIVIL SERVANTS

Date: 09 December 2005

## 1.0 INTRODUCTION

1.1 Following the announcement by the Public Service Commission on Government's decision to move away from the payment of the Cost of Living Adjustment (COLA) and to implement the Performance Management System as part of Government Pay Policy for the Civil Service, negotiations with the Public Service Unions over their 2004 Log of Claims were proceeded with based on this mandated position. However, talks broke down and all the six Public Service Unions filed reports of trade disputes individually with the Ministry for Labour, Industrial Relations and Productivity under the Trade Disputes Act.

1.2 The Chief Executive Officer for Labour, Industrial Relations and Productivity accepted the reports of trade dispute and subsequently appointed a conciliator to conciliate over these. The conciliation talks commenced on 10th December 2004 and ended with the parties agreeing to refer the dispute to voluntary arbitration.

1.3 The Unions, namely the Fijian Teachers Association (FTA), Viti National Union of Taukei Workers (VNUTW), Public Employees Union (PEU), Fiji Public Service Association (FPSA), Fiji Teachers Union (FTU) and Fiji Nursing Association (FNA) signed a Memorandum of Agreement (MOA), on 13th December 2004 on Government's offer of a 2% one-off payment across the board pending the outcome of voluntary arbitration.

1.4 As per the Memorandum of Agreement, the parties had agreed that in the event that the Permanent Arbitrator rules that COLA is to be paid to the Unions for 2004, the 2% one-off payment would be taken as payment in compliance with the Award. The COLA Award shall be built into the base pay.

## 2.0 ARBITRATION TRIBUNAL AWARD NO/s 52 - 57

2.1 The Arbitration Tribunal in its Awards No.s 52 – 57 awarded all the six Public Service Union members employed by the Commission to receive the following COLA increases with effect from 01 January 2004.

| | | | |
|---|---|---|---|
| (a) | Up to $17,500 | - | $14.00 per week |
| (b) | Between $17,501 and $35,000 | - | $10.00 per week |
| (c) | $35,001 and above | - | $7.00 per week |

## 3.0 CONSULTATIONS WITH PUBLIC SERVICE UNIONS

3.1 The Public Service Commission and the Public Service Unions met on 21/11/2005, 22/11/2005, 24/11/2005 and 28/11/2005 to discuss the Arbitration Awards Nos. 52 – 57 as these relate to their members and to consider the best possible options for addressing the Awards.

3.2 When the parties met on 22/11/2005, the Unions were informed of the Commission's option for a legal challenge of the Awards and a proposed interim payment before Christmas 2005 to be put forward to the Cabinet Sub-Committee on the Public Service for its consideration.

3.3 Due to the varying demands by the Unions, Cabinet has subsequently agreed that a 3% COLA payment be made to all Civil Servants and Government Wage Earners.

3.4 It was agreed that all parties would further discuss the implementation of Awards Nos. 52 – 57 to arrive at an amicable solution.

## 4.0 2004 3% COST OF LIVING ADJUSTMENT

4.1 Cabinet at its meeting of 6th December, 2005 had agreed to pay a 3% COLA payment to Civil Servants and Government Wage Employees and that this payment, together with the 2% one-off payment made in December 2004, to be part of the total Award Nos. 52 – 57 of 2005.

## 5.0 APPLICATION

5.1 The 3% COLA payment will apply to all established posts and postholders in the Public Service.

5.2 The pay increase will also apply to the Police, Army and Forest Guard Personnels.

5.3 The Chief Executive Officer for Home Affairs is requested by this Circular to, where necessary and appropriate, make amendments to the relevant Regulations to effect the 3% COLA payment for those in the Disciplined Services, and the Chief Executive Officer for Justice for those in the Fiji Prison Service.

5.4 Specifically, the 3% COLA payment will apply to:-

(a) Permanent Officers including those on probation;
(b) Officers serving on contract terms;
(c) Temporary Officers; and
(d) Officers, who resigned, retired or were dismissed after 1st January 2004.

5.5 The 3% COLA payment will not, however, apply to:-

(i) Civil Servants who were deemed to have resigned or had their appointments terminated for abscondment from duties under the provisions of Regulation 20 of the Public Service Regulations 1999;
(ii) Civil Servants on fixed salaries that are governed by the Prescription of Salaries Act, the Judges Remuneration and Emoluments Act and the Public Service (SES) Regulations 2003.

## 6.0 PAYMENTS

6.1 The COLA payment for the Year 2004 only will be made to all eligible Civil Servants on Pay No. 26 of 2005 which will be payable on 22nd December 2005. Payment of COLA arrears for the Year 2005 will be confirmed early next year.

6.2 The 3% COLA payment will be consolidated into officer's basic annual salary with effect from 1st January 2004 to 31st December 2004.

6.3 The respective salaries incorporating the increase are shown in **Appendix A.**

6.4 The respective salaries for Officer's in the Disciplined Services, namely the Fiji Police Force and Fiji Prison Services, incorporating the increase with the implementation of the Job Evaluation Exercise is shown in **Appendix B.**

## 7.0 ALLOWANCES

7.1 All deductions linked to salaries including rent on Government quarters and PSC scholarship loan deductions should be adjusted to the revised salary levels with effect from 1st January 2004.

7.2 All allowances linked to salaries, such as the housing allowance, acting allowance, consolidated allowance, etc should be adjusted to the revised level of salaries with effect from 1st January 2004.

## 8.0 OVERTIME

8.1 The revised overtime rates which are effective from 1st January 2004 are attached as **Appendix C** of this Circular.

8.2 Where the funds are not specifically provided in the Budget Estimates, time-off in lieu shall continue to be granted on an hour to hour basis to officers who are eligible and who are authorized to claim overtime payment. Officers who cannot be released to utilize their time-off in lieu of overtime payment, are permitted to utilize time-off in lieu with their annual leave at the end of their current leave year.

## 9.0 AMENDMENTS TO GENERAL ORDERS

9.1 The amendments to the General Orders necessitated by this increase is set out as **Appendix D** and are effective from 1st January 2004.

9.2 This Circular supercedes PSC Circular No: 02/2004 dated 15/01/04.

## 10.0 CLARIFICATIONS

10.1 Please ensure that this circular is brought to the attention of all Officers in your Ministry/ Department. Further clarification may be directed to Losana Ravuso of the Employee Relations Division, Public Service Commission, on email lravuso@psc.gov.fj or telephone 3314588 ext 246 or Filipe Nagera on email fnagera@psc.gov.fj or telephone ext 227.

**Anare Jale**
**Chief Executive Officer Public Service**

APPENDIX 'F'

# PSC CIRCULAR

Public Service Commission, Berkeley Crescent, P.O. Box 2211
Government Buildings, Suva. Telephone 3314 588

**PSC CIRCULAR NO. : 80/2010**

**TO: Permanent Secretaries and Heads of Departments**

**FILE :** C29/119/7-16

**SUBJECT: IMPLEMENTATION OF THE 2003 JOB EVALUATION FOR THE FIJI POLICE FORCE**

**DATE:** 16/12/2010

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## 1.0 CABINET APPROVAL

1.1 Cabinet at its meeting of 13th December, 2010 vide Cabinet Decision No.459 of 2010 has approved the implementation of the Job Evaluation Exercise for the Fiji Police Force.

1.2 In its decision, Cabinet has:-

(i) approved the implementation of **phase 4 of the JEE**, that is the payment of 6% backdated to 1st January 2009 to all Police Officers in grade PL08 – PL01 to cover the period 1st January, 2009 to 31st December 2009 only;

(ii) endorsed that the flow on effect of this payment for 2010 and the payment of Phase 5 is to be considered later;

(iii) endorsed that since the Fiji Police Force cannot meet this payment from within its budget, the **Ministry of Finance** is to identify a sum of **$2.86M to meet the JEE payment** mentioned in (i) above;

(iv) that such payment is to be effected on pay 26 of 2010.

APPENDIX 'C'

# PSC CIRCULAR

Public Service Commission, Berkeley Crescent, P.O. Box 2211
Government Buildings, Suva. Telephone 3314 588

## PSC Circular No: 80/2011

**To:** Permanent Secretaries and Heads of Departments

**File:** C29/167/35

**Subject:** **2012 PAY ADJUSTMENT**

**Date:** 13th December, 2011

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## 1.0 INTRODUCTION

1.1 This circular puts into effect the pay increase for Civil Servants announced as part of the 2012 Budget Address delivered on the 25th of November, 2011.

1.2 The following pay increase will be effective from 01/01/2012:-

(i) A 3% increase for all Civil Servants including the disciplined forces;

(ii) A 9% pay increase for all Police Officers in the PL08- PL01 grade. This includes the 3 % from (i) above and a further 6 % to complete the implementation of the last phase of the Job Evaluation Exercise 2003 for the Police Force;

(iii) A 6% pay increase for all Doctors and Nurses in the MD and NU grade respectively. This includes a 3% from (i) above and a further 3% in recognition of the need to build a strong and specialized cadre of doctors and nurses.

## 2.0 APPLICATION

2,1 The provision of the pay increase of salaries and wages will apply to all the government employees, including the Police, Military, Prison and Forest Guard personnel.

2.2 The Permanent Secretary for Defense, National Security, & Immigration is requested by this Circular to where necessary and

appropriate; make amendments to the relevant Regulations to effect the 3% pay increase for those in the Disciplined Services.

2.3 Specifically, the pay increase will apply to:-

- Permanent Officers including those on probation;
- Officers serving local contract terms;
- Temporary Officers including temporary relievers;
- All Government Wage Earners; and
- Project Officers

2.4 The salary adjustment Appendices is attached as follows:-

- Appendix A, lists the 3% restoration of salaries for the General Civil Servants;
- Appendix B lists the pay increase of 6 % for Doctors;
- Appendix C lists the pay increase of 6 % for Nurses;
- Appendix D lists the pay increase of 9% for Police Officers;
- Appendix E lists the pay increase of 3 % for Government Wage Earners; and
- Appendix F provides the amendments to the General Orders.

## 3.0 NOT APPLICABLE

3.1 The adjustment of salaries, however, will not apply to Officers whose salaries are determined under the *Judges Remuneration and Emoluments Act* and the *Prescription of Salaries Act.*

3.2 It will also not apply to expatriate officers on Staff Supplementation Scheme and those serving on contract terms.

3.3 The adjustment of pay increase of salaries and wages will not apply to those officers and employees who are deemed to have resigned or no longer in employment after Pay No.26 and Pay No. 52 of 2011.

## 4.0 PAYMENTS

4.1 The pay increase for the General Civil Servants, Doctors, Nurses and the Officers of the Disciplined Forces including the Government Wage

## 8.0 AMENDMENTS TO GENERAL ORDERS

8.1 The amendments to the General Orders necessitated by this 3% adjustment in salary are set out in **Appendix F** to this Circular.

## 9.0 CLARIFICATIONS

9.1 Addresses are to ensure that all Officers and Government Wage Earners cadre are paid the correct rates as stipulated in the attached schedules.

9.2 Any clarification required may be sought and obtained from Bulou Rakuita Director Employee Relations on email bulou.rakuita@govnet.gov.fj or Jimaima Vilisoni on email jvilisoni@psc.gov.fj or on telephone number 3314588 ext 408 or 218 respectively.

Parmesh Chand
**Permanent Secretary for the Public Service**

# APPENDIX 3

## VERBATIM NOTES

# STANDING COMMITTEE ON FOREIGN AFFAIRS & DEFENCE

*[Verbatim Report of Meeting]*

**HELD IN THE**

**COMMITTEE ROOM (WEST WING)**

**ON**

**THURSDAY, 4TH MAY, 2017**

**VERBATIM NOTES OF THE MEETING OF THE STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE HELD IN THE COMMITTEE ROOM (WEST WING), PARLIAMENT PRECINCTS, GOVERNMENT BUILDINGS, ON THURSDAY, 4TH MAY, 2017 AT 12.15. P.M.**

**Submittee**: Fiji Police Force

In Attendance:

1. Mr. Isikeli Ligairi - Deputy Commissioner of Police
2. Ms Manaini. Mills - Deputy Force Accountant

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MR. CHAIRMAN.- Honourable Members, we have the Deputy Police Commissioner with us and Ms. Mills. They are here in regards to the Police Petition on the back pay and we welcome them back to this Committee. We thank you for providing us this opportunity for you to come and present to us the issue in regards to the Police back pay and we have already received the submission from the retired police officers. They came in and they presented, and this is an opportunity for us to also have the representatives from the Fiji Police Force (FPF) Accounts to submit this afternoon, to balance the information that we have.

You will know that we will need information that is the truth and because most of those retired officers are not specialists in accounts and finance, they gave us a general view on what they think. That is why I had alluded that it is an opportunity for a representative from Accounts to, at least, tell us the story and what transpired on the issue that was raised in a petition to Parliament.

Once again, thank you Deputy Commissioner of Police. I know your busy office can provide us with this opportunity to come and assist us with your information. So, with no further ado, I now give you the floor.

MR. I. LIGAIRI.- Thank you, Mr. Chairman and Honourable Members of this august Committee. First of all, we would like to apologise as we received this notification this morning and we were trying to get our documents in order. However, we have the information in our minds already and that is why we came late this morning. We ask for your forgiveness on our coming late today.

Sir, we will be responding to the questions that you have provided for in the letter that was addressed to the Commissioner. Ms. Mills will be presenting and then we will be waiting for questions for that matter. Thank you.

MS. M. MILLS.- Good afternoon, Mr. Chairman, and Honourable Members. We are here to present on the questions that were raised in regards to the Job Evaluation Exercise (JEE), the formula that we prepared to pay out the arrears for the officers. As we all know that 30 percent was allocated to officers to be paid, but this was paid in phases and we had five phases.

For 2004, this was the year on which we have to implement the 30 percent but, in fact, this did not occur. The 30 percent was based on the existing salary. If officers completed the year 2004, then he/she is entitled for the 30 percent. If the officer was terminated in the period from January to November, then the arrears of his JEE will be calculated on pro-rata basis before the date of his termination from the Service.

In 2005, the arrears was based on 24 percent on the existing salary because in 2004, they had already taken into account the 6 percent. The 24 percent applied to officers if they retired or resigned

with effect from 1st January, 2005. There was a formula that we used and 18 percent was applied with effect from 15th January, 2005, but calculated on pro-rata basis.

For 2006, 18 percent was based on the existing salary. This 18 percent applied to officers if they retired or resigned with effect from 1st January, 2006. The 12 percent was applied with effect from 15th January, 2006, but calculated on pro-rata basis.

From 2007 to 2010, 12 percent was calculated based on the existing salary, and calculated on pro-rata basis.

In 2011, 6 percent based on the existing salary, calculated on pro-rata basis. From 2004 to 2012, these are the officers who have completed the five phases that was implemented for the JEE. The calculation of their arrears were the same for those officers who are still in the Service. Sir, that was the formula that we used to calculate the arrears of JEE.

The second question; what are the form of challenges encountered during the process above? For the queries about the payout that was done, we established a dedicated taskforce to verify and pay if there is any shortfall, advised the complainant about the verification and findings. The mode of queries we received was through email, we had dedicated telephone lines - 3348325 and 3348125, with mobile number - 9908037.

MR. I. LIGAIRI.- Mr. Chairman, in relation to the challenges that we faced, firstly, was on the records. We found it difficult to go back and find the records because the records were manually done. That was one of the challenges we faced.

Secondly, from the list of names of people who retired during those years until 2015, there were some people listed that we verified and we could not get the actual records because some of those records were filed away, and then we do not have a good room for storing records. These are manual records for those many years and some of them were eaten by cockroaches and some were wet.

Furthermore, in terms of the queries raised for the deceased or those who have passed on whereby they have a lot of dependants, like some were staying with one wife and they were married to another. So, those were some of the kinds of challenges that we faced in working out the payment.

Another issue that we faced at that point in time was trying to reach those whom we have prepared their cheques, so until today there are still some unclaimed cheques or unclaimed payments. One is because of the probate, they could not come up with a probate because of the court system. Secondly, as I had mentioned, some of them were living on *de facto* relationships and we could not establish who is the rightful claimant and the documents that were missing in terms of the Will. Those were the difficulties that we faced and I know that people are coming up and claiming that the organisation have not done what it was supposed to do in terms of the payouts. So, those were the challenges that we faced in relation to the payout of the JEE.

MS. M. MILLS.- The lessons learnt:

1) Payments shall be made when due or just in time once being approved.
2) Challenges to collate and verify all records.
3) Payment of arrears could have been facilitated in lesser time, that is, through the collation of data.

4) Verification through the Government automated payroll system, if it was paid when due. The payroll system cannot backdate to very far back and as a result, we have to collate information manually and process manual payments for the JEE arrears.

HON. H.R.T POLITINI.- Mr. Chairman, may I ask; what sort of finance manual software do you use or you operate on FMIS or what do you have?

MS. M. MILLS.- Yes, we operated on FMIS but those officers who have retired or resigned, we cannot update their payments through that mode because it has been closed.

MR. CHAIRMAN.- Honourable Members, let us finish with their presentation and then we can ask questions.

MR. I. LIGAIRI.- Mr. Chairman, I think the way forward also is what that was explained as lessons learnt at this point in time. Payment has to be done as soon as it is approved, that is one of the way forward for our people.

Secondly, the records, because we do not have any database, which is one of our priorities right now to try and find an automated way to keep records because as we had mentioned yesterday, we do not have any electronic record of the officers. We still do manual records at this point in time and as soon as they retire, the records are sent to our archives and in the archives we have is not suitable to keep paper records. So, those are the way forward, Mr. Chairman and Honourable Members.

In terms of the audit, the account has been audited by the Auditor-General's Office and there were no other queries raised by the Auditor-General's Office, so it was closed.

MR. CHAIRMAN.- Thank you very much, Deputy Police Commissioner. Thank you for the response to the questions that were posed. Yesterday we heard in your submission that the focus was on your database and this explained everything. You do not have the database that is needed where you will just press the button and things appear. And we look forward to be part of our recommendation, to improve your database or introduce a new electronic database for the FPF.

Honourable Members, it is question time, you may ask questions, if you have.

HON. J.N. KUMAR.- Through you, Mr. Chairman, I just need a clarification here. That means to those police officers who have passed on and police officers who had been terminated or police officers who had resigned, that means all those officers were not paid during those years?

MS. M. MILLS.- Thank you, Honourable Member. Those officers who have retired or resigned or were terminated from the Force, they were paid with the arrears of JEE prior to the year in which they were out from the Service.

MR. I. LIGAIRI.- Probably to dwell on that explanation, say for instance in 2004, those who retired after January, February, March, April, May, June, July, August, September, October, November, they were paid the amount that was approved for that year and then it is on pro-rata. It means that everyone was paid, not only those who went out of the Service in that year but also include those who were still in the Service. So that was how it was calculated and because it was in five phases, it was a 6 percent payment each time. The total was 30 percent, and then it phased out.

(Inaudible)

MR. I. LIGAIRI.- Yes.

HON. J.N. KUMAR.- Mr. Chairman, I am just talking according to what the other police officers (retirees) who came to submit and according to them, they were supposed to receive 30 percent in 2004 because they were comparing it to the Military. The Military was paid one lump sum of 30 percent.

MR. I. LIGAIRI.- Thank you, Mr. Chairman. We have the Cabinet Decision, a copy of which we can circulate it, if it is possible. Yes, for the Military officers, they were paid the three years in 2004, that is, for 2004, 2005 and 2006, unlike the police officers, we were phased out, so that is the difference. They are bringing in something which they think was right but no, it was not right. Thank you, Mr. Chairman,

(Inaudible)

MR. I. LIGAIRI.- Mr. Chairman, for our colleagues in the Military the payment in 2004 was for 2004, 2005 and 2006. They received it in 2004, unlike the police officers, in 2004 it was only for 2004. It phased out and that is the problem they are trying to bring up.

HON. J.N. KUMAR.- Right, right.

MR. I. LIGAIRI.- They think that, but the Cabinet Decision will say for itself. They thought that we were supposed to be paid like that but no.

HON. J.N. KUMAR.- I really want to thank you. That clarification was really done well like with the FPF, you paid them in five phases which means 30 divide by five is 6 percent in each phase.

MR. I. LIGAIRI.- Yes.

MR. CHAIRMAN.- Let me add to that question, the staff of your Accounts, are they all civilian staff or some of the police officers are part of the general staff?

MR. I. LIGAIRI.- Thank you for that question. We have a mixture at this point in time. Wehave civilian officers and they are assisted by police officers.

(Inaudible)

MR. I. LIGAIRI.- Sir, that is true, I agree with the comment made by Mr. Chairman regarding our police officers who are not actually trained in accounts. However, what we have done is, they are attending courses at the university. Some of them have graduated with Diploma and some are going ahead with their Degree but absolutely yes, I agree with Mr. Chairman's comments.

On the staffing of the Accounts, Sir, we are looking forward to the review what is currently being done, for more civilian officers and positions so that we can recruit experts from outside.

HON. J.N. KUMAR.- Mr. Chairman, I just need a clarification, we are so glad this afternoon that we are hearing it from the horse's mouth. One other concern that they raised is in terms of discrepancies in their payment. Some of them received very little, some received so much and some did not receive anything at all. Please, if you could clarify those points?

MR. I. LIGAIRI.- Madam, you are right, we had two phases. In the first phase, some of them were left out but they were paid in the second phase, so for someone to claim that they were not paid, I

do not think that is right. We provided them with the opportunity. For those who did not receive anything, it was published and as mentioned by the Deputy Force Accountant, we had an email address, we also had telephone numbers dedicated to those queries and not only that, our people went out to some of them we knew that they had retired long time ago, to notify them. We did not stop there, we also went and notified the dependents. So, for them to claim that they were not paid, no, everyone had been paid until now.

For the differences in the payment, Sir, some of them who were terminated, the payments still went on. We did not cease payment on time and there were arrears that were supposed to be repaid. So in this exercise, we also deducted what they owed to Government and that was where some came back to us and told us. We told them; "Yes, when we saw that you were overpaid by this amount, we wrote to you but you did not respond. You did not come back to us, even though you had used the money", so on that ground, there are charges also of obtaining money by deception.

Some of them came back and said; "Alright, it was right. It was deposited into our account, we agree to it", but when they had the opportunity to sit in front of representatives like your good selves, they will say those things. But in actual fact if they come to us, there are two options we will tell them; "We will charge you on why you used the money that you did not earn and you should have returned it to Government. It is Government's money." So, those are some of the explanations that I can provide to this Committee this afternoon.

MR. CHAIRMAN.- Thank you. It is not only that, I believe FRCA was right on their tail.

MR. I. LIGAIRI.- Yes, because they thought that the amount that appeared on the list is the amount to be paid. The list that we had was without FRCA working on the tax and some of them thought this was the amount that they were supposed to be paid so they asked; "Why are you paying me less?" Then the same thing happened, we explained to them that they have to pay tax and FRCA came in.

HON. H.R.T. POLITINI.- Mr. Chairman, there is a point I was quite interested in, Ms. Mills, in terms of the officers' records where you mentioned that a lot of them have been put away in achieves and in hard copies. Would you, by any chance, that in the new future you would convert all the files into electronic copies in case where there is an issue that arises from a police officer, you could just easily punch in his surname or his number and his information will just appear in your system?

MS. M. MILLS.- Thank you, Honourable Member. For those officers who have retired, the FMIS system can only retrieve the data for those officers who are out from the Service in 2005. For 2004, we have to engage our police officers to take out their personal files.

HON. H.R.T. POLITINI.- Mr. Chairman, probably the point that I was saying was not necessarily on FMIS but the whole information on a police officer, just in case anything arises in the near future whereby you could just easily punch in his number or surname and his information comes up on your system. Thank you.

MR. CHAIRMAN.- For that, that will be one of our recommendations in our report to, at least, carry weight when we table it in Parliament.

HON. M.D. BULITAVU.- Mr. Chairman, just a clarification from the Deputy Commissioner and the Force Accountant, the facts of what they (retirees) had presented, they were talking about an allocation from the 2015 Budget which they claimed was supposed to be for this particular payment. Probably, a letter by one of them had highlighted a few meetings in regard to their grievances being

taken to some places, probably you would be aware Deputy Commissioner, but what they claimed was that payments were done to those officers who were not in the Service since 2004.

So, the 2015 Budget was paid out for officers who do not qualify for 'g' and I probably would like a clarification on what was the purpose of the allocation in the 2015 Budget, was it for 'g' or any other things apart from that?

MR. I. LIGAIRI.- Thank you, Honourable Member. In 2015, we had our savings where we paid the JEE and that was $28.5 million within, it was no new money being generated from anywhere. It was the savings that the FPF had made that enabled us to pay out the JEE but for them to claim that some who had retired in 2003 were paid, we have not come across any record where we paid someone in 2003.

MR. CHAIRMAN.- They came and presented but there was no supporting evidence like what you are alluding, they just wrote a letter and was brought in, without supporting evidence, like you said that it is a savings.

I believe in 2004 what the Government encountered was, the Military and the Correctional Service were not as large as the FPF and probably, they thought it would be easier to pay them out in 2004. But because of the strength of the FPF, it was probably directed for 6 percent per year and until they complete the $30,000. I think that was what actually happened because I was still in the Military then. It was a large sum of money we received but the Other Ranks had more back pay than the Officers.

HON. RATU S. MATANITOBUA.- Mr. Chairman, the money that you are telling us from 2015 approved by Cabinet, was there no money that the leftover from your savings was paid out? There was no money given from the Government to furnish the 24 percent shortfall?

MR. I. LIGAIRI.- That was the savings that we had in that year.

MR. CHAIRMAN.- Because their interpretation was that, the 24 percent was paid out in 2015. That was what they were alluding.

HON. J.N. KUMAR.- In 2004, they were paid 6 percent so they were not getting paid after that. After the discussion with the Honourable Prime Minister, then the 24 percent came in in 2015.

MR. I. LIGAIRI.- Mr. Chairman, I understand I was in that meeting where Mr. Ralulu was presenting. Unfortunately, we could not reason out with Mr. Ralulu because I understand I was there in 2004 until todate and I was part of the negotiation of the 6 percent in all those years. Maybe, they did not understand but if only they can go back to their salary slip and find the 6 percent increase, but that is unfortunate.

HON. H.R.T. POLITINI.- Mr. Chairman, apologies Deputy Commissioner, was it ever communicated to the police officers that the 6 percent was already inside their salaries or wages and maybe, they would not have queried after that?

(Inaudible)

MR. I. LIGAIRI.- Yes, that is surprising to us. Mr. Chairman, each time when there is a pay increase, almost everyone, even our families know, our grandparents, our fathers and mothers know and usually it is publicised in the media.

MR. CHAIRMAN.- Honourable Members, since there are no other questions, Deputy Commissioner of Police and Ms. Mills, we take this opportunity to convey our appreciation and also we seek your forgiveness, not only you seeking our forgiveness, we also seek your forgiveness for making a quick attack on you. We seek your forgiveness that you will forgive us for this quick issue that arose yesterday during our morning tea, and we thank you for your attendance and all the information that you have rendered. It has given us a great privilege to look at this petition in a broader sense, whilst hearing both sides of the story.

When we heard about the police retirees, that was only one side but now that we have heard the in service and the FPF part of the story, it has now clarified everything. We convey our appreciation and for your attendance this afternoon in clarifying to us this information, which is just a result of misinformation for the retirees.

With those few words, once again, *vinaka vakalevu* and we have taken note of the issues that you have raised and the documents. Rest assured that this database issue will be a priority for us to put forward to the House.

The Committee adjourned at 12.56 p.m.

# Verbatim Notes
# of the Standing Committee on
# Foreign Affairs & Defence

## Submittee: Mr. Isikeli Vuniwaqa

## Tuesday, 16th January, 2018

**VERBATIM NOTES OF MEETING OF THE STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE, HELD IN THE COMMITTEE ROOM (EAST WING), PARLIAMENT PRECINCTS, GOVERNMENT BUILDINGS ON 16TH JANUARY, 2018 AT 9.30 A.M.**

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**Interviewee/Submittee: Retired Police Officer**

**In Attendance:**

1) Mr. Isikeli Vuniwaqa - Former Director Finance Administration- Police

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MR. CHAIRMAN.- Honourable Members, with us this morning is the former Director Finance Administration, retired SSP Isikeli Vuniwaqa, and he is here to continue the submission in regards to the police back pay, and he is one of the most important submittees for us so far because he was right there in the planning phase and probably in the remaining phases as well. He has got a lot of information for us and we appreciate his presence here this morning.

Mr. Vuniwaqa on behalf of the Honourable Members of this Standing Committee on Foreign Affairs and Defence, I once again welcome you here this morning and look forward to a very informative submission, and after that, there will be question time.

With those few words, once again, *bula vinaka*, welcome, and I now give you the floor for your submission, *vinaka*.

MR. I. VUNIWAQA.- Thank you, Honourable Chair and Honourable Members, for this morning. First of all, my greatest appreciation and how glad I am to be here. I received a call when I was working on my farm in *Kadavu,* so I made my way to Suva just to be of any assistance to this Honourable Standing Committee.

I understand that you have been listening to some deliberations from other officers in the past and I think my contribution this morning is basically to highlight to you on what I understand on the introduction or the beginning of the Job Evaluation Exercise (JEE) and how it emanated towards the completion of the pay-out as of last year.

I think it was in 2004, I was then the Director of Administration and Finance in the Police. The Commissioner then, Andrew Hughes, directed me to attend a meeting with the Public Service Commission in regards to the JEE pay-out which was out of, I think a directive from the Parliament for the pay-out to be done on pro-rata basis.

Members of the meeting that morning were Mr. Teleni from RFMF, myself from Police and I think it was Laladidi, who was the Deputy Commissioner Prisons at that point. The two gentlemen representing the two other institutions had their directions known to the Chair, who was the Permanent Secretary PSC, Anare Jale and his Committee. They had their directives sorted out that they will want to have a one off pay-out as against the Government's detention for the pro-rata pay-out.

However, for the Police, the Commissioner had given me the directive that we will have to go with Government because of our understanding then of the difficulty in the cash flow that Government was facing at that point in time.

So, that was our contention at that point and it was agreed at that meeting that Police will have a 30 percent pay-out on that year and a rollout payment for the next three years on pro-rata basis. I think that was the understanding at that point.

Come 2006, I think the pay-out did not come, 2007 and 2008, the only payment that was received I think was in 2005 or 2004. I think there was only one pay-out which was of 30 percent and then the pro-rata was missed out.

The intention of bringing all those pay-out back to Government to continue from thereon but because of the political instability at that point in time, it was not realised in Parliament and it happened to be sitting on the bureaucratic desks around the agencies that handled the finance at that point in time.

Perhaps, my contribution to the Honourable Committee this morning Mr. Chair is in regards to the process of pay-out that was done. At the beginning, I was a bit adamant at the process that they intended to do on my understanding that in the pro rata pay-out that will be used, their formula will never be the same as the pay-out, if it was done at that point in time.

I asked them if they can do an exercise, for them to do an exercise, if it was done in 2005, 2006, 2007 and 2008 at that salary point at that time, do a roll out exercise and then use that template on the current pay structure that they were doing at this point. Unfortunately, they left that and just looked at the pay-out, the salary structure at that point in time, which was I think was 2017 and 2016.

So, unfortunately I was dropped off from being a member of the committee that did the workout. All the workings of the pro rata pay-out I was not able to see or sit in any consultations or any discussions pertaining to the result in consultancy work that was done by the two Committees; the PSC Committee and the Internal Audit Committee.

That is the unfortunate part of my contribution this morning that I may not be able to highlight to you what actually transpired during that process, Honourable Chair. Thank you Sir.

MR. CHAIRMAN.- Thank you very much, Mr. Vuniwaqa. Honourable Members, that is his submission this morning and I believe your questions will open up many doors because he has quite a lot of information. It is a matter of us asking questions so he can respond to them. It is question time. Honourable Howard?

HON. H.R.T. POLITINI.- Thank you, Chair. SSP Vuniwaqa, my question is based on your last submission there. The internal audit committee, did it consist of police officers with the accounts department or was it independent?

MR. I. VUNIWAQA.- Thank you, Honourable Member, through the Chair. The internal audit committee comprised of PSC, Ministry of Defence and Police administrative management staff and accounts staff. And there was a separate committee that sat, a separate audit committee that was chosen from retired civil servants. They did another, in-fact they came in and checked the template that was prepared and they did prepare another template. That is what I understand which was contrary to the template that was done by the internal audit committee. Thank you, Honourable Member.

MR. CHAIRMAN.- Any questions, Honourable Members? Honourable Howard?.

HON. H.R.T. POLITINI.- Thank you. SSP Vuniwaqa. I noted that you mentioned that the directive for pro-rata pay-out basis came from Parliament, Is that right?

MR. I. VUNIWAQA.- I am sorry, Mr. Chair. I cannot confirm that. Perhaps it came through Government through the PSC, but I cannot confirm if it was a directive or a Cabinet decision at this point.

HON. H.R.T. POLITINI.- I just noted that you did mention that the directive came from parliament but that the PS, PSC, Anare Jale had requested for the one-off pay-out.

MR. I. VUNIWAQA.- Thank you, Honourable Member through the Chair. The directive for the pay-out, I am sure it will be in the records, but I think it came through a request by Government for us to accept another pay-out because of their cash flow difficulty that they were facing, whether it was a Cabinet decision, I cannot confirm that, but I am sure it came through the Government process, through bureaucrats, either PSC or finance.

HON. J.N. KUMAR.- Thank you, through you Chair. Thank you, SSP Vuniwaqa. In other words, this pro-rata pay-out actually was not suggested by the Police Department. Yes. And so it was suggested by another body to follow this for the Police pay-out. But my question is, why this method of payment involved the Police Department and not RFMF because what we understand, RFMF, they were paid in full. So please, if you could just elaborate on that. Thank you.

MR. I. VUNIWAQA.- Thank you, Honourable Member through the Chair once again. The decision for the one-off pay-out by the military was done by the military. And Government could not reject because of their non-intention to follow through on the pro-rata basis pay-out. And I think that was also an influence with the Prisons Service then for the one-off pay-out. It only was for the Police because the police did not receive the full pay-out, pro-rata basis, but the main difficulty was because it was not paid out on the time that was supposed to be done. That perhaps is where the difficulty of understanding the pro-rata pay-out. Thank you, Honourable Chair.

HON. J.N. KUMAR.- Just out of the records, sir. Who was the PM at that time?

MR. I. VUNIWAQA.- Mr. Qarase.

HON. J. KUMAR.- Qarase. Thank you.

MR. CHAIRMAN.- The Honourable Tui Namosi?

HON. RATU. S. MATANITOBUA.- We note the difficulty, Mr. Vuniwaqa, this pay-out was from ...?

MR. I. VUNIWAQA.- 2004 onwards.

MR. CHAIRMMAN.- Yes. Honourable Politini?

HON. H.R.T. POLITINI.- Thank you, Chair. Thank you. SSP Vuniwaqa. You are probably aware of currently there is a lot of finger-pointing going on amongst the retired police officers. Some are saying that some got more than others; others are saying, "you know that I have been in the Force longer than this particular person the guy that has been on a shorter term has received more than me." But also there is a lot of finger pointing going back to the accounts department for the Fiji Police Force. Just off the record; do you think that the Accounts department should he held accountable for all these errors or discrepancies in the pay-out? [Off the record].

MR. I. VUNIWAQA.- Yes. Honourable Member, through the Chair, I think it will be unfair to pinpoint the Police accounts, if there were any discrepancies in the pay-out because simply the decision, or let me put it the other way. My understanding is, the system that was decided upon so that the pay-out is done on pro-rata, on that basis, was done by an internal audit committee which consisted of PSC, Defence, and I am not sure if anyone from Ministry of Finance was also there and the Police accounts as well. So it will be unfair to pinpoint the Police accounts staff for that, if there were any discrepancies.

HON. H.R.T. POLITINI.- I think that is currently from some of the submissions we have been hearing lately.

MR. I. VUNIWAQA.- Yes.

HON. H.R.T. POLITINI.- Some fingers are also pointed at the police finance team.

MR.I. VUNIWAQA.- Thank you. Through the Chair once again, if I can just highlight one issue. The pay-out will never have been the same for all officers if it happened in 2004, 2005, 2006 simply because of the differences in the salary structure that existed within the police officers, within the police departments. Say for instance if an officer or if an inspector was here in the special branch or CID at that point in time and an officer continued on UB (Uniform Branch), from that time until the pay-out, that pay-out would have been different. The CID officers would have been higher, than the UB officer because they had additional allowances that are there attached to their ranks, basically the CID allowances, the uniform, plain clothes allowances, that is not payable to the uniform police.

So that can be a ground of discrepancies of their unbalanced pay-out received by personnel. That is why I said it would have been an exercise to be done plainly on officers who were there at that point in time for the first one and then do an equal one for the current officers who are serving at this point in time and then perhaps do a pro rata formula that can suit both, to lift that.

HON. H.R.T. POLITINI.- I think there is also an issue of miscommunication and that is causing all these people blaming each other for wrong payments.

MR. I. VUNIWAQA.- Thank you, Honourable Member, I have alluded to the Chair this morning, the difficulty of this exercise was that we are playing with the cost, there was no consultation.

HON. J.N. KUMAR.- Yes, that is what they said.

MR. I. VUNIWAQA.- It would had helped if the supporting officers to assist the members; the gazetted officers, inspector officers, appointed members to be part of the consultative or consultation committee.

To be briefed on the progress and the retired officers and members, that did not eventuate, so that is probably why the misunderstanding and I think the finger pointing is going on at this moment.

MR. CHAIRMAN.- Thank you, Honourable Kumar.

HON. J.N. KUMAR.- This is very interesting, through you Chair, what SSP Vuniwaqa is telling us, what the retirees are telling us again, the conflicting issue here.

Like what they had been coming to inform us is that the pay-out was supposed to be the police officers before, and not after 2004, that is their argument. It was not supposed to be after 2004. It was supposed to be 2004 below but what is happening now, like those people who came in 2005, they also were included in that pay-out but what they had said that that is wrong. So please, could you just clarify that point again. Thank you.

MR.I. VUNIWAQA.- Thank you, Honourable Member, through the Chair. I think that needs to be checked again on record because to my understanding, if the pay-out says that the JEE pay-out is for grades, then it would have to include 2005, 2006 because the people who were coming in, come on that grade. But if the decision was for the pay-out to be done on persons who served within that period, then the pay-out would have been up to 2004. My understanding was the pay-out was for the grades.

HON. J.N. KUMAR.- *Vinaka.*

MR. CHAIRMAN.- Let me correct the rank once again, I believe Mr. Sikeli Vuniwaqa was Assistant Commissioner.

The other question is, some of these retired submittees were saying that lodging allowance and leave allowance payments were also included in this JEE pay-out. I would like to hear from you, is it correct or not?

HON. H.R.T. POLITINI.- That is correct, Honourable Chair.

HON. M.D. BULITAVU.- Thank you, Honourable Chair, thank you retired Assistant Commissioner. You mentioned a point there in regards that there was a committee that I think comprised of the RFMF Representative, the Corrections and the Police and that committee decided on the mode of payment to be done by the Police Force or was it Government's instructions due to other reasons?

MR. I. VUNIWAQA.- Thank you, Honourable Member, through the Chair. The decision for the pro-rata was again a recommendation perhaps from Government. Our meeting or the committee that met was to finalise that recommendation, but I think the RFMF and Prisons had their instructions that they will have a one off pay-out but the Police opted to go with Government's recommendations on the pro-rata. Thank you.

MR. CHAIRMAN.- Yes, Honourable Politini?

HON. H.R.T. POLITINI.- Thank you, Chair, thank you retired Assistant Commissioner, the last submitter that came in said that there was no provision in the JEE for lodging allowance and leave allowance.

So, you have just clarified now that there is a provision in the JEE for lodging allowance, is that right?

MR. I. VUNIWAQA.- Perhaps, if it can be checked on record again. We have records at the Police Headquarters to clarify that point but through the Chair once again, my understanding is that I think lodging allowance was included. There was a separate exercise on lodging allowance also that was done, and I am not sure whether that is attached to that JEE or it was attached to another separate Cabinet decision. My apology if that can be checked on record.

HON. H.R.T. POLITINI.- Thank you for that because the last submittees came in, they brought up that they do not know why these other officers were paid their lodgement also.

MR. I. VUNIWAQA.- Yes.

MR. CHAIRMAN.- Because just to expand on that, I believe the PSC gave out a circular that leave are not to be paid.

HON. H.R.T. POLITINI.- Yes.

MR. CHAIRMAN.- I remember that, because we do not really actually know what transpired then and just to put it together, if there was a JEE, lodging allowance and leave allowance payment together, that will jam everything. You know three of these things are going together at one time and it is on pro-rata.

MR. I. VUNIWAQA.- Yes.

MR. CHAIRMAN.- Just another question, former Assistant Commissioner Isikeli Vuniwaqa, you have already alluded that one of the key factors that was missed out was the consultation. Now that you are looking back, so you have identified one and can you share with us other areas apart from that, that you could have improved the situation at that time?

MR. I. VUNIWAQA.- Thank you, Honourable Chair. In my experiences as a manager for a long time in the Police Force, I would have suggested that point, if we could have given it to another independent auditor to look at the whole process before we have the pay-out.

We had a lot of well-known registered auditors who are out there who can, because to my understanding, there was a time when the two auditors, the internal audit team and the independent or the external auditors, came to some sort of differences in the system of pay-out that has to be done and then somehow they came to a common understanding as they have to accept this. The proper medium would have been to my understanding was to give it to another independent registered auditor.

MR. CHAIRMAN.- Any other issues that you need to come up with to improve this issue?

MR. I. VUNIWAQA.- Thank you Honourable Chair. I think at this point, I would suggest if we have to put this issue to rest, then there has to be another set of exercise. Perhaps

it will eat up our budget but I think for the people who are crying and wanting to know what needs to happen, or what has happened and for that exercise, I think, Mr. Chair, it needs a totally different entity, a totally different body to go through that exercise. Perhaps include those who were in the process or the internal audit and the external audit, bring their papers together and just to have a feel through and go through the process again, and just to check and confirm to the members that this was done fairly or this has to be done this way. Perhaps it is my thinking on that.

MR. CHAIRMAN.- Honourable Politini?

HON. H.R.T POLITINI.- Thank you, Chair through you, ACP Vuniwaqa, may I ask what year did you retire from the Police Force?

MR. I. VUNIWAQA.- February 2017.

HON. H.R.T POLITINI.- And during that time, I assume that you could have seen this grey area in the GEE and I would assume also that you could have made recommendations; blowing out of proportion to what it is now, just a question?

MR. I. VUNIWAQA.- Thank you, Honourable Member. Unfortunately during the process, there were line officers who were involved. I was offline because of my responsibilities, I was the Force Inspector general at that time. The Assistant Commissioner who was directly involved was the Assistant Commissioner Administration and the Deputy Commissioner with the Commissioner. I also attended the process to offer any advice. If you go through my record, I was Assistant Commissioner Administration since 2006 to 201,1 I think.

MR. CHAIRMAN.- Just an inquisitive question. The widows, for those who passed on at that period of time, in your position as a senior member of the Force; are they qualified as well to receive that increment?

MR. I. VUNIWAQA.- I think the wordings of that Cabinet decision would have, I think if I remember it correctly, "the pay-out was for all those who served within that period of time" so that would have included the deceased who have passed on.

MR. CHAIRMAN.- Another one, what is your view, if we bring an independent auditor at this time to thoroughly go through that?

MR. I. VUNIWAQA.- My view is that it will definitely give a clear indication and perhaps give the members at rest that things have been done correctly.

MR. CHAIRMAN.- Honourable Members any other question? Honourable Bulitavu?

HON. M.D. BULITAVU.- This is in regards to the 2015 Budget allocation for JEE. I think there have been many claims brought before this Committee, as to who qualifies for that allocation as some had left the Force before the budget was out, claiming that they have a share in the allocation too. Was that 2015 allocation for the JEE, was it to compensate for the short fall of the whole JEE evaluation pay-out right from 2004, or was it a back-pay? That is an area of confusion.

MR. I. VUNIWAQA.- Thank you Honourable Member, I think the pay-out was not a pay, it was simply a JEE payment that was long outstanding (of what the name that was used) to correct the salary structure that officers were sitting on that. So it was not a back-pay, it was simply a pay to correct the differences of the salary that existed at that point in time from 2004 onwards. If this full pay-out was done in 2004 for those members and because it did not, the differences that fall in throughout those years. And if I may, Honourable Chair, the major difficulty in this exercise was the period was too long and of course because of the absence of those who were handling the process at that point in time, both in Government and in the other department and ministries. Perhaps Anare Jale is still around and the Permanent Secretary who was there then. I think Finance was, I think Paula came in during the interim period, so the one before him. These are the ones who can be brought in to clarify.

MR. CHAIRMAN.- Any final question, Honourable Members? Once again former Assistant Commissioner Isikeli Vuniwaqa, on behalf of the Standing Committee, I convey our appreciation, leaving your farm behind to be here.

I believe you have given us some answers to untangle this and we thank you for that. You have mentioned some names that we need to call. We have Anare Jale, we have the PS Finance who maybe around and probably we can always summon them in just to clarify evidence.

I believe some misunderstanding have been floating around even till now and it is very risky because some of these information can be included in political debate.

So with those few words, once again thank you.

The Committee Interview adjourned at 10.20 a.m.

# Verbatim Notes
# of the Standing Committee on
# Foreign Affairs & Defence

## Submittee: Retired Police Officers

## Tuesday, 30th January, 2018

**VERBATIM NOTES OF MEETING OF THE STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE, HELD IN THE COMMITTEE ROOM (EAST WING), PARLIAMENT PRECINCTS, GOVERNMENT BUILDINGS ON 30TH JANUARY, 2018 AT 10.40 A.M.**

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**Interviewee/Submittee: Retired Police Officers**

Attendance:

Mr. Ram Chetty
Mr. Tevita Ralulu
Mr. Fred Wesele

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MR. CHAIRMAN.- Honourable Members, we have with us this morning the former Senior Superintendent of Police, Mr. Ram Chetty and also the support of two other former police officers, Tevita Ralulu and Fred Wesele - thank you for your moral support.

This morning, Mr. Chetty will be submitting on the issue of JEE in regards to his position at that time, and after the submission, probably then we will have question time.

So, Mr. Chetty, thank you for coming this morning, and I now give you the floor.

MR. R. CHETTY.- *Vinaka*, Sir. Honourable Chair and the Committee Members, first of all I would like to thank the Government for approving the JEE payment and Aftercare funds for the police officers.

The JEE payment should have been a one off payment. In year 2003 when Commissioner Andrew came in, we had a meeting with Finance concerning the payment and he agreed that the payment should be done on phase by phase. However, we were paid 6 percent in 2003 and thereafter it lapsed as Finance had agreed to pay phase by phase and there was no funds then. We did not get any payments on the Job Evaluation, the balance was 24 percent from 2004 until 2015.

I was part of the Review Committee when Commissioner Isikia Savua appointed the Committee to do the Job Evaluation Review. The submission was to review the police salary, police housing allowance and extra duty allowance, including other allowances like CID, the forensic allowance; all were under review. In the approval of the JEE, all other allowances were approved, except lodging allowance, the fixed date was not given to Fiji Police.

Despite our submission to Finance while we were in Police Headquarters, Finance had assured us that they will be paying, but whenever the budget was announced, it never eventuated. I was surprised after my retirement, the Government gave its approval.

I was based at Police Headquarters as Director Corporate Services, it was part of the budget submission most of the time when I was there at headquarters.

I retired in 2013, I was not part of the calculation team which made the payment in 2015. After my retirement, I realised the Fiji Police Force did not value the retired officers' contribution to the nation because JEE queries were raised so many times by the retired officers. The answer and the feedback we used to get from the retired officers was, "this was not done during my time." Despite our suggestions to form a taskforce and do a thorough check on the payments, nothing eventuated.

JEE, to my understanding, after whatever I have got and calculated, it has been worked out on the minimum salary of whichever officer was holding in year 2004 at a flat rate across the board for the retired officers. There was no formula disclosed to the retired officers as to how they have arrived at certain payments.

I have also noted that there was no payment for extra duty allowance for retired police officers. From 2004, whoever has been promoted to the senior rank or other ranks, the next trend, the Job Evaluation payment was not considered and the variation was not paid. Even the acting allowance was not paid, the difference of acting allowances were not paid.

When the Force had advertised that certain officers are yet to collect their cheques, I have noted that they have incorrectly paid some of the officers who were not entitled. A good example. A police officer resigned in year 1991, migrated to Australia and he came back and joined the Force in 2007, he was paid close to $5000 to $6000, and this officer was contracted to the Force. When an officer is contracted to the Force, it is very clear that he is paid on a certain salary level, on contract basis. His EDP Number is 50903 - Shalendra Chandra. I notified Police Headquarters, I queried, but my queries were never answered.

I have also learnt that the Planning Division has calculated the payments for the retired officers. The planning section has a different role in the Force and the Planning Department, it does not have any accounting officer to calculate or qualified enough to calculate how much an officer deserves to be paid. I have also queried this, but eventually when you retire no one wants to hear you out. So the matter rests until I was called to make a submission this morning. That is all I have to submit.

MR. CHAIRMAN.- Thank you very much for the information Mr. Chetty. Now it is question time, Honourable Members. Honourable Howard Politini?

HON. H.R.T POLITINI.- Thank you, Chair and thank you, Mr. Chetty. I noted that you mentioned in your submission this morning that the sum of 24 percent has been paid out on JEE.

MR. R. CHETTY.- No, we were supposed to be paid off 24 percent which was approved in 2015; 6 percent was paid in the first instance and the balance was supposed to be paid off and it got finally paid off in 2015 but with a lot of discrepancies.

HON. H.R.T POLITINI.- So you are saying this morning that you have been paid only 6 percent?

MR. R. CHETTY.- No, I have been paid, but only retired officers were paid with a lot of discrepancies.

HON. H.R.T POLITINI.- I think you are not clear on that point. You have been paid 30 percent?

MR. R. CHETTY.- Yes, we have been paid.

HON. H.R.T POLITINI.- Thank you.

MR. CHAIRMAN.- Honourable Members, any other questions?

Mr. Chetty, it was an approved data base payment for the Police Force, the Military and Corrections Service, they received their one payment but the Police was given a pro-data payment and like you earlier alluded, 6 percent, the year until they completed 30 percent. So, that payment started in 2014?

MR. R. CHETTY.- The first payment was made at the end of 2003, then beginning of 2004.

MR. CHAIRMAN.- 2005?

MR. R. CHETTY.- We were receiving the COLA adjustments across the board, all civil servants use to get.

MR. CHAIRMAN.- That means the JEE payments were in 2003 and 2004?

MR. R. CHETTY.- Yes.

MR. CHAIRMAN.- And 2005 is a COLA payment?

MR. R. CHETTY.- Yes, COLA payment.

MR. CHAIRMAN.- So that means the pro-data base payment was not funded?

MR. R. CHETTY.- No. It should have been a one off payment but the Commissioner then agreed to a pro-data basis, phase by phase payment.

MR. CHAIRMAN.- Because the issue that was supposed to be followed was that to pay you 6 percent every year, until you complete the 30 percent.

MR. R. CHETTY.- Yes Sir.

MR. CHAIRMAN.- But it did not materialise?

MR. R. CHETTY.- Yes.

MR. CHAIRMAN.- So it stopped with 2004 and the balance of the rest of the payment was received in 2005?

MR. R. CHETTY.- That is right.

MR. CHAIRMAN.- Just another question.

What about the retired police officers who were called during their service and then the widow was left to fend for herself, we have a case where this police Sergeant died in 2009 and the issue is, she was not paid. So if he died in 2009, that means she should have received the first payment in 2004 and 2005, but in this instance, she said she did not receive any payment.. Not only that, there were some other police officers at the lower rank who also came and told us that they did not even know that there was a JEE, and most of them were serving in the rural areas, so they were lost. They were surprised when they came here to Suva and they realised there was a JEE, they did not realise that. And one issue was that, his bank is BSP and the payment was done with ANZ bank. So, those information probably will be part of the discrepancy issue that you are talking about?

MR. R. CHETTY.- Actually I am talking about the calculation, the way they have worked out for the retired officers, it was not correct. They have not accounted like the officer from 2004, if he has been promoted in 2006, 2007, the difference of his salary has been never paid. Whatever minimum salary he was in 2004, across the board he has not been paid.

MR. CHAIRMAN.- So, you have already alluded that you have been trying very hard to tell your headquarters, but they did not do anything?

MR. R. CHETTY.- No, Sir, even I tried to verify who were the accounts people involved. I found there were some very junior staff who were involved with a few police officers who worked out the calculation for retired police officers.

HON. J.N. KUMAR.- My question, Mr. Chetty. is, what was the main objective of JEE?

MR. R. CHETTY.- This was a review done for only armed forces in 1999 because then the armed forces salary scale were very low and this had applied to the constables, to senior superintendent level, because the Assistant Commissioners were on U.S level of salary. This review was called by the Government to review the salary of police officers and all the armed forces.

HON. J.N. KUMAR.- The reason why I asked that question, Mr. Chetty that you alluded to that other allowances were also included in this whole payment, so all those allowances there that was in the JEE too, were used for those allowances?

MR. R. CHETTY.- Yes. The other allowances, Mr. Chairman was already approved, it was already implemented in the system when the first approval came. The only outstanding was our salary scale and housing allowances, those were not paid from 2004.

HON. J.N. KUMAR.- Can I ask another question, still linking to what you have given us today; that means JEE was a different allowance altogether, I mean the budget for that, and these other allowances - another budget; can you elaborate on that, please?

MR. R. CHETTY.- Mr. Chair the review for JEE was for housing allowances, salary for police officers and allowances like detective allowance, plainclothes allowance, the forensic allowance and extra duty allowance. All other allowances were approved. The specific date was from 2003 to 2004 had been implemented, but only the salary scale was not upgraded and the housing allowance was not paid.

HON. J.N. KUMAR.- I think you mentioned that you retired before 2015, when did you receive your last JEE allowance?

MR. R. CHETTY.- It was in 2015. We received it and they did not break down how much was the variation in allowances. It was in bulk sum, they said this is the salary and we queried about other extra duty allowances and all these variation of acting appointments, there was no answer from headquarters.

MR. CHAIRMAN.- Mr. Chetty; you did mention the salary scale was not updated.

MR. R. CHETTY.- Yes, Sir.

MR. CHAIRMAN.- That means when you received your first JEE and the second JEE, automatically the increment should be there, but it was not?

MR. R. CHETTY.- It was, at that time, they just increased to 6 percent level.

MR. CHAIRMAN.- Not 30 percent.

MR. R. CHETTY.- No. The balance in the following year should have been 24 percent. They never adjusted that. Even the officers who joined in years 2004 and 2005 onwards, they should have adjusted the salary according to the JEE.

MR. CHAIRMAN.- So, Mr. Chetty, I assume that is what you have alluded to earlier, because there were no qualified persons to do those detailed payments?

MR. R. CHETTY.- Yes, Sir.

MR. CHAIRMAN.- Honourable Members?

HON. RATU S. MATANITOBUA.- The pro-rata basis, it was approved by who; Police Force or by Cabinet?

MR. R. CHETTY.- Pro-rata basis should have been done by the Force because as the officers retire from the day they were removed from the service, they should....

HON. J.N. KUMAR.- His question was who authorised it, who chose that kind of payment? Did the Police Force get that request from somewhere else, or the Police Force itself chose that kind of payment?

MR. R. CHETTY.- Chair, it is a Government policy.

MR. CHAIRMAN.- I believe what he is trying to ask, the pro-rata method that was used, was that from the Police Force or from Government?

MR. R. CHETTY.- Should have been from Finance.

MR. CHAIRMAN.- Mr. Chetty, were you aware of the Mercer Report?

MR. R. CHETTY.- I am not aware of that.

MR. CHAIRMAN.- Because the Mercer Report was for the JEE.

HON. M.D. BULITAVU.- Thank you Honourable Chair, just a question, Mr. Chetty. You said that the Commissioner was of the idea to give that on pro-data basis and you also said that you were part of the budget team that was preparing the Force with the Ministry of Finance, was that decision based on some decision by Finance to give 6 percent every year due to some other problems? Why was it not done through a lump sum payment? Was it a request from Finance?

MR. R. CHETTY.- It was a request from Finance Mr. Chair. They were finding difficulties to pay one off payment after paying our counterparts in the Military and Prison Department.

MR. CHAIRMAN.- Honourable Howard.

HON. H.R.T POLITINI.- Thank you Chair. Retired Superintendent Chetty, you mentioned and it has been noted that you have received your full pay-out?

MR. R. CHETTY.- With the exception of the short-fall I have said, the variation of allowances.

HON. H.R.T POLITINI.- That means you have received the 30 percent, is that right?

MR. R. CHETTY.- I have received all my 30 percent.

HON. H.R.T POLITINI.- All right. This morning you enlightened the Committee on what methods you applied in order to receive the full 30 percent because even the retired Sergeant sitting next to you has not received his full 30 percent and so as all the other police officers out there who are crying out that they have not received also their full 30 percent. So this morning, enlighten to this Committee as to what method did you use to receive your full 30 percent?

MR. R. CHETTY.- Mr. Chair the Force has paid us but only the variation the officers have been misled because I think on the ground, if you are staying in the quarters that is what makes a vast difference, you do not qualify for lodging allowance while staying in the Government quarters. The Force has paid, but only the variation of allowance, extra duty allowances, and the acting allowance have not been paid to the entire officers.

MR. CHAIRMAN.- Mr. Chetty, when you say you were paid on minimum salary flat rate, what do you mean by that?

MR. R. CHETTY.- I mean to say, say the officers supposedly in 2004 if you were on a minimum salary scale, that was applied across the board in the payment of the officers who have retired.

MR. CHAIRMAN.- All right, when you say minimum, it is not their substantive rank?

MR. R. CHETTY.- No Sir. That is the difference and that is what most people have probably queried why we have not been paid.

HON. J.N. KUMAR.- Which means that is wrong, they are supposed to be paid according to their substantive posts?

MR. R. CHETTY.- Yes.

HON. M.D. BULITAVU.- What do you suspect was the cause of all these differences in payments received by even people with same ranks, some receiving $4000, some receiving $300? What was the problem in all that? What happened that resulted in ....

MR. R. CHETTY.- As I have said, lodging allowances for officers, there are vast differences in payment. Some of the officers were occupying police quarters for 20 years or even until their retirement. So they did qualify for the lodging allowance and the lodging allowance for subordinates was 20 percent; all officers below the rank of inspector with 20 percent lodging allowance, flat rate, except for inspector and above. So all those officers who were staying in the quarters when the JEE was announced, they say they are entitled, no, they do not qualify for the lodging allowance. That made vast difference to the payments.

HON. J.N. KUMAR.- But they were qualified in other allowances?

MR. R. CHETTY.- Yes, they were qualified in other allowances.

HON. J.N. KUMAR.- And even those other allowances were not paid too, that is why they did not receive or what?

MR. R. CHETTY.- They should have received the differences of allowances.

HON. J.N. KUMAR.- Mr. Chetty, like some police officers, they have come up with this, like some of them, they did not receive any allowance at all.

MR. R. CHETTY.- I cannot answer why they have not received, but certainly for 2004 was never adjusted as approved, they should have received some difference. It may vary ranking wise.

HON. M.D. BULITAVU.- Mr. Chetty, you left the Force in 2004?

MR. R. CHETTY.- I left on 7th May, 2013.

HON. M.D. BULITAVU.- And before you left, say in 2011 or 2012, those that left early in 2010 or 2009, when you were in the Force, did they come up with the JEE queries that they were raising when you were in the Force?

MR. R. CHETTY.- The queries were coming all the time from the retired and serving officers but we use to submit to Finance, but as I have said, I am very thankful to the Government for approving the balance. Yes, Police were coming quite often, we have submitted so many requests to Finance but it never eventuated in payment.

HON. H.R.T POLITINI.- So, Mr. Chetty you are trying to say there is a laxity in your accounts department?

MR. R. CHETTY.- Chair I would say that a proper taskforce should be set up and they should work out, it is not many of the retired officers if you can really calculate it. This should workout well and reconsider what they have paid to the retired officers.

MR. CHAIRMAN.- My assumption Mr. Chetty, those people who are not paid was probably because their folders were missing. Can that be possible?

MR. R. CHETTY.- Yes, that is possible.

MR. CHAIRMAN.- Mr. Chetty; do you know who was the head of the calculation team at that time?

MR. R. CHETTY.- Mr. Chair, I retired then, so I am not really sure who was there but I have asked the Force Accountant, he said that the planning team and some accounts people were involved. But I am not satisfied why the planning team should be involved in calculation. HR should have given the list of the retired officers, salary files is with accounts, one of the accounts officers should have calculated it properly, submitted all the proper budget and the payment should have been done.

MR. CHAIRMAN.- Mr. Chetty, would you agree with this statement, "for the finance or the accounts unit, there should not be any police officers involvement, you should bring in a specialist accountant to run the accounting section", what do you say?

MR. R. CHETTY.- I agree, Mr. Chair. Police officers with accounting background would assist but to make a decision on payments and all, we should have a qualified accountant.

MR. CHAIRMAN.- But my view is that even to bring in police officers to assist, there will be a degree of biasness. So, I see if you have a neutral accounting unit from the Ministry of Finance, so no police officer probably can be pointed at if there is something wrong.

MR. R. CHETTY.- I agree, Honourable Chair.

MR. CHAIRMAN.- Any final question?

HON. M.D. BULITAVU.- Probably Mr. Chair I was just thinking there was also a taskforce that was appointed to look into this probably in 2015 after the budget was announced. Probably we will have to confirm that and whether they had actually solved the problem or not because I know of a few people who are part of the first taskforce, they were retired accountants of other Ministries. They were brought in to be part of this .taskforce.

But again, what you think, Mr. Chetty in regards to even some are saying that the 2015 allocation was supposed to redress the anomalies of JEE, was also received by those who were not qualified? Therefore, the allowances of others who were in the Force in 2015 that were part of the JEE in 2004, so that has actually reduced the actual payment that should have been received by those retirees.

MR. R. CHETTY.- As I said, Mr. Chair, those officers who joined after 2004, 2005 their salary should have been adjusted at that level straight-away and that would not be a problem today. I really do not know why they have not done that. As I have said, the only solution for this to put this matter to rest is proper calculation to be done.

Most of the retired officers, I was at Police Headquarters when the Government made a policy for retirement at the age of 55, it was so sudden some officers' letters were delivered at midnight. There was no opportunity given, at least a notice to say, "in one month time you will be retiring", that never eventuated. It was just an overnight decision, I think there is a lot of pain down there with the retired officers that should be looked into; properly calculated and put this matter to rest.

MR. CHAIRMAN.- Thank you Mr. Chetty. Also, there were complains raised that when they were called upon to receive their payment, it was only in cheques, but there was no details written like, "I am receiving $20,000", so the breakdown of this $20,000, there was no note given in paper that described this at that time. Did you experience that as well?

MR. R. CHETTY.- Yes, that was what I said, you know when I checked it in my payslip, actually I demanded for it. I wanted to know the breakdown, it said salary arrears this much, lodging allowance, this much. I said that I have been promoted to so many ranks after 2004, but where is the variation? Where is the acting allowance? Where is the extra duty allowance? They said; "you guys are not entitled". I said, "how come?'

I have stopped pestering Headquarters because we do not get any feedback. The only feedback I get is "I was not here". That is not a good excuse for any management to answer.

MR. CHAIRMAN.- So you are fortunate, Mr. Chetty because of your rank at the time. Just imagine those police constables when they went and inquired, they were not given and even widows, that is the sad thing about it. For you and senior officers because of your rank they would say. "Oh, this is my boss", but even right down to the small constables, they do not have that opportunity to be given that rightful information to them. Any comments on that?

MR. R. CHETTY.- Mr. Chair, I have noted this from my retirement, you know when you retire, no one wants to bother you anymore. They forget about your service, your link and everything. I know that and as I look back, I think again what we were trying to do to assist our retired officers; that link has been broken now. The answer to whatever you want to know

from Headquarters is that " I was not here". I do not think that should be an answer from the senior officers.

MR. CHAIRMAN.- Thank you very much Mr. Chetty. I believe there are no more questions. It has been an honour to have you here this morning and the two officers who are supporting you and the time that you spent in the Force; you gave your life and all this sacrificing of family and what not, but you can proudly say that you have done your contribution to the nation; thank you for that. And thank you also for your submission this morning and your responses to questions.

Your information has given us the opportunity to know more of the JEE. I believe there are still some more out there that we need to bring in to continue with the information that we need.

So, with no further ado, once again thank you for your response today and for the two retired officers as well, I thank you for your moral support. Like I have always said, we pray for this because we need to clear out these issues because it has been there in the Police Force for quite a while, 2004 is just something that just appeared but right from the start there were things happening, not honouring your services.

So, with those few words, once again a big *vinaka vakalevu* and wish you well in your retirement.

MR. R. CHETTY.- I would like to thank the Committee and the Government as well as the Chair, at least after our retirement, we receive part of the payment of JEE and most important one is aftercare as well, which has been recommended by your Committee and we have been following Parliament submissions very closely. Thank you very much and really appreciated. *Vinaka Vakalevu* and God bless you all.

The Committee Interview adjourned at 11.40 a.m.

# STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE

## Submittee: Office of the Auditor-General's Office

*[Verbatim Report of Meeting]*

## HELD IN THE

## COMMITTEE ROOM (EAST WING)

## ON

## TUESDAY, 6TH FEBRUARY, 2018

**VERBATIM NOTES OF THE MEETING OF THE STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE HELD IN THE COMMITTEE ROOM (EAST WING), PARLIAMENT PRECINCTS, GOVERNMENT BUILDINGS ON TUESDAY, 6TH FEBRUARY, 2018 AT 10.51 A.M.**

**Interviewee/Submittee** : Office of the Auditor-General (OAG)

**Attendance:**

1. Mr. Ajay Nand : Auditor-General
2. Mr. Sairusi Dukuno : Acting Auditor-General
3. Mr. Moshin Ali : Auditor

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MR. CHAIRMAN.- Honourable Members, with us this morning is the Auditor-General, Mr. Ajay Nand; the Deputy Auditor-General, Mr. Sairusi Dukuno; and Mr. Moshin Ali, the Auditor.

I take this opportunity to welcome you this morning. It is good to have you because we know that you are there to look after the nation and all the roles that you play, it is not easy, and for that we convey our appreciation for the hard work that you have been doing. For you to be here this morning, it is a great opportunity for us to hear your submission.

As I have already alluded, after your submission there will be a question session. Afterwards, we will spend the morning tea, and probably there are issues to be discussed around the table.

So, with no further ado, I once again thank you and give the floor to the Auditor-General for your submission.

MR. A. NAND.- Thank you, Mr. Chairman of the Standing Committee on Foreign Affairs and Defence and the Honourable Members for inviting us. It is always a pleasure for us to appear before this Committee and any other Committee of Parliament because I and my team, audit on behalf of Parliament, so we are very honoured to be here this morning.

On the payments in respect of the JEE (Job Evaluation Exercise) for the Discipline Forces, Cabinet made a decision in 2004 and the payment was to be made a couple of days after the Cabinet made its decision. I have the details here, and during the question-and-answer session, I will let you know.

The audit for the payments should follow the process. The award is made, Cabinet has made a decision and we check for compliance on a sample basis, we see whether this has been fairly reflected in the Accounts of Government, whether it is a Ministry or Department or in the Ministry of Economy Whole of Government Accounts. In these cases, most of the payments were sourced from Head 50 and we also have a breakdown of the payments which Cabinet had approved.

The challenge I think in this case was the time brake. Cabinet made a decision to pay all three Disciplined Forces: the RFMF; Prisons and the Police Force in 2004, but obviously the first payment was made to the RFMF in which they were paid 30 percent (a one-off payment), followed by Prisons and lately the Fiji Police Force.

In between, a lot of people passed on, some were terminated and the issues coming before the Committee are legitimate in that sense because of the time that that award was made in 2004 and payments are being made now. So, obviously there is a high risk that a lot of people had been missed out. I had this experience of these JEE payments where a deadline is given for payments to be made and everyone just works towards that deadline.

There is a high risk of error, omission and fraud because of the magnitude of payments which are paid. An example, if someone was employed in 2004 and that person promoted was acting, and then passed away, it is a big challenge to go back and get the records now in 2015 to process those payments.

Realistically, the Public Service and generally the record-keeping needs to be improved but that is the reality of life. However, my point to the Committee is that as soon as the award is made, a budget should be there and payment made at the same time. The longer it is prolonged the bigger the problem becomes.

What happens in the private sector, they do a similar thing. Every three to five years they have a Job Evaluation Review (JER) and Year 1, they will have a Job Evaluation done; Year 2, they will pay salary increments based on performance or the policies accomplished, and by the time it comes to Year 3 for another JEE, the salaries are already aligned to the market. So, you do not have to go and make backdated payments.

I think the recent award for the ministries and departments or the Ministry of Economy is that we will not make back-dated payments, we will pay going forward so they are paying in tranches, but it is going forward, it is not backdated to the last evaluation which was made. So, that problem has been addressed to an extent that going forward we will just pay from today onwards, you get the new salary, it is not backdated.

The other challenge in this was the backdating of allowances and again the computation of allowances for individual officers, I am really not sure how the record-keeping was done at that time. A lot of calculations to be done and what happened when they were processing these payments with the Police, they had a team which they partnered with the Ministry of Economy, Ministry of Defence, PSC at that time and they were told the amounts to be paid. They hired some retired accounting officers to verify following which the payments were made. The retired accounting officers have gone, they are not accountable for any errors.

What we would suggest is that since the Ministry of Economy has got very competent internal audit team as well as the Police Department who also has an internal audit team, they engage the internal audit teams to carry out 100 percent checks.

In my previous job, I had worked for an internal audit for 10 years and we did that, we verified, and when payments are made, everyone is assured that the correct amounts are being paid. What happens also when a JEE award is made, the accounting people, the Ministry of Economy should do a guideline, what we call the "best practice guide". In that, all the formulas are there and individual ministries which are paying or effecting that award use one tablet, one guideline to make that payment. So, these are some of the issues which we encountered.

In 2015, we audited from Head 50 and we noted that in some cases, the acquittals were not provided. The Police Department got the funds from the Ministry of Economy and they needed to provide acquittals. So, when we pointed out during the audit these were done, the revised acquittals were submitted.

What had happened in some cases, the money went to bank accounts where the accounts were closed so the money came back to the Ministry of Economy. What they did was, they issued manual cheques, which is a nightmare, and there is a high risk that some cheques could have gone astray, have been cashed somewhere else, someone who was entitled to it did not receive it.

Going forward now, the last payment was made last year. We will be doing a detailed review of these payments. Unfortunately, I cannot go back to 2004 while I was in office at that time, I do not recall who was involved in these JEE payments audit but going forward for 2016-2017 Financial Year and 2017-2018 Financial Year, we will also learn a lot from this.

We will ensure that ministries and departments put necessary controls to ensure that there is no overpayment, no one is left out. We had this problem and I shared my experience with the Fiji National Provident Fund when we were processing the *Cyclone Winston* payments. So while the payments were being made, some people passed away, some gave the wrong account numbers, so if a digit is wrong your payment comes back and it is a challenge with hundreds or thousands of payments being made to just go to this person's account and pick up what went wrong. I am sure this also happened in this case because of the magnitude and the complexity of the payment, so that is a brief overview.

Now, I invite members to ask questions.

HON. J.N. KUMAR.- *Vinaka Vakalevu.*

MR. CHAIRMAN.- Thank you, Mr, Nand, Honourable Members, it is question time. Honourable Politini.

HON. H.R.T. POLITINI.- *Vinaka,* Mr. Chair, just through you, thank you, that was pretty much a brief overview of the scenario that is before the Committee at the moment. I think there is a large outcry with the retired police officers, some of them felt that they have been unjustly paid lesser with the six percent they were supposed to be paid out on pro-rata basis, based on their base salary.

MR. A. NAND.- Right.

HON. H.R.T. POLITINI.- In some way or another, the fingers are also pointed at the Accounts Department of the Fiji Police Force. I do not know whether your Office has ever had an opportunity to probably audit the accounts based on the formulas that were given, so now if you can just enlighten us on that?

MR. A. NAND.- Yes, as I said, we did audit in 2015. The payments started for the Police in 2015 and there were two key issues that we noted: one was the acquittals, the amount which was taken by the Police Force was not fully reconciled and provided to the Ministry of Economy, so the amounts did not match. That could have been due to the payments which they could not account themselves. They resolved that and we verified that subsequently, that issue was not reported.

The other issue was, the money which was paid to bank accounts bounced because perhaps the account numbers were wrong and they issued manual cheques. I am not really sure how the cheques were processed; whether they were given to rightful recipients or someone else took it. So these were the challenges, they had the luxury of time because the award was made in 2004, they should not have rushed it, if they tried it the first time, this thing would not have arisen.

HON. H.R.T. POLITINI.- Thank you, Sir, just on the same matter again: some of the police officers also raised that when they received their payment slips or their salary advice slips, they noted that there was money going to FRCA and also FNPF but when they went there, no money was paid into those accounts.

MR. A. NAND.- Unfortunately, it is part of the process that the Police, the Ministry of Economy, PSC, FRCA and FNPF teams too were involved in the process, so there is a possibility that the payments went, moneys were deducted and not paid, and the money would be sitting in the Trust Accounts.

MR. CHAIRMAN.- Thank you, Honourable Politini, Honourable Kumar.

HON. J.N. KUMAR.- Thank you, Mr. Chair, thank you so much, Auditor-General and your team for your contribution this morning. My question is, maybe this whole scenario could have been avoided if in the first place that JEE should not have followed the pro-rata basis of payment, do you think?

MR. A. NAND.- Yes, as I mentioned, it should have been paid going forward so the issue of pro-rata is backdating.

HON. J.N. KUMAR.- Yes, the reason why I asked that is, we are not really sure who came up with that pro-rata basis, do you think that someone should have stopped it in the first place?

MR. A. NAND.- When the award was made by Cabinet in 2004, $14 million was allocated for all the three Disciplined Forces: RFMF, The Prisons and Police, but it was a policy decision on government to pay RFMF first - 30 percent. We cannot pick out from the award where the 30 percent came from, it was a one-off payment, you get 30 percent, that is it.

The Prisons was then paid and this pro-rata basis which came from the Police Force, I am really not sure who made that decision.

HON. J.N. KUMAR.- Thank you, *Vinaka.*

MR. CHAIRMAN.- Honourable Tui Namosi.

HON. RATU S. MATANITOBUA.- Thank you, Mr. Chair, through you, you mentioned that the acquittals or the money was not equally given by the Police Force, were any measures given by you to the Police Force?

MR. A. NAND.- I cannot recall exactly, Honourable Member, because it was in 2015 but as I said we auditted from Head 50 where the payments were made, so the bulk expenditure were reflected in the Ministry of Economy Accounts. I am not able to explain to the Committee the extent of the cheques we did, because obviously I was not around at that time.

But we have also learnt, as I mentioned earlier, that we will do a comprehensive audit of the payments which were made last year and in December, there was another payment made for lodging allowance and duty allowance. So we will be able to do a comprehensive audit to fix the problem which exists and also the award that was made to all the civil servants which are being made through trans-payments.

HON. RATU S. MATANITOBUA.- Mr. Chairman, I support what the Auditor-General has said, that the Ministry of Economy should set a guideline for this, thank you.

HON. J.N. KUMAR.- Right, yes, *vinaka.*

MR. CHAIRMAN.- I believe for that, the guideline is there, but probably they were not focusing because their role is to see that the payment and the implementation are done properly but I believe that was not done. Honourable Howard.

HON. H.R.T. POLITINI.- Thank you, Mr. Chair, so through your audit query, were they qualified or unqualified accounts?

MR. A. NAND.- The accounts were unqualified.

HON. H.R.T. POLITINI.- Unqualified.

MR. A. NAND.- When you look at the Ministry of Economy, there was billions of dollars there, so $25 million would not affect the audit report as rightful, even the Police has got $100 to $110 million budget, so it would not affect the qualified audit report which was issued, so it was unqualified.

MR. CHAIRMAN.- Honourable Kumar.

HON. J.N. KUMAR.- Just the last one, thank you, through you, Mr. Chair, again, by hearing other submissions from other stakeholders such as the Police Force, the retirees and the current administrators today, even the Commissioner of Police, from your perspectives since you are a neutral person regarding this whole scenario, we came to realise that the whole thing due to the type of payment that has been made because of the

magnitude and the complexity of the whole amount of money, that is why the whole Police Force is facing these kinds of discrepancies.

MR. A. NAND.- I fully agree, Madam.

HON. J.N. KUMAR.- Yes, and we would like to thank you so much for that. Now, my mind is settled, thank you.

MR. CHAIRMAN.- Honourable Howard.

HON. H.R.T. POLITINI.- Thank you, Mr. Chair, Sir, I think, apparently there is a great uncertainty because some of the police officers that came, sat here and made a submission, some of them said, "We joined the Police Force in 1975, 1977 so I am worried on this side how far back does the JEE go, because if they go all the way back that far, the budget will be all gone."

MR. A. NAND.- It was backdated to 1st January 2004.

HON. H.R.T. POLITINI.- That is it, and then forward?

MR. A. NAND.- Yes, then forward and as Madam said, time lag is so great 2004-2015. It is very difficult to do a fair accounting, there could have been a deal made with the police officers saying, "We will pay this much percent, go forward, you just forget the past, just to ease the process and reduce the risk."

HON. J.N. KUMAR.- That is it.

MR. CHAIRMAN.- Honourable Politini.

HON. H.R.T. POLITINI.- Mr. Chair, I think that uncertainty should be communicated to the Pay Office of the Police Force to communicate it through their officers because really some of them come here and say, "I have been there since 1977" and another said "I signed up in 1994, and we should not have been paid this much."

MR. A. NAND.- I think there is lack of communication too on the part of the Fiji Police Force, they should be telling them what is happening on a real time basis. They have the Police bulletins, communications which are coming out, also through their website where they can tell them, "This is the award, 1st January (to whatever date and whoever got promoted)."

There were two key issues, one was the allowance and the other was the base salary, that made it very complex. Had it been only the base salary, it would have been much straightforward, the acting allowance, the promotion, that was it, but with the lodging allowances in place, you need to find out where the officers were.

HON. H.R.T. POLITINI.- Apparently, a lot of them are combined in both (the lodging allowance and the salary), but I believe the Job Evaluation Exercise (JEE) is based only on your salary.

MR. A. NAND.- Yes, what they could have done is do what they call, a "rem pack", the remuneration package which includes the allowances. I have looked at the Mercer Report, they said the kerosene allowance should be done away with, I mean we are promoting non-fossil fuels.

(Laughter)

MR. A. NAND.- So I mean, they added to the complexity. I do not think the intention was not to pay, it was the complexity and the magnitude of the payment which caused this problem.

HON. H.R.T. POLITINI.- Thank you, Mr Chairman. So, Sir, you can confirm to us this morning that the Job Evaluation Exercise (JEE) basically just started from 2004 onwards.

MR. A. NAND.- Confirmed

HON. H.R.T. POLITINI.- There is no backpay?

MR. A. NAND.- No, no, I got a copy of the Cabinet decision. We will pass this document to you, Honourable Members.

HON. M.D. BULITAVU.- Thank you, Honourable Chairman, and thank you, Auditor-General, for that presentation. Will the OAG be able to provide the Auditor-General's Report from 2004, 2005 onwards, where the Police Accounts team had said that that was the last time they have given six percent?

MR. A. NAND.- In those days, the Ministries and Departments did not prepare individual agency funds statements, so the reports for Police would be available with us but as far as the dollar amount appearing in the Police Force accounts, there was one account prepared only by the Ministry of Economy in those days. This thing just started in 2007/2008 when each ministry prepared their own financial statements, before, everything was together.

Now, what happens is, any expenditures that cannot be allocated are put in Head 50, it can be allocated to any Ministry.

HON. M.D. BULITAVU.- Mr. Chair, another allocation, Auditor-General, just to clarify things: there was a budget in 2015, probably it is in your latest Auditor-General's Report that was released on the pay adjustments or JEE, that was in Head 50, that was said to be $25 million.

MR. A. NAND.- $25 million or $26 million?

HON. M.D. BULITAVU.- But the budget estimate had said it was $28 million, there was a difference of about $3 million and I wanted to know what figure it is?

MR. A. NAND.- We have a breakdown with us of what was approved in 2015 - $26,446; and for that, there were two payments made: one on 2nd April, the amount of $16.5 million; and the second payment which was made for those who were short paid in August 2015, the amount of $10.4 million, so we have the details here for the Committee Members to see, Sir.

But going back to the 2015 payment as I mentioned, we noted because the payments were sourced from Head 50 so we audited the Ministry of Economy Accounts and we determined that when we reconciled the acquittals, they did not match. So at that point in time, we reported to the Ministry of Economy and the Fiji Police Force, so they have got a revised acquittals from us. The way we work, the last thing is to report to Parliament. The issue is to fix the problem, improve accountability, reporting comes after. After that, we also noted that some of the bank accounts where payments were made, came back because maybe the accounts had closed or there were errors in the account numbers and for these issued manual cheques we verified that as well, because again we would have done that on a sample basis.

MR. S. DUKUNO.- Yes, Sir, from the Office perspective in terms of the audit owner, how we do our audits as auditors, we do our audits on a sample basis and from the auditing of Head 50, what we normally do is we liaise with the Ministry of Economy. So the responsibility of the Ministry of Economy is to coordinate with

the dispersing agency, so before we audit Head 50, we just liaise with the Ministry of Economy, and the Ministry of Economy has to ascertain our process of how we do Head 50.

MR. CHAIRMAN.- Honourable Politini.

HON. H.R.T. POLITINI.- Thank you, Mr Chairman, I am just basing this on a Verbatim Report from last year, March 2017 where the Deputy Commissioner said that they understand that there is a problem of this JEE pay-out with their Pay Office, but he also hinted the blame on the young people that are serving in the Accounts Office which I think was a very blatant excuse. He said it was better off if the older guys were still sitting there, and maybe the errors would not have come to this degree, if you might just advise us on that.

MR. A. NAND.- Certainly, it is a very subjective comment. In fact, I think, the young people are more educated on comparative basis but we have had these retired officers who were re-engaged to verify, so I think that statement is wrong. But we have with us the process which was followed where they have formed a working committee. We have the flowchart which we will share with the Committee. On the flowchart, we have the Independent Verification Team, retired accountants from the Civil Service so the recommendations were made and the experienced ones verified.

HON. J.N. KUMAR.- They should be more experienced.

MR. A. NAND.- But we are saying, in place of that, the entire audit team could have come in and done a verification and then the payments. But as I mentioned, Honourable Members and Mr. Chairman, there is a mad-rush to make payments and we can control the timeline.

Just going back to the Cabinet decision, it says, "This is the Cabinet Decision on 13th December, 2004" and the order or the decision made to "make the payment by the end of 2004" which was 17 days away, and then the budget closes. In those years, it closes towards 31st December, so if they do not use the money, the money is gone, so I think Government should pay this properly, eventually they are going to pay, make a budget and then pay accordingly. Allow time so that these errors, omissions and possible fraud can all be minimised.

MR. CHAIRMAN.- Honourable Bulitavu, I believe you have a question to ask.

HON. M.D. BULITAVU.- Mr. Chairman, the next question I wanted to ask was the Taskforce that was brought in by retired accountants. What was their duty? Was it just to verify the anomalies that were there? What were their Terms of Reference (TOR)?

MR. A. NAND.- In fact, there was a team from the Police, they would do the computations and the team from the Ministry of Economy, PSC, Ministry of Defence could confirm those payments. The one I recall in those days is, one page per officer, they were done manually - all the acting appointments, et cetera, and then the final amount would appear, and it would go to the next level for checking whether it is correct, then the independent retired officers. I do not know how independent they were, so that was the process which followed before payment was made.

So the Terms of Reference would have been basically to see that the payment is made as per the JEE, approved by Cabinet. They had consultations with FRCS and FNPF and then the payout was made to the servicing officers, retirees and nominees of the deceased. They had a helpdesk for queries.

HON. H.R.T. POLITINI.- Can I just interrupt: was the helpdesk based at the Police?

MR. A. NAND.- Police.

HON. H.R.T. POLITINI.- So, I think that helpdesk was what they were raising where they were not very cooperative when they queried. It was just like a total smokescreen for the retired police officers.

MR. A. NAND.- Yes, because if there were a number of errors then the helpdesk officer would find it hard to deal with. They will have to go back to the source records to find out what happened in a person's case. Maybe he gave a wrong account number or some information they had given were incorrect. If it was done manually, there would be a lot of challenges, if it was done electronically using Microsoft Excel each officer should have a worksheet, then it would have been easier to raise.

HON. H.R.T. POLITINI.- Sir, I did interrupt to that because that is one of the issues raised which was when these retired offices went to the Pay Office, they were shoved off.

MR. A. NAND.- Yes, the process looks good but obviously there were so many payments and so many officers were paid, these things happen. I recall from my FNPF experience during the payments towards *Tropical Cyclone Winston*, a lot of things like this happened. It is a bit of margin of error which we should accept because of the magnitude of the payments and the complexities like the deceased, serving officers, retirees, those who acted during the period, those that were demoted, terminated; all the scenarios you can think of are there, arriving at what a person should be paid.

HON. M. BULITAVU.- You have correctly mentioned it, Auditor-General. That is one of the things that is coming from these people. Once retirees come in, they normally bring in people who are recruited at the same time and they are retired from the Force at the same rank, and they come, compare and contrast before the Committee and say, "No, this officer took $400, this one took $4,000" …

HON. J.N. KUMAR.- "This one, none."

HON. M. BULITAVU.- … "How did I get this?" When those information was related back to the Force Accountant, they were not very cooperative in the sense that they normally say that they do not have any records, and the records are not there and only blame those who have gone but there has to be some kind of records in the system.

MR. A. NAND.- Yes, there should be some form of record-keeping there. This is in 2015 so I believe they used Microsoft Excel, they had paid it electronically, it is not a defence. If it was 2004 I would agree it would be difficult to find the records but 2015, most of the records are kept in electronic mode now. I think the people who thought that they were unfairly paid lost patience and that is the reason they have come to this Committee to be served with justice. Each case should be looked at individually.

As the Honourable Member mentioned, Person A and Person B are complaining that "I started at the same time." One of them may have acted for a while so in the competition, the acting would come in with a higher salary, so on a dollar, $2 basis, it will not agree. Maybe if it is explained to them that it is a communication issue, I am sure they will understand and they would not be making false claims, but they feel that they are not fairly treated and when someone does not come back to you, does not answer your calls. We have this tendency to blame, "This person was doing it at that time", "That person has taken the records away", that will not resolve the problem. Someone has to stand up and explain and admit the mistakes and make the payment. I think that is the best way forward.

MR. CHAIRMAN.- Honourable Howard Politini.

HON. H.R.T. POLITINI.- Thank you, Mr. Chairman, just on the issue of record-keeping, they have come here and blamed, first of all, cockroaches; then secondly blamed the moisture in the storeroom for their achieves or police records, and I would assume that we are now in the Year 2000 and beyond, they would have adopted software to store all police records.

MR. A. NAND.- Yes, I think it is the tendency for us, if you cannot answer, you push the blame. The problem is always out there, it is not here. I think the Committee such as that should hold people accountable. Whoever was in charge at that time, that person is accountable. They should have avoided that, you are there to provide the solution at that point in time. I think whoever was the head should accept accountability.

MR. CHAIRMAN.- Thank you, Attorney-General and your team, as rightfully mentioned, the high risk of that pro-rata method is rightfully said, when we called in the Headquarters of the Police Force with Accounts to come and submit, everything was good, like in 2004; the 30 percent, 6 percent each year. Percentage wise was good and then when we called the retirees, it was not good, different stories.

Like you earlier alluded, one came up, his bank is BSP but the payment was done with ANZ and some went to FRCS because the answers that their Accounts section was giving was, it is heavily taxed. So, when they went to FRCS they said, "No, we did not tax that much" so there is no link and one went there and realised that his pay was supposed to be $28,000 from that year. He thought two years down the line he got his promotion but when he went there he said that the $28,000 was from the two years before that, so he was confused.

I will just ask your view. I believe for accounts, matters must not be given to the police profession. It has to be done by accounts people from the Ministry of Economy, to be posted there. So this is one of the drawbacks in the RFMF, the Police Force because when you put the Police there, that is not their profession. So, there is a weak area and it happens in the RFMF, now in the Police again because the Police profession are taking control of that, they are not qualified. If you put a specialist there, when it is "no" it is "no" because he knows the nitty gritty of accounting. I believe that is to be one of our recommendations, to remove those and give it to a civilian specialist to head the Accounts and the decision and everything because if the Commissioner wants a budget, the Accounts person must come and brief the Commissioner, "You do not have this fund, and you cannot", that is the weak area that we found.

Another thing, as rightfully mentioned also by your good self, time should be given for planning. It was not done because the Police who were involved were just getting eager to get into the money.

MR. A. NAND.- Yes.

MR. CHAIRMAN.- They do not worry about the planning, planning is very important, especially for these high risk pro-rata, they should have done the planning. If it took long, do it, to testify because they do not realise that now, we are going through this issue because it was not planned properly. So I believe that is one area too that must be looked at. Most of the retirees and widows when they went and inquired their JEE, they were given cheques but there was no detail to say the breakdown of the cheque. A lay person, a widow, when we asked them, they replied, "No, they just gave us the cheque, there was no breakdown" so the Accounts way of doing things, the procedures were not followed, and that is the whole cause of this and people are suffering. It is really a lesson learnt for us but people are suffering out there and the payment was not given according to what they should have and there are disparities in those areas.

There were a lot of issues that we need to look at to improve any other future payout to be done in the future. These were the areas that we looked at and we felt sorry for those who came in and complained that they did not receive the money.

For some, they did not even receive, they were there before 2004 and right on a to few years back, now they have retired, they did not receive anything. My suspicion was, probably the file was not there - missing, because those people in the rural, they missed out a lot.

MR. A. NAND.- Right.

MR. CHAIRMAN.- Most of them did not realise the JEE, as was rightfully said, consultation was not done properly and that is the number one issue that need to be done to prepare them for this important exercise. Those are the issues that we have found but just from your experience, what is the possibility if we bring in independent auditors, probably to look into this and come up with grey areas?

MR. A. NAND.- Thank you, Mr. Chair, for your comments. I think they are very valid comments where you have mentioned the competency of the people. The RFMF has taken a very bold step, they have got a lot of civilians from the Ministry of Economy working for them doing the accounting functions, before these were done by the soldiers.

In regards to getting any person independent to do this, the key is the records. If the records are there then there is a trade, if the records are not there, an independent auditor can do just the assessment. From what the Committee has received, record-keeping is very poor. If there is incomplete records, we could have done that on behalf of Parliament as well, but if records are not there then it is very hard.

MR. CHAIRMAN.- So that means it is pointing to leadership at that time.

MR. A. NAND.- Yes, it is.

MR. CHAIRMAN.- So it is a pity.

MR. A. NAND.- It is the accountability issue, the person who is in charge should ensure that all the records are maintained for seven years, this is from 2015, we are now in 2018, so records should be there and it should be transparent, anyone who wants to come and check, they get to know.

HON. J.N. KUMAR.- Yes, absolutely.

MR. A. NAND.- They related the formula which was used and they feed the numbers themselves. People should get a calculator and calculate it themselves, just to match. There are huge lessons learnt, Mr. Chair, I think for everyone, and for my team as well. We will need to be more vigilant in this kind of payments because this kind of payments are not paid all the time, and ensure that right amounts are paid.

In regards to the deductions which were supposedly made from the Accounts of police officers, we will go back and check again.

These monies could have been sitting in the Trust Accounts of the Ministry of Economy or the Police Force and we will track that out. That records are available with the Ministry of Economy as well so we do not have to dig deep to get the records. We will find out what happened to the moneys which were deducted and why they were not paid to the accounts of the police officers.

MR. CHAIRMAN.- The records ....

MR. A. NAND.- Mr. Chair, I think that is a very valid conclusion. It is quite typical but I think for people to do that and I think now the modern leadership does not work that way. You turn it around you bring

the bottom people up, look after them well and they will look after you. So it is a bit of greediness but I think a lot of things to improve.

MR. CHAIRMAN.- We have been ....

MR. A. NAND.- We will look into that, we know there is a Credit Union which we do not audit, there is big amount of money which is held in the Fiji Police Credit Union and these deductions which are made similar to RFMF for a specific purpose, sporting, et cetera, we will have a look at it again.

HON. J.N. KUMAR.- Thank you, through you, Mr. Chair, again, please, Auditor-General, if you could confirm to this Committee that because other submitters who came to submit suggested the employment of independent auditors so, please, if you could just confirm to this Committee, by getting those independent auditors to audit, it does not make any difference if there are no proper records because we have agreed to that, that this is one of the submissions that we are going to submit to Parliament. So, please, if you could enlighten us again and just confirm to us that it does not make any difference, as long as the proper records are there or if the records are not there, they are still going to face the same problem, thank you?

MR. A. NAND.- I can confirm to the Committee that if you do not have the people who process the information, if you do not have the records, even a forensic Auditor cannot go and reconstruct, independent or not independent.

That is the biggest challenge we face, and that is how people who commit fraud destroy the records. So if you do not have the records, no Auditor can do anything. I share my 30 years of experience in this profession.

HON. J.N. KUMAR.- Thank you.

MR. CHAIRMAN.- I believe with this modern age, we should have a database everywhere but from your Office, probably, this thing must be forwarded to all the Ministries. They should improve their database because these are the issues going back to *Winston.* The Government people who are going there to do their reconnaissance but they do not have the data, so in this time and age, we just press the button, all the information comes but, for example, for a natural disaster in the village, for example, in Koro, they do not have that.

In this modern age, they should have that and it will assist the Government in assisting the people because they must have those very important information but we do not. I do not know whether it is very expensive to have that but I believe, if we have that, it will cut costs, especially when foreign aids are coming from abroad. Probably, if it comes as well, I always see that there is a grey area as well, the money spent, not having the acquittals, those are the issues that are very important.

MR. A. NAND.- Very valid comment, Mr. Chairman, I think we are in the age of technology, we should use technology to its advantage. Now, we have Google maps, tablets, internet connectivity is improving, so if you cannot write, you can take a picture and store it in tablets or in the smart phones, so definitely we are working in that area too.

We are preparing to go paperless, so all our audit papers are electronic, generated through a system. That is what we will be piloting within our Office and rolling it out in the Public Service to whoever wants to take it on board. So, I fully agree, I think we all are getting tax heavy nowadays, it is the way to be, otherwise you will be left behind.

MR. CHAIRMAN.- Just a comment, this is just a general comment, the bus now changes, you have the card and you board the bus. I was coming in a taxi and the taxi driver told me, "I am afraid". I asked, "What are you fearing?", he said, "No, I have heard that the card system will be introduced to the taxis as well." So before when there was no card system, the bus owners and the operators, you just cannot believe their homes and what they own. Now, probably with this change, they now receive the proper amount they should receive, so we have been conned for quite a while.

MR. A. NAND.- Yes, and because the owners have a defence as well. If the tax people ask them, "This isn't the bus income?" They will say, "This is what the driver gave me." So now it is more transparent and it will run through a bit of problems and we will also review it from our audit. Nothing is done right, you have to improve it going forward but I am confident that all the money collected is captured and taxed where it should be taxed. Drivers are getting more pay now.

As the Honourable Chair has rightfully said, most bus drivers have got a taxi and a good house and you cannot get that from $180 a week's wages.

MR. CHAIRMAN.- Yes, we understand because the criminals will always find gaps to win the game. It is a pity because probably Fiji, I think, is a small country but it is thriving on those moral issues.

MR. A. NAND.- Yes, it is.

MR. CHAIRMAN.- Once again, Honourable Members, is there any final question?

So once again Auditor-General and your team, thank you for your presentation this morning and you have rightfully demonstrated to us the big risk that they took, and we hope and believe that it will not happen again. I believe the Cabinet decision too must be realistic to give 17 days for the accounts to do the miracle, it did not work. I believe that Cabinet should have advised us to advise them on the risk they are taking.

So with those few words, once again thank you, Mr. Ajay Nand, Mr. Sairusi Dukuno and Mr. Moshin Ali, for your submission this morning, and we wish you a very best 2018.

I know your task is enormous and usually prayers are from all directions but so far so good. We see that you are doing well and we always see the pressure on the Public Accounts Committee here because when a Ministry comes and submits, it is like being taken to prison. I believe in one case, one fainted, so we have told the Public Accounts Committee, "You have got to put in some changes, at least, welcome them so that they can come, calm down and present smoothly, that is very important."

Thank you and wish you all the best in the future endeavour of your Department, the Auditor General's Office.

Morning tea has just come in, probably there are few issues to discuss around the table.

MR. A. NAND.- Thank you, Honourable Chair and Honourable Members, I think this is our second time appearing, Sai's third time, it is always a pleasure to come. I have even been to the Standing Committee on Public Accounts, it is always a pleasure to come and explain. We are the advisers, I take my role as the adviser to Parliament and the Auditor as well. I audit on behalf of Parliament so it gives me a lot of strength as well when I come to these Committees because you do not have anyone auditing to be against. The Auditor works on a very tight role.

So thank you so much for giving us an opportunity to come and present. Whenever you feel you need advice from us, we will always come, on short notice or whatever, we will come. Also because we are uniquely placed in the Public Service, we have a bird's eye view of all the sides. We know what is happening in every entity which we audit in Fiji, so that gives us an added advantage to advise, thank you so much, Mr. Chair.

MR. CHAIRMAN.- We will ask Honourable Politini to just say grace for the morning tea.

The meeting adjourned at 11.50 a.m.

# STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE

**Submittee: Fiji Police Force, Office of the Auditor-General and Ministry of Economy**

***[Verbatim Report of Meeting]***

**HELD IN THE**

**COMMITTEE ROOM (EAST WING)**

**ON**

**THURSDAY, 22ND FEBRUARY, 2018**

**VERBATIM NOTES OF THE MEETING OF THE STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE HELD AT THE COMMITTEE ROOM (EAST WING), PARLIAMENT PRECINCTS, GOVERNMENT BUILDINGS ON 22ND FEBRUARY, 2018 AT 9.35 A.M.**

**Interviewee/Submittees**: Fiji Police Force, Ministry of Economy & Office of the Auditor-General

**Attendance:**

| | | |
|---|---|---|
| 1. ACP Itendra Nair | – | CAO |
| 2. SSP Aporosa Lutunauga | – | Director Planning |
| 3. Mr. Krishna Chand | – | Force Accountant |
| 4. Ms Manaini Mills | – | Deputy Force Accountant |
| Office of the Auditor-General | | |
| 5. Mr. Moshin Ali | – | Manager |
| 6. Mr. Niraj Kumar | – | Manager |
| Ministry of Economy | | |
| 7. Ms. Kiman Mala | – | Manager Expenditure Unit |

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MR. CHAIRMAN.- Honourable Members and representatives from OAG's Office and Ministry of Economy. With us this morning is the team from the Fiji Police Force headed by ACP Itendra Nair, SSP Aporosa Lutunauga, Krishna Chand and Manaini Mills.

Once again ladies and gentlemen from the Police Force, I take this opportunity to welcome you here this morning. Thank you for responding to our invitation to come in and this is probably the third or fourth time. As you are aware, we have been going around the country taking issues from the retired police officers out there and thank you for being here. I believe you have a presentation to present to us and after which we will be posing questions and we are looking forward to your response to those questions. Once again thank you and now I will give the floor to the ACP Nair to make their presentation this morning.

ACP I. NAIR.- Honourable Chair and Honourable Members of this Committee, I also acknowledge the presence of senior officials of other Government Departments, *yadra vinaka*, good morning to you.

Thank you, Sir for inviting the Fiji Police Force once again to clarify certain issues pertaining to the Police JEE.

As directed in the communications delivered to our office, Director Plans will conduct the presentation this morning on the contents of the outcome of Police JEE followed by questions and answers. Should there be any other request from the team members and your goodself, we will go into showing some of our, maybe the calculations as to how we have arrived at certain numbers and we have got certain excerpts of that particular presentation this morning. Without any further ado, I will call upon Director Plans to lead us into the presentation this morning.

MR. A. LUTUNAUGA.- Thank you very much Honourable Chair and Honourable Members of this Standing Committee, a very good morning and *bula re*.

My role this morning is first I will just give a brief overview of what has transpired from 2014 when the then Commissioner of Police, Commissioner Ben Groenewald came into the force and directed that the formation of a taskforce within the Fiji Police Force to pursue this JEE outstanding issues that was being raised by members of Fiji Police Force and of course the retirees as you are now fully aware of.

I will just explain the audit overview. The team was directed and I was the taskforce team leader consisting of officers from the Accounts Section and our Human Resources Section. Upon the convention of the Taskforce we then engaged the consultants from ITC and from the Government Payroll System and of course the Public Service Commission, the three areas that we did the preliminary groundwork because as you know it was a very daunting task at that time to go right back to 2004 and to dig in to our records to try and come up with all the officers' salaries both that were currently in-service and those out of service. So we engaged and after our preliminary groundwork with Accounts, our Section and HR, we came up with a figure of $28 million that was required to pursue or to facilitate the JEE payout which was due in 2004.

Upon that we submitted it to our line Minister the Minister for Defence and when we submitted it, the Minister for Defence then formed an external taskforce. This consisted of the Ministry of Economy, Fiji Police Force which includes the then Assistant Commissioner of Police Una Vuniwaqa and our Force Accountant, officers from the Public Service Commission at that time and of course the Ministry of Defence officials. They then took our submission which we presented to Ministry of Defence and then it was passed onto the Ministry of Economy which was then included in the budget submission for 2015.

Then we gave our findings to the external taskforce and we came up with all the formulas in which we discussed at length. Upon the completion of that then the Minister sought the taskforce or the independent taskforce. This comprised of retirees, former senior Accounts Officers in Government which was formed to verify the work that has been done by the Fiji Police Taskforce and the external taskforce. Upon the completion of that process then the payout was conducted in three phases, out of the $28 million we utilised $27 million.

Now upon the completion of this process and while payments were going on, we opened up redress avenues in which members of the Fiji Police Force, those who were not happy or not satisfied with what they have received to come forward and go through these avenues. We setup our helpline, that is, through telephone, we setup a helpdesk and the number of people that came through the help desk alone was 150 people and were attended to. As you know this JEE pay-out is a very big task because of the years that were involved and we could not fit it into a piece of paper to what they got was their total amount and if they want to know their breakdown, these are the avenues that we have opened up to them. The helpdesk, we opened up an email account which was JEEpayout@gmail.com and of course the helpline 9905037 in which 150 people came through the helpdesk and 359 registered their grievances through email which we were able to address individually and given time, on top of that, we published in both papers of the outstanding members that still had their money owed to them that what still with us. Those are the avenues that the Fiji Police Force took to ensure that all those that are supposed to receive their money, have been

receiving their money and if they are not satisfied then those are the avenues which we have opened up for them. In addition to that, we have also informed every police station in Fiji, for those members who cannot not come to us because of their locality then they can go down to the nearest police station and then the police station can then refer them to us. Those were the mechanisms that we put in place and basically the overall process that we adopted in order for us to complete this exercise as far as the JEE is concerned.

So, Sir, basically that in a nutshell is what we have done. And I know issues are still left coming up but for other issues as far as the formulas are concerned, the Force Accountant and the Deputy Force Accountant are here who will be able to provide that, to give us an insight on how it was calculated and the method used in order to calculate the individuals. Thank you.

MR. CHAIRMAN.- Thank you Special Superintendent Aporosa, thank you for those information. Any other presentation Mr. Nair?

ASP. I. NAIR.- Sir I think there is no other additional presentation from our side but just to let it be known to this august Committee this morning, that we are still facilitating some queries from our former members. I did so about six weeks ago in terms of three retirees coming up. They came to me, I provided them with their slip in terms of what they had received and the calculations which were done, et cetera. Majority of them, the three of them were satisfied. The only question they had was which was valid, was the fine. After an amount is worked out their deductions in terms of FNPF and Pay As You Earn as per the government regulations.

And the issue one of them brought up was, "you have deducted $165.00 of my FNPF but I have retired and where is this money?" And as the process is, we pushed that towards FNPF and it was in their revolving account and we issued a cheque to him of $165.00. So there are a few of these kind of issues which we are sort of addressing on a one to one basis and we continue to be very open in terms of former members or whoever raises issues for us to be able to sit down and discuss with them. That basically is our presentation this morning, Sir and if your goodself and the Members need, we are willing to and I think we have a soft copy with us in terms of calculations. I think it is mostly pin pointing towards how things are calculated.

Your goodself and team will be able to show you from a Senior Officer at that time, coming down to one of the constables and see as to where the variations are and how these variations do come in. If your goodself needs, I will ask the Deputy Force Accountant to take us into their presentation. Sir before we continue our presentation this morning just to advice this august Committee that we have got dummy names just to keep the confidentiality aspect of people being paid. It is just the grades which will make the difference here and I will ask Manaini Mills to take us through the presentation.

MS. M. MILLS.- Thank you Honourable Chair and Honourable Members. On the screen it shows the calculation of the arrears of JEE that was done in 2004. As for officer EDP No. A Matthew, his salary for 2004 is $34,986, we calculated 3 percent COLA, the arrears of $1,049.58. On the revised base salary and the arrears it comes up to $36,036. For the revised salary for phase one with effect from 01/01/2004, his salary is $38,103.00, the difference of those two salaries; the revised salary for phase one and his existing salary is $2,067.42.

The calculation: his total arrears is $2,067.42. We calculated his EDA based on the arrears of salary 12.5 percent of $2,067 which comes to $258.43. He did not receive the arrears of lodging allowance because he was sitting on the salary scale as a Senior Superintendent PLO1. So his total arrears was $2,325.85. We added the arrears of salary, arrears of EDA and the arrears of lodging allowance. In 2004, pay date 26 he was paid with an arrears of $2,809.08, an additional of 2 percent actually paid in 2004. The total actual that was paid to him in 2004 was $2,109.36, so the arrears due to him is $216.49. This is the arrears of extra duty allowance for the JEE that was calculated in 2015; the arrears due to him. The same goes for the other three officers - B,C,D and E that is, the formulas that we use to calculate their arrears. In 2005 we did not pay any arrears of salary or lodging allowance because it was factored into their salary with effect from 01/01/2005. The same for 2006, there was no arrears of salary or allowances. The 6 percent was factored into their salary with effect from 01/01/2006.

MS. M. MILLS.- In 2007, the existing salary was $39,711. So based on the salary scale published in the PSC Circular 80 of 2010, it was $41,180 and we did calculate his arrears of salary, the arrears of EDA and the arrears of lodging. This officer was not entitled to receive lodging allowance because he was a superintendent, based on that salary grade that he was sitting on, PL02. Lodging allowance was only paid to those officers in the subordinate ranks; Police Constables, Corporal and a Sergeant.

In 2008, this revised salary for that same officer is $39,100, there was no change in the salary in 2007 and 2008 so he received the same allowance, the arrears of salary and the arrears of EDA the following year; he same for 2007 and 2008.

For 2009 that officer was out the service or he had retired. So we were left with those two officers on which we calculated their salaries. His actual salary for 2009 for $27,171, his revised salary was $28,714, the difference of those two salaries, which is his arrears of salary, $1,553 and his arrears of EDA is $192.88. He did not receive the arrears of lodging because he was in the PLO3 grade, which is as an Assistant Superintendent. His total arrears is $1,735.88.

We less the arrears of salary that was paid to him in 2010, this is the arrears of phase 4 for 2009 only which was paid in Pay 26 of 2010. The arrears due to him is $192.88 which is his arrears of extra duty allowance. In 2010 he was no longer in the service and left with that officer who is a Constable sitting at $12,117, so his salary for phase 5 is $13,208, his arrears of salary is $1,091, arrears of extra duty allowance is $136.38, arrears of lodging is $218.20 and his total arrears which is due to him is $1,445.58. That will be the same arrears that he would receive in 2011 because he was still in the service.

So this is the summary of the JEE arrears paid to the individual officers which was paid out to in 2015.

ACP. I. NAIR.- Sir, maybe just a point to note here is that it is in a descending order in terms of ranks. If you will see PLO1, the gentleman is a Senior Superintendent of Police, he receives the least. His total is $216, and as you come down, our Constables PLO7 receives the most which is $5,655. Naturally there are variations in terms of how officers have received theirs. A classic example is shown as per the presentation this morning. The

senior most receives the least and the junior most receives the most because of the entitlements in terms of lodging, et cetera which has been factored into their salaries.

MR. A. LUTUNAUGA.- Sir, may I just add onto that or just enlighten the august Committee is that the 30 percent that was being awarded through the Mercer report and being explained by the Deputy Force Accountant, all those various years, after the initial verification by the taskforce, we found out that 30 percent was fully being implemented. What we are paying out here is the arrears of their lodging and extra duty.

The first phase of the full 30 percent was paid out in 2004. The second phase was paid out in 2005, the third phase was in 2006, the fourth phase was in 2009 and the fifth phase was in 2012, but what we are talking about here as being presented by the Deputy Force Accountant, when you talking about arrears are only the arrears of the lodging allowance and the extra duty allowance.

A lot of factors come into play to determine the amount payable to an officer:

- Whether he is living in the barrack or living out;
- Which rank he is in;
- In the similar rank but different level.

So those are the factors that come into play which resulted in those different arrears due to individual officers.

ACP. I. NAIR.- Furthermore, Sir with your permission, I know one of the other issues which has been coming before this august organisation unit is the pro rata calculations. So I will ask Manaini to take us through a pro rata calculation just to see if someone is not being right throughout the year, how was the pro rata calculated for that individual.

MS. M. MILLS.- Thank you Honourable Chair and Honourable Members, I will take you through the exercise for the calculation of arrears of JEE based on pro rata. As an example in 2004. In 2004, 30 percent was supposed to be effective from 01/01/2004. As for this officer, he retired on 31st May, 2004. So we calculated his arrears of salary based on the days in which he was still in service. He has worked for 151 days. His existing salary for 2003 was $17,544 and we calculated his 3 percent COLA, which is $18,070, the arrears of his 3 percent of COLA is $218.20, 2 percent is $145.56 and the 30 percent arrears was calculated on his arrears of salary from that $18,070.

His revised salary multiply by 30 percent and the number of days in which he was working and divide it by 364. His revised salary is $18,000; so 30 percent of $18,070 multiply by the number of days in which he has worked for which is $151G then we divide it by 364. His arrears for the 30 percent is $2,248.82. His arrears of EDA is $326.57. This is 12.5 percent of his arrears due and the total arrears that he received in 2004 is $2,939.15. In 2005, this is where another 6 percent was calculated, it was factored into the officer's salary. A different officer who retired in 2005, was sitting on PLO three grade as an Assistant Superintendent. His salary in 2005 was $26,917. We calculated his arrears of salary on 18 percent, the reason being, he had resumed 6 percent in 2004 and another 6 percent in 2005 which was effective on 01/01/2005. His salary was up on that salary in Pay 1, so he had a balance of 18 percent. His arrears of salary was $4,845.06. His arrears of salary of $4,845.06, multiply by the number of days in which he was working, divide by 364. He

worked for 69 days in 2005 and total arrears that was due to him was $5,763.49. For the $5,426 of arrears that was calculated, which we less it from the $5,763.49 and due to him on pro rata for 2005 was $1,028.55 so a total arrears was $6,454.55. His arrears of EDA was $806, that is, 12 percent of $6,454.55. He did not receive any arrears of lodging and the total arrears due to the officer is $7,261.37.

HON. H.R.T. POLITINI. - So he received that amount of $7,261.37?

MS. M. MILLS.- Yes, Sir.

ACP I. NAIR. – Honourable Chair that is basically our presentation this morning.

MR. CHAIRMAN.- Thank you. Honourable members and representatives from OAG and Economy, if you have any questions on those presentation, the floor is open.

HON. H.R.T. POLITINI- Chair, I thank the Police team. I think what you have presented this morning is very clear now and I think the issue at hand is I do not know whether these retired police officers that are crying out there understand this formula. There must have been a communication breakdown between you and them, because until you do a presentation like this, or have an awareness team sent out to police stations, hire a hall and invite these people in and do this sort of presentation, maybe that will bring a bit of clarity otherwise this issue will continue to pop out like a sore thumb. Now, we have issues where two police officers maybe at a sergeants rank, say, "We both signed in 1978 and he got this much and I only got this much". Maybe through an awareness programme with the retired police officers will give them some sort of clarity in terms of the reason why they got those amounts. That is coming from what we have seen so far during receiving submissions from around the country. Thank you.

ACP I. NAIR.- Thank you, Sir, for your observation this morning. I think as I have stated six weeks ago, there was a team of retired officers who came and once we explained, they basically understood. Pay is something which is very confidential to an individual and that is basically the agreement that we have; employer/employee relationship. As and when people come up, we are able to explain to them and we see that they are convinced and as I pointed out, the only query that someone brought up was the $165 FNPF. We basically said, "yes, we are at fault in this regard where we sent the money to FNPF when basically you had withdrawn all your money from there." The direction was given to Force Accountant to prepare a cheque and give it to him. And that basically we have done. So as and when they come, we are able to explain to them. We had opened up soon after the Job Evaluation Exercise, our telephone lines and also via emails etcetera and we have explained. So that is where we are and we are still willing to go out there, engage and able to explain to them. Thank you, Chair.

HON. J.N. KUMAR.- Thank you, Chair. Thank you Mr. Nair and your team for your submission this morning. Yes, you rightfully said that this Job Evaluation Exercise came about to adjust the police officers' salaries and you rightfully said that the lower position officers receive more than the higher ones. That is correct, when we talk about JEE. The issue is the experience of other officers who came through during our visit to the North, West and Central. Some of them holding lower ranks did not receive any JEE. Please, explain that.

ACP I.NAIR. - Thank you, Madam for your question this morning. I would not know how to answer that question because of the fact unless and until I am given those individual officers in question, then I will be able to refer to my excel sheet plus the hard copies of the documents that I have and be able to come up with an explanation. If someone is saying that they have not received the JEE, we will be able to explain to that individual, unless and until I am given identification of the officer, it will become very difficult for me.

HON. J.N. KUMAR.- My second question, most of these retirees and most of these police officers come from maritime areas and remote areas of Fiji, so that is their main concern and as witnessed by other members here, that was a genuine issue that came up so we do hope that as you have said that you will solve the problem in the near future.

MR. CHAIRMAN.- ACP Nair, is it possible to tender those spreadsheets to our Secretariat for our information?

ACP. I. NAIR.- I am not a legal person here but if this august body needs it, you have the authority and I cannot run away from that. I will provide it with the dummy names that we have used et cetera so that you are able to look at the calculations.

MR. CHAIRMAN.- Honourable Members, do you have any questions? Just a few issues that we picked up. We understand that mostly the rural were affected. For the cities and towns, no problem because we have various media that you can always inform them. One issue from a policeman who has been posted to Taveuni. He did not realise it until he came to Suva as someone told him if he had received his JEE. He said no. Then he was told that it would be deposited in his bank account. So this police officer's bank account is with BSP and when he enquired, he was told that the money had been put into ANZ Bank. That is one issue. Ever since, he has not receive anything but he has now.

An Indo-Fijian retired police officer, who was a constable throughout his career, also raised that he did not receive anything. Yesterday we were discussing the importance of your helpdesk because we civil servants or government workers, we provide service to the people especially to police retirees. It is very important and there is also the issue of widows. The husbands were working and then from 2004, 2009 and those are the issues that we have been receiving. We know that the extra duty arrears varies. It depends on their ranks and the duties they perform and the number of extra time they commit themselves. It varies from person to person.

The most affected people are those police officers in the rural areas. I can understand from the consultation that was supposed to be done to them probably that was the disadvantage because of their locations. Hearing the issue like you have your helpline, your helpdesk, email and some of those police officers do not have any connection to this, so it is very important for the police helpdesk to look into these people because when they arrive in Suva enquiring about their JEE, most of the time they were given a cheque but there was no breakdown in those cheques. Just like what Ms. Mills presented to us. It was just a cheque. So they ask themselves, what is this? It is very important when the accounts department give out the cheque, they must have an explanation to that. That was the grey area and almost all of them coming and telling us that there was no breakdown. Probably these are some of the issues that need to be improved.

People are coming from the rural and maritime areas. When they come now that they have retired, they have to look for their transportation fare and then most of them when they come to Suva, they live with relatives. And going to the Accounts to collect their cheques, they were told this amount, when they came they said it was not enough, they were given another cheque more than that so there is a lot of gaps and most of them were told to come back tomorrow, come back next week and just to imagine them coming from somewhere out in the rural areas. So these are the areas that need to be improved especially for your new generation police force. They will be taking up your office.

Young generation, I believe they need to be directed in a proper and professional way of doing that. Once a police officer completes his term as a police officers, they should retire happily because they have served the nation and being a police officer is not an easy job. When you become a police officer, there are a lot of challenges and they are sort of crying out loud that we are just told, "thank you for your service" that is it. Even when we are going around, we are encouraging them. Please form an association and connect to Suva. That is the only way you can get proper information rather than going individually so we have encouraged them. Probably very soon, you will be hearing that there are teams in Bua, Labasa, Nabouwalu, Seaqaqa and Savusavu. We are encouraging to form this association, connect to Suva so only representatives can take your issues there rather than doing it individually. It will help your accounts team and also help them to come because receiving such an amount of money, they should have gone back, started a business to keep them running.

Those are the things we received from them and to relay to you of areas which can be improved. When we deal with human resources, we understand human resource is a priority in our institution. When they are happy, they will perform. Their performance will increase and that is very important. Those are a few areas that we thought of raising with you today and probably you can discuss the issues.

There is another issue that was raised. They are afraid to come to your Accounts department. They say people there are not receptive enough for them. They always say, we have given our whole life serving the Police Force and they do not recognise us when we come to the Accounts department. So that is another thing. Probably the Accounts department should be attractive to people coming in to enquire about their rights. So these are the areas probably you can look into and improve especially the helpdesk. We recommend very much for a helpdesk and get someone experienced to be there. Welcome them in, prepare their details, this is probably once they are given that, it will explain everything rather than just having a cheque without an explanation.

HON. J.N. KUMAR.- Thank you Mr. Chairman, with due respect, I just need a clarification on the lodging allowance and the extra duty allowance. When did this become effective in the Police Force and where does this allowance come from?

ACP. I. NAIR.- It is the legislative provision that we have in the Police Act in terms of lodging and the extra duty allowance. Lodging currently sits at 20 percent and extra duty allowance at 12.5 percent of the basic salary.

HON. RATU S. MATANITOBUA.- Honourable Chair through you, the Station Constable, are they factored into the JEE?

ACP. I. NAIR.- No, they were not because they do not fall under this PL grade so Special Constables were not part of JEE.

HON. RATU S. MATANITOBUA.- Any allowance were given to them?

ACP. I. NAIR.- Their salary was increased just in 2017, the realignment of the salary that happened, we have realigned their salary in terms of the 14 percent increase across the Special Constable ranks. Special Constable basically went from $4 something to $5.54 so there was a 14 percent increase and likewise for Kovula Verewai was at, a 14 percent increase. So we had done, I think, at least for them and the GWEs who are the Government Wage Earners. We had committed at least about $3 million to be able to account for that. It is the realignment of the salaries that has happened for the Special Constables in 2017.

HON. J.N. KUMAR.- Thank you Mr. Nair, so in other words you are confirming to this Committee that Special Constables did not qualify for the because this is the first time we are hearing that because during those submissions, they believed that they were also included.

ACP. I. NAIR.- The Special Constables do not form part of the JEE, they are hourly working officers and the salary has been increased over some years and the last one we did was 2017.

HON. J.N. KUMAR.- Through you Honourable Chair, this is just a suggestion, Mr. Nair and the team. I think we all are concerned about the issue that is before the Committee and during the presentations we feel sorry for them because they have families, they have commitments, they have all those challenges in life and some of them need to live their life like other people. I think there is some miscommunication between the Police Force and these retirees.

My question is, is there any possibility whereby the helpdesk in the Police Department to do the same thing that this Committee has done by going around and meeting those retirees, especially with the Special Constables and inform them of the whole thing which is associated with this JEE?

ACP. I. NAIR.- I agree with the possibility of us doing that and it all depends upon my discussion with the Commissioner, and informing him the feedback from the discussions here and I think he already has that in mind. As the Honourable Chair has pointed out, there are a number of comments and we totally agree with that. They are all valid comments.

We are facilitating some of these explanations that we are providing to individuals as and when they come our way. If the Commissioner agrees, we are also willing to go out and conduct this so that we do not leave any stones unturned in terms of explaining to the people and as your good self has suggested the valid comments. If you do not get any explanation as to how the calculations were done, anyone could feel suspicious about it and I totally agree with that. We will facilitate.

MR. CHAIRMAN.- Honourable Politini?

HON. H.R.T. POLITINI.- Thank you, Honourable Chair. I think we would also like to hear the opinion of the desk officer from the Ministry of Economy on the issue.

MS. K. MALA.- Thank you Honourable Member and Chair. I will just mention as we had deliberated yesterday that this JEE exercise was well done, well-structured and well defined in a very systematic way. The processes required were followed and there was a terms of reference which critically analysed what were the processes based on the PSC Circular and Cabinet's decision.

Just a comment maybe, as the Honourable Member mentioned that awareness is really very important and I request the Police Department if they could liaise with the respective agencies such as the Ministry of Rural and Maritime in conducting roadshows.

I think one of my colleagues mentioned this yesterday that they should coordinate with other agencies and create these roadshows whereby, they can put up a taskforce team to assist those officers who are not happy with their pay out. Probably the Police Association, because as I understand, most of the officers or even this Police Association will not be able to understand the formula which was presented to us this morning so that they are aware as to how the calculations were done. As the Honourable Chair had mentioned that during consultation with the officers in the maritime areas and other divisions, I assume that the complaints which we are getting from these officers, maybe the Special Constables are still thinking that they might be getting this pay out but in fact not. So what I understand from the Police that Special Constables were not part of this JEE payment. So maybe the complaints are coming from the SCs.

In these roadshows maybe we can highlight all these issues and inform them in a proper manner that the SCs were not entitled in this process and I think awareness is really very important from my point of view.

As Madam has mentioned that we are civil servants and we are here to serve the general public and the Police being the department that is obligated to maintain law and order of the country and if they are scared to go into a police station or police HQ, they should not be. There should be an environment where they are being respected and their voices are heard, so they should create an environment that, all right I am going to a place where justice will prevail on me and not that I will be scared and I am not able to show my grievances and other things like that.

So I think in terms of improving, our service delivery is very important, I think proper counselling should be done to the person who is sitting at the reception. The way she talks or whoever is sitting over there, presentation is very important. That person may not be educated, he will be coming from a rural area and judging by the way we talk, we have to make him understand the processes in place and how we can assist them so at the end of the day he is satisfied. So that is from my side, thank you Honourable Chair.

MR. CHAIRMAN.- Thank you Mala, probably we give the opportunity to the Auditor General's Office if there is any comment.

MR. N. KUMAR.- Mr. Chairman, from our side, I guess a lot has been said and there are a lot of challenges and some work to be done. If there is any other of this magnitude, payment happening in future, I guess there is some lessons learnt from this exercise. As we discussed sometimes back with this Committee when the Auditor-General was present, I

think there is a risk when such a magnitude of exercise being done and decision is made and the implementation was done so there is a risk that is out there.

We are not surprise to hear that people's bank account were incorrectly deposited into, because even when we had conducted some initial audits sometime back, I guess in 2010 or 2011 and we also found that there were quite number of cheques were returned back from the bank. That indicates that probably the name did not match or the accounts were incorrect and also officers had retired perhaps they would have changed the bank account, they went back to the village. The bank account were not operating or probably the husband or one of the spouse passed on and the bank was taken over by somebody else. So those were those issues that are there but I guess the Police Force are putting in measures that they will improve from the lessons learnt.

And also we have decided that we will be conducting a follow up audit on the JEE and the whole of police payroll just to see what are the improvements done. And just to assist the Force in suggesting of improvements they can make and there is a lot modern ways of doing things. So we will be working closely with the Police Force and assist them as far as auditing is concerned. Thank you.

MR. CHAIRMAN.- Mr. Nair, some more questions? What is the current situation now in the Police Force in regards to your database, is it in place or there is still some more things to be done to achieve that?

ASP. I. NAIR.- Thank you Honourable Chair. In terms of the database, basically we have started phase one of it, that is, the procurement that we have done with a company which is sort of endorsed by ACT. It is in phases. The thing is, in terms of how the government is looking at it, it is the whole of government approach for all ministries, et cetera.

But the whole of government approach has been discussed for many, many years. And I know within the organisation basically five years ago I raised this, so we have not gone anywhere with that. So with Commissioner's authority that he as the PS for our organisation, we have done that purchase and we are wanting to move further in terms of getting things coming our way. It is in its very initial stages but we have started trying to get the software, et cetera, in place. The amount of people that we have, 4,000 plus, we have started in terms of having records of people already done in this computerised manner so that we can transfer this in this system.

So I am happy to say that under my purview we have started. And we are moving somewhere so that many of these details which we are doing now, calculation using excel et cetera can be sort of improved. I am happy to report to you, Honourable Chair that we have started, phase one has commenced and we will follow it up from there.

MR. CHAIRMAN.- I think that is the way forward. Manual filing is not the age now. Probably we will assist you in that area as well by putting it across for Parliament to understand what is happening. Honourable Bulitavu do you have any questions?

HON. M.D. BULITAVU.- Thank you Honourable Chair just through you. Probably I just want to take the discussion back to the verification process that was done in 2015 after the 2015 budget. Probably according to the estimates, the allocation of $28.5 million that was given was to address the anomalies, the JEE there and also refer to page two of the presentation that was done today. If I may read, "as a result the Police pay increment and payments arrears as far as JEE is concerned were paid to Police Officers in 2015 on the

following years 2004, 2005, 2006, 2009 and 2012 and that was the one from Head 15 miscellaneous paid to SLG 84 account." My question is, after looking into some of the JEE pay-out slip that has been tendered to the Committee and the variations in the various years and figures that were appearing, in some years there were the same figures, some years they dropped, some years they increased again. The pay-out in 2015 was it for the anomalies of JEE or there were things that were done also apart from JEE like allowances?

MR. A. LUTUNAUGA.- Thank you, Sir. Every pay-out that was done in 2015 was for the JEE and that includes the allowances. As I have stated earlier, basically what we are paying is the arrears in allowances because of the 6 percent that has been factored in for the five phases. What we found out when we did the exercise was they increased only the base salary but not the lodging allowance because once the salary increases it should have an impact on the 12.5 and the 20 percent; that was not factored in, and that is what we are paying out in 2015 - the arrears from 2004 until 2012 for all allowances but as far as the 30 percent it has already been factored in.

So the JEE was basically the arrears of the EDA and the lodging allowance. That is where most of these officers are confused with and they think that is just the 6 percent that should have come to them. But if you can see through the presentation that it has been implemented and given the PSC Circular and the Cabinet Decision, those were the authorities that made us pay out that money.

HON. M.D. BULITAVU.- Chair that should be clarified to them because I think the claim is such and also given a proper clarification could be done probably provided by Ms. Mills. There is the version that for 2004, 2005, 2006, there was a payment of 6 percent and that is their version and it was due from 2004 to 2012 and most of them I think they even took it out to the media and also to the Prime Minister's Office they went on to say that some that left before the 2015 way before the 2015 budget was announced, they were claiming also that. But we have got a previous explanation by Ms Mills saying that it was factored out before they left the force. Before they left, the Force made sure that they took the whole 30 percent and somehow that needs to be balanced so that we are on the same page.

MR. A. LUTUNAUGA.- So we will take that on board in regards to our consultation but really there is a misunderstanding on the members especially for our retirees. They were thinking of the full 30 percent, but as you can see we have all the legal documents that supports the various years that it has been implemented but we will certainly do that.

MR. CHAIRMAN.- I believe, Mr. Nair there is confusion with Special Constables and Police Constables. These two are different and in some cases we were going around, we also talked to wage earners, those look after the compound and all these. Most of them joined the Special Constable whilst doing that. I believe that is normal to the Police Force probably just authority from the Commissioner that they can do that and then go back to wage earner once they fill up the post. What is your comment there, Mr. Nair?

ACP. I. NAIR.- Thank you Honourable Chair. As we had clarified in terms of the JEE that is applicable to the regular officers only and that is the PL grade officers that we have. It does not include the Special Constables because Special Constables are hourly worked officers, they get paid on hourly basis as compared to the regular force members, they are salary paid staff.

In terms of GWE, someone coming into a Special Constable, there is a possibility because if they are Form 6 pass, some of our GWEs, they were as such. There is a possibility, I do not deny it. They could have sort of resigned from GWE and jumped into uniform Special Constables if they had the skills-set plus the qualifications, et cetera, so it could have happened.

MR. CHAIRMAN.- So I thank you Honourable Members, any final question, Honourable Politini?

HON. H.R.T. POLITINI.- Thank you Mr. Chairman, thank you ACP. I think I strongly recommend a roadshow just to clear the air with these retired police officers. This morning's presentation just clarifies the whole issue regardless of when a police officers started, alot of them are coming and said, "no I started the same year with him, ind how come I received this and he received that." Until they see this formula, probably they should get some clarity that. Thank you.

MR. CHAIRMAN.- I believe you have a question or comment, Honourable Kumar? A comment, please?

HON. J.N. KUMAR.- Thank you through you Mr. Chairman. According to the submission by the Office of the Auditor-General that in 2004 you were given only 17 days to work on that and in respect to the number of police officers that and the number of days that you were given, from me personally I want to acknowledge you for the hard work that you have done so far. I am sure that some of you did not sleep the night as you had to work on that. Just imagine if I were in that situation, I would have felt the same thing too.

This whole thing here boils down to miscommunication between the whole scenario and it is just a small thing but now it has been blown out of proportion because of that. This is why we really support the idea of a roadshow so that you can explain to them and be clean in terms of your work. So I would like to thank you once again and please pardon us if some of the things we asked may not really have gone well with you, we are just doing our part as Members of this Committee. May God bless each and everyone of you and your families. Thank you.

MR. CHAIRMAN.- Thank you Ms. Kumar.

HON. M.D. BULITAVU.- Honourable Chair through you, probably in addition to the idea of the roadshow that will be a broader one. In the individual cases, if the Committee can also tender a few names probably because the accounts people would like to identify the names on a one on one basis. Go through those tables and those percentages breakdowns of JEE probably that will be, rather than addressing them as a group, they will still be unsatisfied always. This will always come up. On a one on one basis, that will clear things up with them.

They have the documents given by the accounts that contains JEE, payroll pay out, they actually have what Ms Mills have presented today in the tables there. I think the copies were printed out to them too, I think an explanation was done to them on one and one basis. Probably the Committee can also offer those names too for those cases to be explained on one and one basis so it clearly settles the whole thing. That is all Honourable Chair.

MR. CHAIRMAN.- Thank you Honourable Bulitavu. We have come to the end of our session and first of all we have heard ASP Nair and your team, thank you for your deliberation today and there were some brighter information sharing for us. I believe we have also told you about our going around and we understand the high risk of pro rata and this is the outcome of it. You will need more time for planning before implementation.

The OAG team raised that pro rata was a high risk and we understood up to now what actually happened and Members of Parliament are talking about roadshow and it is very important and also the helpdesk to be in place for your retirees to come to you and be served by the helpdesk. Probably the helpdesk do not have to wear uniform, probably some kind of dress that attracts people to come in. Sometimes when you wear uniform it is totally a different atmosphere. So with all those discussions and all those questions and answers has brought us to the conclusion today.

Like what Honourable Bulitavu has alluded if there are names coming in and then probably we just get to your office and probably they can be assisted accordingly. So once again on behalf of the Standing Committee of Foreign Affairs and Defence I take this opportunity to convey my appreciation to the Police team and as well as the OAG team with us here this morning and the representatives from Ministry of Economy.

Thank you for accepting our invitation and making this submission a good one and that will also help us in putting our report together. So in other grey issues that will pop up we will just give you a buzz probably we can just talk it over and be included in the report. So with no further ado once again a big *vinaka vakalevu* to all of you.

We have a morning tea to share and probably discuss some of the unofficial issues around the table this morning and before we break for morning tea, Honourable Kumar you can just say grace for the morning tea.

The Committee adjourned at 10.54.25 a.m.

# STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFÉNCE

**Submittee: Independent Taskforce**

***[Verbatim Report of Meeting]***

**HELD IN THE**

**BIG COMMITTEE ROOM 1**

**ON**

**THURSDAY, 22ND MARCH, 2018**

**VERBATIM NOTES OF MEETING OF THE STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE HELD AT THE COMMITTEE ROOM (WEST WING), PARLIAMENT PRECINCTS, GOVERNMENT BUILDINGS ON 22ND MARCH, 2018 AT 9.45 A.M.**

**Interviewee: IndependentTaskforce**

Attendance:

1. Mr. Nemani Bulitavu - Retired Civil Servant
2. Ms. Eleni Raibosa - Retired Civil Servant
3. Ms. Seini Daugunu - Retired Civil Servant
4. Ms. Viti Evalini Rokobaro - Retired Civil Servant
5. Ms. Lagiono Basiyalo - Retired Civil Servant

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MR. CHAIRMAN.- Honourable Members, we are fortunate this morning to have the Internal and External Taskforce here with us. We have Mr. Nemani Bulitavu, Ms. Eleni Raibosa, Ms. Seini Daugunu, Ms. Viti Evalini Rokobaro and Ms. Lagiono Takayawa Masirewa who are members of the Internal and External Taskforce on behalf of the Standing Committee on Foreign Affairs and Defence. I welcome you this morning. Thank you for responding to the humble invitation that was forwarded to you and your presence here this morning is very much appreciated.

I also take this opportunity on behalf of the Standing Committee to convey our appreciation for your commitment whilst a civil servant with the Government and now that you have retired, we appreciate your effort and your experience whilst in Government. Most of the time you will not hear a lot of appreciation for the hard work that you have committed yourself to. This morning you are here because of your skills and knowledge in which you have been called to assist this honourable Committee with to complete this Public Petition for Parliament to review and redress the vast anomaly present in the 2004 Job Evaluation Exercise.

So with those few words, once again thank you. I will now give the floor to you and probably you can explain more on the names that I have read out and also the introduction bit as to how you were selected, terms of reference and your conclusion in regards to this public petition. So with those few words, I give you the floor, *vinaka.*

MR. N. BULITAVU.- Thank you very much. It is an honour for me to be here to submit to this honourable Committee. My name is Nemani Bulitavu.

First of all when I received the summon, I was not at home, my wife received it was scared because she saw the name "Bulitavu" and told the driver "take it to Nakasi", the driver called and confirmed that it was for the old man and not the one in Nakasi. I am pleased to be here and happy that you are here listening to us. I am from Macuata. I worked for almost 32 years in Government and I retired as a Principal Accountant.

For my selection to this taskforce, I do not know why but most probably the record that I attained during my service. I was very pleased to join my colleagues here and I believe

we did it faithfully, exercising what we have learnt all those years and we were happy. When we finished our submission we heard about other shortfalls and it really affected us because from our understanding whatever we prepared should at least should boost the people's grievances under the provision of JEE and all the authority that we used to enable us to do the calculations. With that short introduction, Sir, thank you very much.

MR. CHAIRMAN.- *Vinaka vakalevu.* Probably you can speak to the mike.

MS. E. RAIBOSA.- *Ni sa yadra vinaka.* My name is Eleni Raibosa and I am from Tailevu. I worked for Government for 30 years before I retired. I was heading the Financial Information Division of the Ministry of Finance and then when I retired, I joined the Volunteers Service for the Retirees and we were members of that. When there was a need for assistance to the Police Department we were honoured. Thank you.

MS. V.E. ROKOBARO.- *Vinaka, ni sa bula vinaka.* My name is Viti Evalini Rokobaro. I worked for the Fiji Police for four years, then transferred to Government Printing, worked there for 13 years; then I was transferred to the Salaries, Leave and Passages Section of the Ministry of Finance. So I was heading the Salaries, Leave and Passages Section from 1999 until I retired in 2009.

I was at home one day when I got a call from PSC asking me if I could volunteer to work on this JEE review. I said "who gave you my name?" They said, "Ministry of Finance." I said, "Why?" They said, "They thought that you would be the person who could help in assisting doing this exercise." I said, "Alright, if you think so, then I am willing to join." That was how I came to join this team. Perhaps because of MOF's information to them since I was heading the Salaries, Leave and Passages Section in the Ministry of Finance. Thank you.

MS. S. DAUGUNU.- *Dou sa yadra vinaka na* Honourable Members. My name is Seini Daugunu and I come from Saqani, Cakaudrove. I worked in the Government for about 34 years, I retired in 2009 as an Accountant. The last Ministry I was in was the Ministry of Agriculture in fact I worked in several ministries including Public Service Commission, Ministry of Finance, Ministry of Health and Fiji Police. I really enjoy it until I retired in 2009. I came through as a member of the Evaluation team because I registered my name under the Volunteers Service Scheme and I received a call too to be involved with this work. *Vinaka.*

MS. L. BASIYALO.- *Ni sa bula vinaka.* I am Lagiono Basiyalo, I have worked in the Ministry of Education, Social Welfare and the Ministry of Finance in the Internal Audit Division. I have worked in Government for about 38 years. I was called upon by the Volunteers Service Scheme of the Public Service Commission to be one of the members to look into the back pay of the police officers.

MR. CHAIRMAN.- Thank you very much for all that information. Now I can put a face to a name. You all look familiar. Now if you just can take us through probably you know, pitch in everyone and the introduction to that team, the taskforce and few challenges that you went through before we can have our questions.

If someone can lead the discussion and as the only gentleman here, probably he can start just a bit of introduction then everyone can pitch in.

MR. N. BULITAVU.- Thank you very much. Well, as I mentioned earlier we accepted the task. It is an honourable task for us to be exercising the experience that we had for so many years and not only that, it was in our mind to try to ensure that the people got what they deserved, knowing very well, the noise that we heard from the people on the ground.

The terms of reference given which required us to make our way, our system and apply what we knew in trying to analyse what rightfully was deserved by officers. I think the authority that we used for our work were the Circulars from Public Service Commission. We were very mindful that there were so many circulars that related to this. That was the status and the authority that we used. Getting the circular, analysed what was required and the level of salaries and dates. That is actually how we worked.

I think for my colleagues here because they were experienced in this area, they would have a lot of things to say and I will be assisting in explaining how we carried out the task and how we finally arrived at the final report. As mentioned, we are all volunteers. We had to work through a channel of authority above us and that was another barrier. That is what we have seen and worked out. Some officers above us who were non-accounting officers we had problems with. We did not know what the result would be. But as far as we know, we carried out the job to our satisfaction. I now give this time to my colleagues here. I think they are very experienced in their own fields especially salary and the Information Technology (IT) system. Thank you, Sir.

MR. CHAIRMAN.- Thank you, Mr.Bulitavu. Yes, it is information for us that two of you were once part of the Police Accounts Section. The two at the end probably your experience too will be very much appreciated.

MS. L. BASIYALO.- *Vinaka.* First of all, as soon as we reported to the office we were given the task and saw the exercises that were done by the department. There were so many police officers, more than 3,000 and we were given very limited time to audit each and every police officer. So much information was required to do the exercise accurately but we had very limited information. Even the PSC Circulars, we had to ask them to get them. We were given, I think about three weeks or so, so the first week was only briefing and then to get hold of the written resources like PSC circulars, which was very important, it took them about more than a week to get all those resources. I had to ask the Ministry of Finance to give this to us because PSC did not have it. Even the department did not have it so I had to call and ask Ministry of Finance to get the circulars for us.

So time constraints was one of the problems because to be given three weeks to audit each and every police officer was too much; there were briefings and meetings every now and then. We were not given time to do our own work. To run through all these calculations, to run through things like acting allowance, promotions, date of appointments, resignations and the retirees, we had to go through all those. We tried our best, but we just did not have the time. That was one of the main problems; time constraint and resources.

With the 3,000 officers involved, we had to divide ourselves to accommodate all those. From day one of our appointment we had to deal with retirees, retirement date concerning the retirees, promotions, acting allowances, and also other allowances involved. With many of them, there were some with broken periods of acting allowances, broken periods of resignations then reappointment again and the files were not on time. That led us

to frustration too but we tried to be cool all the time and tried to cushion all those frustrations inside of us. We asked them to for access to the payroll system as they were not able to provide us with EDP and personal files.

The access given to us I think was only for a week and to get into individual personal data was limited because the system did not have enough data to satisfy us so that calculations could be done. It does not have the date of appointments from so and so, to so and so, the date of promotion from so and so, to so and so, to date of acting allowance or whatever; all that was not in the system. So we were given very limited time to have access to the system, even the EDP files and the personal files because most of the information that was supposed to be in the EDP files were not in there but in the personal files, and for that, we were not provided with enough information for each of the 3,000 police officers' leave aside the retirees.

MR. CHAIRMAN.- Thank you for that honest information that you have given us this morning. I see that you should be retiring but they gave you a hard time and more stress. Thank you for that probably the next one can share a few things too.

MS. E. RAIBOSA.- The most frustrating thing to me was that non-finance people were making decisions. That was one of the worst things we came across because they did not know how to calculate the figures and they were making the decisions. We checked thoroughly for the 3,000 officers that were being mentioned and we understood that the budget allocation was about $28 million. When we checked through all those officers' files we calculated their dues and our figure came up to $25 plus million but then the non-finance people did not like that figure. So, they wanted us to cut it and we did not know how to cut it because that was their due, it was rightly due and payable to them. So, it is very frustrating when you are faced with a situation like that.

The other funny thing was Parliament had already given the approval to pay the officers by Pay 7 of 2015 but by that time we were still working on trying to do the calculations, we had not finished the calculations and we had not finalised the figures. So, it was a bit difficult because everyone was rushing us for Pay 7, the money had to be paid by then because of the Parliamentary approval but we did our best and what we understand was when the pay-out was done the figures had changed. It was revised downwards to $16.7 million. We would not have known how that had happened.

The other problem that we faced was time constraints as Ms. Viti was telling us. The time was just too short for such a huge exercise, far too short for a huge exercise like pay increase and the Salaries Division that had to input the data into the system for the pay-out did not have the time to run a salary test, which was supposed to be the procedure. After the figures were fed into the system, we did test runs and then we got a report and reconciled that report, until the figures balanced, we could not do anything. We had to see that everything balanced, the test run is reconciled, everything should be balanced then we do the final runs. That was how it should have been done but because of time constraints, I do not think the salaries people had time to do the necessary checks, test runs and do the necessary reconciliation of the test run.

Before they finally printed the final figures, a very interesting issue was when we found out that our figure was revised down by about $7 million. So, we would not have known where the discrepancies were.

HON. H.R.T. POLITINI.- Probably adjustments were made

MS. E. RAIBOSA.- Yes

HON. J.N. KUMAR.- How did they do it?

MS. E. RAIBOSA.- How did that happen, we do not know. I think that is one of the main problems that came out because the non-finance people were making the decisions. We assumed that when we were called in audit, our figures would be final but then in the process we found that someone else had to decide which figure to take. Those were a few things that I observed.

MR. CHAIRMAN.- Thank you very much.

MS. E. RAIBOSA.- The 3,000 members that I mentioned were already listed with their gross amounts and we just worked according to the list. We could not change anything else. The list was already given by the police.

MR. CHAIRMAN.- I believe that is all and we thank you for those information. It just explained everything, there were question marks all over the place for us. Now, you have given us the assurance to those questions and thank you very much for that. Now, it is question time Honourable Members, if you have any questions, this is the time for questions.

HON. H.R.T. POLITINI.- Thank you Mr. Chairman, I would like to thank the whole team this morning for coming in. Thank you Mr. Bulitavu. To me this whole period of scrutinising the Annual Report and the audits that we got from the retired police officers, there was something that really was not settled. Do you think that there was an external, internal audit team that was set up to look into this issue? Thank you once again for availing your time this morning and I have reiterated to the audit team that this taskforce is a very important part of this in our putting together this final report before we table it to Parliament.

I think a couple of questions I had noted from your discussion this morning, first of all is you had explained your TOR. One of the critical things at any time during this audit or the scrutinising of the JEE pay-out, did you ever see any indication of fraud practise in the pay office?

MS. E. RAIBOSA.- I do not think we observed any indicators of fraud. I do not think so, the figures that were given even though they did not give us enough data, they could not provide the personal files. When we asked them for the personal files, they said it is in Archives. When we asked them to get it from the Archives, everyone just disappeared.

It was a bit difficult and according to the list that was given to us, we really had no way of telling if there were 3,000 Police Officers in the Force at that time. There was no way of reconciling because I myself went to their Human Resources Department to find out how many Police Officers there were in the Force and they did not have any figures. If we had all those information, I think we would have been able to identify some indications of fraud but there was a lack of information given to us. We were just given a list of officers.

MS. L.T. BASIYALO.- We did not even know but in addition to what she has said, we even asked for salary reconciliations because salary reconciliations are to be done well

before pay day. This was not done and I would not know for how many years. It is better to get the salary reconciliations and see the increases and decreases which meant acting allowance, promotions, resignations that is another decrease but that was not provided.

(Inaudible)

MS. L.T. BASIYALO.- The salary reconciliations have to be carried out before pay day to tell us that the payout is 101 percent correct, but that was not done. That is normal basic accounting procedure.

MS. E. RAIBOSA.- Not only before the payout, it should be done every month. They should reconcile their salaries. Because they have not reconciled over the years, we have no way of telling if they have been overpaying people or underpaying people; we have no way of telling.

MS. L.T. BASIYALO.- This was introduced in the system to get the salary reconciliation, to get information whether there is a decrease in salary, increase in salary. This is why they have to carry out salary reconciliations before pay date.

HON. H.R.T. POLITINI.- I think I have another question, you just indirectly brought it out, did you find the Police Accounts Department co-operative during your audit?

MS. E. RAIBOSA.- They were very co-operative. They cooperated very well. We asked the Deputy Force Accountant every time, she was there for us. Her staff were very cooperative during the whole exercise. They tried their best to give us what we wanted, but they had their own things to do as well. They had very little time; everyone was caught up with time.

HON. J.N. KUMAR.- Thank you ladies and gentlemen. Through you Chair, after the exercise you had done, did you share your grievances to the officers concerned who were working behind the scene? Did you give your recommendations? Did you share your grievances on the amount of discrepancies that you went through during the process?

MR. N. BULITAVU.- Thank you very much. Well, during the tenure of our exercise, we had a system or process in place to have regular meetings with the Committee. As I had mentioned, there were Committees above us, PSC Committee and there was another Police Committee. We sat and talked about the progress of the work and also these were part of the things that were highlighted.

Since they not very well versed with the system process in Accounting, which could be the hindrance in them accepting what we had highlighted and also they were controlled the funds on how actually they intend to use for this exercise. We noted that the exercise was a big one and during that period the staff turnover in the Force was very high. People were coming in, people were going out and these were important factors that were affecting the calculations, dates and some of the Circular overlapping each other.

We understood what we were doing but because these were not well understood by those controlling us could be some of the difficulties of them reaching the right conclusion. Thank you, Sir.

HON. H.R.T. POLITINI.- During the course of the audit, obviously, you looked at the files and subconsciously, you will say, "we need more time to scrutinise." Did you ever recommend that to those that appointed you to scrutinise the JEE pay-out? Did you ever say, we need more time for this?

MS. E. RAIBOSA.- We sort of casually mentioned it, but everyone was rushing to make it for the Pay 7 deadline because it was approved. If the police headquarters had given the approval to pay on Pay 7, then it would have been alright for us to negotiate on the time but since it was a Parliamentary approval, there was nothing we could do.

HON. H.R.T. POLITINI.- I would have thought that you would have made recommendations back to Parliament to say in order to ensure that there is a fair pay-out, we recommend that you give us at least another 30 days or 60 days.

MS E. RAIBOSA.- We do ....

MR. N. BULITAVU.- In in fact there was pressure on us to make pay-out and that was why the authority confirmed to pay out there and then. But it was good that there were some shortfalls and relooked at it because that was due.

HON. H.R.T. POLITINI.- I am just getting this impression that this was just done as something like a tick of a checklist. Yes, if the public does enquire about this JEE pay-out, we have already done that. If they had seen the importance of everyone getting their fair pay, they would have allowed more time to continue with your work but instead why rush? That is my impression while listening to your contribution

MS. E. RAIBOSA.- I, for one was satisfied with what we did but there was lack of data. We could not access the personal files, system so there was a lot of things because they were telling us that we had to pay this on payslip.

MR. CHAIRMAN.- Just a question for Seini and Viti. You did mention that you once were part of the Police Accounts?

MS. S. DAUGUNU.- Yes.

MR. CHAIRMAN.- Alright.

This issue of HRM, the data. During your time there did you experience the same thing as to what you have now?

MS. V.E. ROKOBARO.- Now the difference is doing this exercise, we are internal auditors. During my time in Salaries, Ministry of Finance I did the same run then test runs. I had to do random checks. Then I was provided with all the test runs. But for this one, I was one of the internal auditors. So, I had to audit whatever was there in front of me. I had nothing to say but just followed instructions.

MR .CHAIRMAN.- I believe then things were running well. But now we identified it was not properly done. So, that is the experience probably you did not check that because you were ....

Seini, do you have anything to say?

MS. S. DAUGUNU.- Yes, Sir. What I have seen was that non-finance people were involved with the list that we did. The time I was there, accounts people were the only ones handling salaries and anything we had to do with PF and EDP files. But this time when we went there, it was really a mess.

MR. CHAIRMAN.- One of our recommendation we would like to share to you is no professional police officer to be part of Accounts Section because they are totally in a different profession. So, we recommend that neutral people be in the Accounts Section. The Ministry of Economy should put professional people there so that no one else interferes with the budget. That is one of our recommendations. I believe you will agree to that.

HON. H.R.T POLITINI.- Thank you, Mr. Chair. I am sorry, Madam, did you at any point in time take it up to your superiors since you once worked at the Police Pay Office?

You would have queried what are these people who are not qualified in Accounts doing in the Accounts Section?

MS. S. DAUGUNU.- I did not question them because we were given just three weeks to complete the work. Our appointment letter had three weeks for us to complete the work.

HON. H.R.T. POLITINI.- It is just strange. It is just like I only know how to ride a bicycle but I cannot drive a bus but I am put on the bus to drive the bus. That is what I am getting the impression from the Police Pay Office.

MR. N. BUTILAVU.- Thank you very much. We are very happy with the recommendations that you intend to submit but I think that is the real problem. What we understand in Finance we are seconded to every department with our finance experience to go and carry out finance work. In this case, because of the structure, I think they are very much interfering with finance. I am sorry to say this and that is a hindrance with finance people working in ministries like this. With finance, we have our regulation Act to follow but at times where instructions come from above us, we are faced with that problem. Some loses their jobs because of this. So, I am happy with the recommendation that the Standing Committee is intending to put. Let us work within our own Acts, systems and processes and I think transparency and accountability will be well delivered in that manner.

HON. RATU S. MATANITOBUA.-*Vinaka Vakalevu.* My question goes to Eleni. (Inaudible)

MS. E. RAIBOSA.- I really do not know how it went down.

HON. RATU S. MATANITOBUA.- Did you enquire?

MS. S. RAIBOSA.- By the time we found out we were already at home. We are retirees. We were enjoying ourselves at home and then all of a sudden we found out that the figures had gone down. We have no explanation for that.

HON. J.N. KUMAR.- Thank you, through you, Mr. Chair, I just want to thank you all for your honesty in telling us that. This is the first time that we are hearing from you that the

personnel in the Accounts Unit of the Police Force were not involved and were not even included in this 2015 pay-out. Even during the submissions they did not even inform us. So now we have come to know why there is so much discrepancies. When we went out to those district centres all over Fiji, the same complaint from the police retirees that some of them still had not received any JEE at all. Today, we have come to realise and believe the assumptions that we have got and now we are satisfied with what you are telling us. The Committee is confident of making a very strong submission that something should be done because we have to think of our nation. We have to think of the Government's money, not only in the Police Force maybe in other ministries. We want to thank you for that.

MR. CHAIRMAN.- The information provided has cleared things for us. We are short of $7 million. So, now we would questioning, asking people but they were not coming forthright.

HON. J.N. KUMAR.- Probably they were scared.

MR. CHAIRMAN.- They cannot come up with the truth. But now we have compiled that for us. Thank you, Sir. Alright, this is a simple equation with the $7 million everyone get to it. Now, people are crying out especially those retiring officers who committed their lives to work in the Government and we understand that the Police is not an easy profession. So we appreciate those information we will conclude with that. Probably we will be stepping on toes but it has to be done, Honourable Members, is there any other question?

HON. M.D. BULITAVU.- Thank you, Mr. Chair, just through you to the two ladies. Everything is a bit clear now, Honourable Members. Just a background question that will help the Committee in regards to your appointment until you came up with the figure of $25 million that was revised down obviously to $16.7 million.

In your experience over the years working in the Civil Service given that this was the Job Evaluation Exercise by the Fiji Police Force to be carried out from the year 2004 to be paid out in 2012 on a 6 percent pro-rata basis every year. That was the timeframe from 2004 to 2012 not until the 2015 Budget came in with an allocation from Head 15 where $28 million was given to cater for the shortfall of the pay-out that was supposed to be down in that period 2004 to 2012. From your experience, just a very Senior Accountant working in the Salaries Division. What could have been some of the problems that probably identified or assumed working from the papers that was available with you during the exercise? What were some of the problems that allowed this shortfall and discrepancy in pay? What were some of the circumstances?

MS. V.E. ROKOBARO.- One of the problems is the pending dues. Accumulation of salary increase whatever is due should be paid and paid on time. I believe this will solve all these kinds of discrepancies on shortfalls.

MS. E. RAIBOSA.- The other issue also was that the Police authority agreed to spread 30 percent pay over five years on 6 percent per year. So there was nothing else we could do because they had agreed for it to be done that way.

MS. V.E. RAKOBARO.- During this time of approval, I mean of this exercise, I think I do not know whether to bring this up. RFMF was paid on time

HON. MEMBERS.- One-off.

MS. V.E. RAKOBARO.- Any problems?

HON. MEMBERS.- No.

MS. V.E. RAKOBARO.- Because it was paid there and then. This is why it was spread in phases.

MS. E. RAIBOSA.- If they were paid 30 percent on the spot then no problem we would not have been here.

MR. N. BULITAVU.- Excuse me. Sorry, I could respond to what Honourable Bulitavu had raised on the difficulties that arose during that span of time because of the rises. The most important area that we found was the unavailability of the database. Because the span of time was quite lengthy and the information are not available especially the manual records, the file and the staff check-over during that period in Accounts, interference you can imagine. The end result come end up in the negative as you have experienced because of that. Otherwise if the availability of data information was there, that would ease up the calculation, assist us but those were some of the factors that affected the accuracy and what we expected to be rightfully paid to officers. Thank you, Sir.

MR.CHAIRMAN.- It is also one of our recommendations to improve the database but they are still working on it now. Honourable Bulitavu?

HON. M.D. BULITAVU.- Just a follow-up to the question to the two ladies given that due to the accumulative payment that was due, that was not given and also the methodology that was agreed by the Police on the pro-rata phase house phase 6 percent. What still bubbles in my mind is this given that there were budget allocation for all those years in 2007, 2008, 2009, 2010, 2011 and all the 6 percent was not paid out. The 6 percent allocation for JEE in all those phase of years they were diverted or where they were sent to, who was paying more, who was paying less and why they do not give …from the….that is still the place that are still hanging. Probably from experience I have known all of this while working with finance and all if could provide some basic information that could help us resolve if there is a missing part in the ....

MS. E. RAIBOSA.- What we understand is if the budgeted allocation was there, it does not mean that they had to pay it out, we will have to wait for PSC's approval. We really need PSC's approval to approve the pay-out and then we will pay it out. But otherwise the money does not go anywhere because the Government budget is book money. Once the authority lapses then it is gone, at the end of the year there are authority force spending of money lapses and we wait for the next budget year. If they provide 6 percent there it does not mean that we will have to pay and if there are so many other factors to be taken into account including PSC's approval.

HON. J.N. KUMAR.- Can I just add onto that bit? That means when that JEE pay-out came maybe that was one of the reasons why the Police Department opted for pro-rata basis kind of payment because there was not any money for the one pay out or what do you think?. Please, explain.

MS. E. RAIBOSA.- If f there is a pay increase coming in, usually money is provided for that. But we do not understand why the Police authority authorised that amount to be spread out.

HON. H.R.T. POLITINI.- I believe the pro-rata directly came from Cabinet and it was Cabinet's decision.

MS. E. RAIBOSA.- It was Cabinet's decision?

HON. J.N. KUMAR.- According to retiree Mr. Vuniwaqa, it came from Cabinet.

HON. RATU S. MATANITOBUA.- He was the ...if it was not the Cabinet decision we should recommended why the Police Force? We tell them ... the police recommended by them to the ...Minister or PS to the Cabinet.

HON. M.D. BULITAVU.- Given that the budget is a book programme once it is released, no estimates. So that confirms that most of that 6 percent in all those years was probably not paid out.

MS. E. RAIBOSA.- Not paid out. Nobody is authorised to use that 6 percent anywhere else.

HON. H.R.T.POLITINI.- That is the same question that I wanted to ask. But the Honourable Bulitavu has raised it. Does the money go back into a trust?

MS. E. RAIBOSA.- Not in a trust. It just lapses.

MR. CHAIRMAN.- If you do not use it, you lose it.

MS. E. RAIBOSA.- If you do not use it, you lose it.

MS. V.E. ROKOBARO.- As was mentioned, the budget comes every year so as Mr. Vuniwaqa had mentioned, the Department has to include the 6 percent in there. Only then they will have the authority to pay, but I am not really sure whether they included it in the budget.

MR. N. BULITAVU.- Thank you very much, Honourable Chair. I think we are enclosing some areas of what we experienced. I think budget is budget. That is an authority in an area like salaries where SEG 1 is for Personal Emoluments of staff and that is non transferrable to any other place. It has to be used according to the number of people that are working in that Ministry.

It cannot be transferred or otherwise. Likewise this is special payment, it has to be incurred for job evaluation. It has be there in the budget, awaiting authority and authority comes from PSC. If PSC does not authorise, it will remain there.

For some unknown reason, authority was not attained because the money is there. Otherwise, money could have been diverted to other areas and that is what we hear, money goes to other areas If money was not rightfully used for what it was budgeted for then it cannot be just sitting there.

If it does not appear at the end of the year, any money used up then it must have gone somewhere. I think those are some areas that can be looked at when you talk about budget especially for special projects like this. Thank you very much.

MS. E. RAIBOSA. - I would like to mention one good example, Sir. While we were doing this task because retirees have been mentioned and one good example was, I was working and then Ms. Basiyalo turned around and said, *"e yali na yacai Basiyalo eke."* (Basiyalo's name is not here). We turned around and asked her, "Did you check, is he entitled?" Yes. So his name was included.

How could we know that the exact names of retirees? It also should be included in this exercise. That is why I went to ask the Human Resource Section as to how police officers was currently there in the Force I needed that figure to reconcile with the list of names they gave us, but they did not have any record of that.

HON. H.R.T.POLITINI.- If I am working in the Accounts Department and for example, Ratu Suliano is a police officer but retired, I can delete his name from there and take his JEE and still be recorded as ....

HON. J.N. KUMAR.- Can that happen?

HON. H.R.T.POLITINI.- As long as he does not come up and ask?

MS. E. RAIBOSA.- Anything can happen.

HON. H.R.T.POLITINI.- In terms of name deletion, you know when they are not there, so where did the money go? Did he get paid or ....

HON. J.N. KUMAR.- Yes. Thank you. Through you, Chair again. Well ladies and gentlemen, what you have rightfully said that there were a lot of discrepancies, even today in the Police Force because those were the same sentiments relayed to us by the Auditor General's Office when they came to submit and that is what he said, "If there is no proper appropriate information available, so no matter what kind of intelligent or professional auditor you have, they still cannot do the work effectively.

I think this is a way forward for us to recommend that there is a real need for the improvement of database recordings and efficiency in the Police Force. I am very surprised of what you have told us today, there was no salary reconciliation. I think that is very unusual because this is something that needs to be done in every Ministry and that is a must. It is not an option, it is a must. So in other words, we have to do something about this whole scenario. Thank you for much.

MS. E. RAIBOSA.- In our time, we were very strict with records. We must have the records there all in place and then because of the changes that were taking place within the Government, that was overlooked.

They were not following the processes. I asked Asinate, "how come the unpresented cheques went up to millions and millions of dollars?" That should not be the case. It was because the processes were not being followed. Right now that is a very big problem within

the Civil Service, not only in the Police Force, but in all the departments. They are beginning to forego the processes and that is why, I wrote a letter to Hon. Professor Biman Prasad. At that time Hon. Professor Biman was the Chairman of the Public Accounts Committee and I was watching TV and saw him querying about the amount of unpresented cheques and I thought he is asking questions over and above them. They would not know. They would not have a clue so I wrote to him that the problem with unpresented cheques is that the processes was not being followed. That is all.

HON. H.R.T.POLITINI.- I think this is going to be my last question. In a nutshell, what would be four crucial recommendations you would make as the way forward for this issue concerning the JEE; just four.

MR. N. BULITAVU.- Thank you, Honourable Howard and Chairman. Right now, we know the names and number of people who complained and so forth for their JEE.

We easily can go back and check their record, trace it right up to the bank and if their queries are correct, then they should be paid because records are available there and there should not be any hassle or take a lot of time doing this. Just get the whole list and go back to the database. We can follow from there and tell them, look you have been paid. Your money has gone to this and if you have not been paid then pay them. Thank you very much.

MS. E. RAIBOSA.- I would recommend to pay the salary. No pending salary increase. When it is due, pay them.

MR. CHAIRMAN.- Anyone else wished to make a comment?

MS. E. RAIBOSA.- I feel that maintaining of record is very important and there is procedure in Government where you can destroy records and the approval should come from the Ministry of Economy alone. I feel that records should not be destroyed or taken to the Archives unless the approval is sought from the Ministry of Economy.

MR. CHAIRMAN.- Yes with experience, records is a very important area or the filing system. No Tom, Dick and Harry goes into the Records Room. Now they do not have that, anyone just can go in, anyone can just pull out some papers. Before we know it, is a "no go" area and everyone respects that but now with the new generation, they do not have that anymore and probably those are the issues that we are facing. Any other information?

MS. E. RAIBOSA.- I think one clear recommendation that should be included is to be fair to those officers who were not paid, who did not get their money, why not go back and pay them?

MR. CHAIRMAN.- Any other recommendations, ladies and gentleman?

HON. M. BULITAVU.- Mr. Chairman a very serious issue or culture that is growing if not following procedures properly and the inclusion of the new ones which is actually a problem in the future, given that there is this likelihood arising in the future. Do you agree that there needs to be an exercise probably that the new ones who are currently managing the Government Finance in all these departments have to understand, adhere and uphold the process on what kind of information sharing and experience can be given on how the system

used to be and how the system is turning to be, to eradicate all the events that could come out of this.

MS. E. RAIBOSA.- In our times we used to take examinations on the machinery of Government and the machinery of Government Accounts. These examinations were necessary - Service Exams. This examination should be taken before one is promoted to Assistant Accountant. That is the first step towards this. Ido not know if we can bring back those exams but those exams are very important because we used to take classes on the Government machinery and Government accounting systems.

We need to understand the machinery of the Government, we need to understand the Government accounting system because officers who now are recruited are new to the service and I do not know if they still sit for examinations like H1, H2, et cetera. That is what we used to take and it helped us over the years even until now.

MR. CHAIRMAN.- We do not really know what is the new reform. Before we understand that the exam was for all the civil servants. They do the exam before they are recommended for promotion.

MS. E. RAIBOSA.- Before they are recommended for promotion they have to pass certain exams and then their names are given up for consideration to be promoted.

MR. CHAIRMAN.- Because the names are always given by PSC. You will be sitting this exam, et cetera, so they prepare for that.

MS. E. RAIBOSA.- Yes, because they do not understand the mechanisms of Government and the Government accounting system; these are the kinds of problems that will come up.

HON. H.R.T POLITINI.- I think before I joined the Standing Committee on Foreign Affairs and Defence I was with the Public Accounts Standing Committee where a lot of Government departments still had unqualified audit reports. It just goes back to reflect on those statements.

MS. E. RAIBOSA.- They are unqualified because the most basic thing for reconciling the accounts were not done and it can be for many years if those accounts were not reconciled. So, there is no way they can produce accurate figures.

When I was heading the main accounts, I used to jump on their backs to get the reconciliations done. With the monitoring system, I wanted a strong monitoring system in place to check on how far the department had reconciled their accounts, and everything used to be good and I made sure that my report does not get qualified. So, it was a tough work especially when I had a majority of female staff and only three males who were very junior. I used to do the work myself to find out about these small things, small but very important. Reconciling the accounts and bringing them, running to the bank, checking they have deposits and everything, checking the adjustments, whether they have made proper adjustments to those accounts or no and I needed to get that correct because I had to balance my statement before I took it to the Permanent Secretary.

However, that can only be possible if staff withn the departments are co-operative, reconciling the accounts on time, giving us reconciliation statements and that is it.

MS. L.T. BASIYALO.- I second what she mentioned and I want to give another example. We were trying to convert to accrual accounting system and I was seconded to the Forestry Department because their Accountant was away, this lady here really looks small but she is a very strong lady. I remember very well that during my time in the Forestry Department I was trying to do my drawings account et cetera and was not balancing because it was haywire. Then I called her and said, "*gonei na ka qo sa caka tu vakacava?*" And then she said, "*koya nà marama ni tokatoka qo qai kanaka vaya vei au, au sega ni via kila, na ka ga au via kila me balance.*" She really encouraged me, it was a challenge for me but what she said I did it. She had hundreds of thousands in her drawings account. I just told her that I do not want to know how you do it, but just do it. I just want it balance, and she did. The next morning, the first thing I checked was for Forestry drawings, there were only three sets there.

MR. N. BULITAVU.- Mr. Chairman, I just want to share my experience whilst working with this lady here and I was in Labasa then. We have to have a good relationship with who was in charge of treasury. Whenever we called from there and when we hear of Leni's name, people used to say, "*o tevoro sa tiko.*" And that was the way things were done because of office discipline and now because of the problem that we are facing here, that was due to the retirement age coming down to 55. The succession of passing all these was not done in a normal manner and we lost all these.

I was scared of the idea, she was our boss and during that time there was no computer. We used to balance our accounts and unpresented cheques. We did not have any problem with unpresented cheques because we adhered to office discipline and the process that she maintained those days. Thank you very much.

MR. CHAIRMAN.- .- Eleni Raibosa was just a good leader. That is it. It is leadership. With all these issues that we are going through now, it has identified the weakness in those areas. This is very important.

I believe there is no other question.

*Vinaka* now we have come to the end of our session. Once again I take this opportunity, on behalf of the Honourable Members of the Committee and the Secretariat to convey our appreciation to all of us. Thank you for your time, thank you for responding to our invitation and you are now retired and enjoying yourself. Thank you for coming and sharing with us your experience and it has greatly given us a big boost to complete our report on these issues.

We take this opportunity as well to wish you all well in your retirement and if there are other issues that might pop up just to assist the Fiji Police Force on those areas and we have a very good Police Commissioner and we need to help him as well.

With those few words, I sympathise with Mrs Basiyalo but we are working hard for you to also receive what is due to him.

We have learnt a lot from you today, with the vast experience you have and remember we have created a bond here. If our Committee needs some advice on financial issues, probably we will be knocking on your door because we know, again, you can always direct us to the proper way of doing things when it comes to accounts and finance.

We have brunch here, probably we can discuss around the table and there is a lot of things that we will discuss. We want to share it together before we release you today. With those few words, once again, thank you and wish you well and may God bless you.

The Committee adjourned at 1.01 p.m.

# STANDING COMMITEE ON

# FOREIGN AFFAIRS AND DEFENCE

**Submittee:** **PSC REP: External Taskforce**
**(Audit Team for Police JEE Pay-out)**

***[Verbatim Report of Meeting]***

**HELD IN THE**

**COMMITTEE ROOM (WEST WING)**

**ON**

**WEDNESDAY, 28TH MARCH, 2018**

**VERBATIM NOTES OF THE MEETING OF THE STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE HELD IN THE COMMITTEE ROOM (WEST WING), PARLIAMENT PRECINCTS, GOVERNMENT BUILDINGS ON WEDNESDAY, 28TH MARCH, 2018 AT 9.46 A.M.**

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**Interviewee/Submittee:**

PSC REP : External Taskforce (Audit Team for Police JEE Pay-out)

In Attendance:

1. Ms. Sogovava Tuisawana : Ministry of iTaukei
2. Mr. Vanavasa Tabaka : Ministry of Defence

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MR. CHAIRMAN.- Honourable Members, we are fortunate this morning to have with us Ms. Tuisawana from the Ministry of iTaukei Affairs; and Mr. Vanavasa Tabaka from the Ministry of Defence.

Ms. Tuisawana, at the time of this JEE, was with PSC, as well as Mr. Vanavasa as part of the secretariat and they are here this morning just to brief us on their role at the time, and the detailed information that they recorded at that time. We believe all the gaps that we have identified will be information that will be rendered to us today and will surely assist us to compile the final report on the Petition.

So, on behalf of the Honourable Members of the Standing Committee on Foreign Affairs and Defence, we welcome you here this morning and thank you for responding to our official invitation. After your briefing to us this morning, there will be a question session from the Honourable Members, afterwards we will have morning tea together, probably we can talk around the table of other things. I know you are very important people in your Ministries (the Ministry of iTaukei Affairs and Ministry of Defence) we can also discuss those issues around the table.

So with no further ado, I now give you the floor.

MS. S. TUISAWANA.- Mr. Chairman and Honourable Members, it is with great pleasure for me this morning to present my response on the recent Police Back Pay wayback in 2015. The introduction of my submission this morning with the Ministry of Defence, National Security and Immigration is through the Honourable Minister's directives that has coordinated the conduct of Phase 2 Investigation prompted by concerned retired officers and those in the current Police Establishment regarding the claim of arrears of the 2003 Job Evaluation Exercise (JEE).

The objective of this Exercise was to further verify the findings by the Fiji Police Internal Taskforce and to determine any outstanding arrears that were not paid. The Exercise demands an appropriate timeframe to thoroughly scrutinise the figures to determine the actual pay-out and avoid any overpayment.

Honourable Members, the members of the Independent Taskforce were appointed by the Permanent Secretary for the Ministry of Defence on the concurrence of the Honourable Minister. The Independent Taskforce comprises of officers from the Public Service Commission, the Ministry of Finance and the officials from the Ministry of Defence.

Ms. Timaima Vilisoni was appointed as Chair, she was the Acting Director (Policy, Research and Advisory) at the Public Service Commission; Ms. Asinate Laumualaulau, a former Director (Budget) but she is out of the country on a foreign mission; Ms. Kesaia Hawea, a former Senior Accounts Officer with the Ministry of Finance; Mr. Vanavasa Tabaka, the Administrative Officer and also Desk Officer (Police) for the Ministry of Defence; and myself, at that time I was acting as Team Leader (Advisory Unit) as I was acting on Ms. Timaima Vilisoni's position, as she was performing the duties of Director (Policy, Research and Advisory Unit); also the retired Government auditors and accountants.

Sir, my response to the questions that were sent on Monday: I joined the Public Service Commission on 21st May 1997 and I have spent 15 years with the Public Service Commission till 2015. The appointment of the Independent Taskforce for the Job Evaluation Exercise was on 9th September, 2014 (that was Phase 1 of the Exercise). The re-appointment of the Independent Taskforce was on 8th January 2015, whilst I was performing the duty of the Team Leader (Advisory Unit). Honourable Members, on that, you can refer to Appendix 1 of the submission.

On the Terms of Reference for the Independent Taskforce Committee, Sir, we were appointed by the Ministry of Defence and not by the Public Service Commission. The Terms of Reference for the Independent Taskforce were appointed by the Honourable Minister for Immigration, National Security and Defence for the reactivation of the Independent Taskforce to again look into the issue of arrears incurred in each phase of the JEE implementation since 2004. Honourable Members, the appendices are on Appendix 2.

The Terms of Reference are as follows:

1. To particularly verify findings of the Fiji Police Force in comparison with the Police Salary Structure as per issued on the *PSC Circulars* and Ministry of Finance Actual Pay-outs throughout its payroll and the figures on the payroll from ITC;

2. To establish any outstanding arrears ascertained in each phase from Phases 1 to 5 as a consequence of the 30 percent Job Evaluation Exercise Payments to the Disciplined Forces from the periods 2004 until 2015; and

3. To report to the Minister for Defence on our findings in respect to the JEE arrears for the Fiji Police Force as in (2) above and to assist the Ministry acquire Cabinet's endorsement for any JEE arrears to the Police Force based on the findings of the Taskforce.

My role in the Independent Taskforce as Acting Team Leader (Advisory Services Unit):

The officer is responsible to:

i) provide quality and constructive, timely, advisory support on management policies, practices and procedures to the Senior Management of assigned ministries and departments;

ii) assist in the effective implementation of the corporate strategies; and

iii) provide consulting services for the Fiji Police Force on the implementation of the 2003 Mercer Report and the re-alignment of their person to post with the budgetary allocation approved by the Ministry of Finance and management of staff establishment and issues.

Role of the PSC during the Fiji Police Force Job Evaluation Exercise in 2015: The Public Service Commission, under the State Service Decree 2009 (No. 6), as the central agency is responsible for the effective management and development of human resources, organisational and systems management and the continuous improvement of public services. The Commission has managed to contain the size of the Civil Service and there are better links between staffing establishment and the payroll from the Ministry of Finance.

Cabinet, at its meeting on 10th October, 2004, had approved the 5-Year Phase of the Job Evaluation Exercise implementation for the Fiji Police Force, Department of Prisons and the RFMF officers starting in 2004. Honourable Members, the appendices are on Appendix 3.

Cabinet, at its meeting, on the 13th and 14th of December, 2004 had approved the implementation and the payment of Phases 1, 2 and 3 of the Job Evaluation Exercise, and the Commission to act on the decision.

Cabinet, at its meeting on 13th December 2010 vide Cabinet Decision No. 459 of 2010, had approved the implementation of the Job Evaluation Exercise for the Fiji Police Force.

In its decision, Cabinet has approved the implementation of Phase 4 of the Job Evaluation Exercise which include:

1) the payment of 6 percent, backdated to 1st January 2009 to all police officers in the Grade PL08 to PL01, to cover the period from 1st January 2009 to 31st December only;

2) endorsed that the flow-on effect of this payment for 2010 and the payment of Phase 5 are to be considered later; and

3) endorsed that since the Fiji Police Force cannot meet this payment from within its budgetary allocation, the Ministry of Finance is to identify the sum of $2.86 million to meet the Job Evaluation Exercise payment mentioned in No. 1 above, and that such payment is to be effective on pay 26 of 2010.

Honourable Members, PSC Circular 80 of 2011, puts into effect the pay increase for civil servants announced as part of the 2012 Budget Address delivered on the 25th of November 2011, "A pay increase will be effective from 1/1/2012. A 9 percent pay increase for all police officers in the PL08 to PL01 Grade, this includes the 3 percent across-the-board from No. 1 above and a further 6 percent to complete the implementation of the last phase, which is Phase 5 of the Job Evaluation Exercise 2003 for the Fiji Police Force.

Honourable Members, the authorities that were with PSC during the Fiji Police Force Job Evaluation Exercise, we refer to PSC Circulars, you can refer to Appendix 4:

- ✓ PSC Circular Memorandum (which include JEE Phases 1, 2 and 3);
- ✓ PSC Circular 51 of 2005 (issued on 9th December 2005);
- ✓ PSC Circular 80 of 2010 (reflects Phase 4 of the JEE Pay-out); and
- ✓ PSC Circular 80 of 2011 (issued on 13th December, 2011).

Honourable Members, the following are the challenges we faced when carrying out this exercise:

- ✓ the limited timeframe to complete the exercise;

- ✓ the non-availability of accurate data due to non-reconciled figures from the Fiji Police Force;
- ✓ the incorrect baseline salary points;
- ✓ missing names from the payroll and also on the spreadsheet provided by the Fiji Police Force;
- ✓ the lack of expert resources resulting in the engagement of retirees; and
- ✓ confidentiality of information revealed without proper authority, resulting in the engagement of the independent audit.

Lessons learnt from the Exercise: throughout the process, the Independent Task Force, in its deliberation and investigation, conducted authorisation reference seem to cause some of the major lapses of arrears of payments done earlier apart from a few shortfalls detected. The Task Force focused on testing the figures by relooking at the salary table provided by the Public Service Commission when we referred to the PSC Circular and formulas presented by the Fiji Police Force.

Food for thought this morning, Honourable Members, authorities used for any Job Evaluation Exercise and the salary pay-out should be relevant, based and endorsed by the relevant stakeholders. This will minimize errors and not prolong the process.

Way Forward as a result of the thorough verification covering two months by the Independent Task Force and the engagement of the Independent Auditors: the team has finally come to a consensus and agreed to the figures as the unpaid arrears of the 2003 Job Evaluation Exercise for the Fiji Police Force.

After the end of the Exercise, the Independent Task Force confirmed that the implementation of the 30 percent Job Evaluation for the Fiji Police Force is completed.

Thank you, Sir, and Honourable Members.

MR. V. TABAKA.- Honourable Chair of the Standing Committee for Defence and Foreign Affairs, Honourable Members, as has been alluded by the Chair that we are the members of the Task Force that spearheaded the process which has also been shared or echoed by my colleague that they have been chairing the Exercise, so the report that has been tabled before you this morning, from the PSC perspective, encompassed most of the submission that was part of our report, but in terms of the questions, that is where I will focus on for my answers this morning.

On my services with the Ministry of Defence and National Security, I have been with the Ministry of Defence and National Security for the past six years as the Desk Officer responsible for Police as the Administrative Officer for Police.

On the appointment by PSC, the appointment was made by the Minister for Defence under his constitutional authority, on the submission made by the Commissioner of Police and the appointments were made by the Permanent Secretary, which we have the mandatory members which are the PSC and the Ministry of Finance then. We are supported by the Ministry of Defence official (which is myself) and also by the Fiji Police Force.

On the Terms of Reference, this was designed by the Ministry on the endorsement by the Permanent Secretary and the Minister, to be the objective of the team who are carrying out the exercise.

On my role as part of the Independent Task Force, I have a dual role on this exercise being a secretariat for the Committee as well as the Desk Officer for the Police in trying to liaise and organise everything for the Committee as well as for Police. So we organise meetings and also provide secretariat work and my major task was to provide Deputy Permanent Secretary and the Minister for Defence and National Security on the Report or the Outcome of the Deliberations by the Committee which is in the two Reports that I had earlier submitted to the Fiji Police Force and also the Ministry of Economy.

Those are the focus of the work that I undertook with the Committee and the role of the Ministry of Defence has been directed by the Minister, the Permanent Secretary makes appointments and we also organise meetings and provide secretarial support for the two mandatory members, which is PSC as well as the Ministry of Finance.

We also provide a report to be submitted along those recommendations to Cabinet for approval. Those are the focus for our work at the Ministry of Defence to facilitate the directive that was put forward by the Honourable Minister for Defence and National Security.

In terms of the authorities, it has been alluded earlier by my colleague, Mrs. Sogovava, that we use the PSC Circulars and also the Cabinet Decision wayback in 2004 as authority for those engagements.

In terms of the challenges, as I have said, we have shared most similar challenges and lessons learnt out of the Exercise because we have been part of the Committee all along through the Exercise.

So, Honourable Chairman and Honourable Members of the Standing Committee, as far as what I should present this morning, that is the presentation from the Ministry of Defence that we would like to table before the Committee this morning.

MR. CHAIRMAN.- Thank you, Mr. Tabaka. Honourable Members, it is time for questions, if you have any question for the two submitters this morning, this is the time for it. Honourable Politini?

HON. H.R.T. POLITINI.- Thank you, Honourable Chair. Thank you very much for that comprehensive presentation. I think we really are coming to the bottom of the issue here at the end. I think the first question from me is the reason why there was a team set up to do an audit on this particular JEE?

Secondly, from me, I think it is probably just a comment because the strength of the Police Force which is in the thousands, and the budgetary allocation to pay out the JEE was also astronomical. Do you think that the Police Pay Department was not prepared because in some cases, there were missing records of some of the police officers? Those are the ones that are coming up to Parliament now and crying foul about the issue, do you think the Police Force Pay Department were in a capacity to run the payroll efficiently or from out of your audit you found out that there were issues involved with that?

MS. S. TUISAWANA.- Thank you, Deputy Chairperson. The team was set up by the Ministry of Defence on the concurrence of the Minister with the Permanent Secretary. The reason that the Independent Taskforce was established was because the confidentiality of the information was being shared out before the proper authority, that was why the Independent Taskforce were appointed, because the information was shared out before we completed the Exercise.

The Exercise was carried out by the Internal Taskforce of the Fiji Police Force before the Independent Taskforce was appointed in September, 2014. For the mismatch, during the verification exercise, there was no reconciliation done for the previous years. So, we managed to extract some of the salary slips to confirm the pay-out from Phases 1 to 3 which was given by the PSC Circular 51 of 2005 for the pay-out for Phases 1, 2 and 3 for the Job Evaluation Exercise. On top of that, there was also an increase for the pay-out for all the civil servants. So, for example, if we are given 3 percent across-the-board and 6 percent for the Fiji Police Force, that means they have to receive 9 percent.

After we completed the exercise, we managed to find out that there were shortfalls. So some of the officers only received 3 percent but not the 6 percent, and we had to do the reconciliation from wayback in 2004. Honourable Chair, it was not an easy task for the Independent Taskforce to extract those files, some of the files had been written off and were in the archives, but we managed to get them out and we had asked the assistance from the Accounts Section if we could have the records wayback in 2003 to assist us to do our reconciliation.

So Honourable Members, that is where we managed to iron out the mismatch. Some of the names were not included in the Spreadsheet so we managed to extract the payroll from ITC to verify with their person to post or line and column provided by the Fiji Police Force and also the Staff Establishment Register by the Public Service Commission. So at the end of the Exercise, that was one of our recommendations for the Accounts Section to conduct the reconciliation every month.

HON. H.R.T. POLITINI.- Thank you, Madam, Mr. Chairman, through you again, when you mentioned "confidentiality of the data leaked out", where was it leaked out, was it public or ...?

MS. S. TUISAWANA.- No, Sir, the information was leaked out to the members of the Fiji Police Force when the Exercise was carried out by their Internal Taskforce, so the figures were already being shared to the other colleagues, especially those who are based at the Divisional levels. So before the Independent Taskforce had been appointed, we had heard that they have received that much for the next phase of the Job Evaluation Exercise.

HON. H.R.T. POLITINI.- Mr. Chairman, just through you again, just over the few months, this has been tabled with us, we also found out that a lot of the high ranking police officers have received their full JEE pay-out. Those at the lower ranks who have not received their full pay-out. If the Desk Officer could enlighten us on that particular area.

MR. V. TABAKA.- Thank you, Sir. Can I just go back a bit on the earlier question? The question is two-fold, one I think, the capacity when we started and the capacity for pay-out. I think Ms. Sogovava has touched base on the process that was involved. It was not easy and also the integrity of the initial report that was submitted by the Fiji Police Force that led to the Minister to call and convened that Committee for verification and auditing. So that was the main focus of the Ministry in trying to determine the formula and also the details of what should be engaged.

In terms of the question on the pay-out mode, I think all the payments were made based on the same formula for all. So there is no confirmation on higher ranking officers getting theirs before lower rank officers.

HON. J.N. KUMAR.- Thank you, Honourable Chair, lady and gentleman for your submissions this morning. My question is, during the JEE, what we all know about JEE, it is just the adjustment of salaries. The main objective is that those who are in the lower rank of any

Ministry, at least their salary will come up a little bit. But for those who are in the high rank, already they have got their share of the cake, but in this case, during your Evaluation Exercise, did you find any discrepancies about payments for people who are holding higher ranks in the Police Force receiving their JEE payments higher than the lower ranks? Did you manage to find that or otherwise?

MR. V. TABAKA.- Thank you, Madam and the Honourable Members, the formula is set with the 30 percent across-the-board as per the decision of the Cabinet. It can be conceptualised in what has been presented, Madam, that may be higher ranking officers might receive more, but in terms of the pay-out it will be determined on the process that they went through in their career in the Police Force. That will defer the amount that will be received by the individual officers. So we have to account with other authorities given by PSC if they are on study leave or if they are on leave. Those are the issues that will affect the pay-outs.

MS. S. TUISAWANA.- Mr. Chair, through you, Madam, I would like to add on to what Mr. Tabaka has mentioned. During the Exercise we managed to find out that some of those senior officers were occupying the quarters with their lodging allowance and the extra duty allowances.

Some of those officers were not living in the quarters but were receiving the lodging allowances and the extra duty allowances. We had to extract their salary slips to confirm that. Some of those officers were granted leave without pay but they have calculated the number of years they were on study leave without pay or on leave without pay, so that is where some of the discrepancies arose.

Mr. Chair, secondly, after we completed the exercise, we managed to find out that some of those officers still owe money to the Fiji Police Force. That is where the Fiji Police Force Salary Section managed to deduct the overpayment from the arrears.

If the reconciliation was done wayback, that is the time they were able to recover those amounts, but the Accounts Section managed to deduct from a majority of those police officers on that overpayment from the pay-out.

MR. CHAIRMAN.- In other words, some people were sleeping on their job.

MS. S. TUISAWANA.- Yes, Sir.

MR. CHAIRMAN.- Just a question, Ms. Sogovava, the RFMF and the Corrections Service were paid one-off and the Police were given the pro-rata. Was it a Cabinet decision or the Ministry or whatever?

MS. S. TUISAWANA.- Thank you, Mr. Chair. We did not provide a copy of that Cabinet Decision but we had discussed yesterday that there was a Cabinet Decision wayback in 2004. The Cabinet approval for the payment of the Job Evaluation Exercise by the RFMF and the Department of Prisons, they will pay out the six percent because they have savings within their budget.

For the Fiji Police Force, they do not have that savings.

Mr. Chair, I have mentioned that in 2010, for the pay-out for Phase 4, the Fiji Police Force does not have any savings on their budgetary allocation and Cabinet on its decision in 2010, for the Ministry of Finance to pay out $2.86 million to cover for that Phase 4 Exercise.

(Inaudible)

HON. J.N. KUMAR.- Thank you, through you, Mr. Chair, again, I just need clarification. You had mentioned earlier, there is "food for thought, authorities used for any Job Evaluation Exercise and salary pay-out should be relevant, based and endorsed by the relevant stakeholders." Please, if you could enlighten us and just elaborate on that?

MS. S. TUISAWANA.- Thank you, Madam. When this Exercise was carried out by the Internal Taskforce from the Fiji Police Force, like they were referring to the staff establishment which was prepared by the Public Service Commission but they were not realigning their salary structure to the PSC Circulars because PSC will act only on the Cabinet decision. Once the Cabinet decision approves any pay-out, PSC will issue PSC circulars and that will give the authority for the Ministry of Finance to run that payroll.

When we carried out this exercise, Madam, we managed to find out that for some of those figures were using the Staff Establishment Register but sometimes when we issue a PSC Circular, like if it was issued from last week, after a few days we can get rid of that circular, we will issue another circular based on the Cabinet decision.

HON. RATU S. MATANITOBUA.- *Vinaka*, Mr. Chair, through you, a question to Ms. Sogovava: on the timeframe for the Internal Taskforce Committee, they were given only three weeks, may I know why?

MS. S. TUISAWANA.- Three weeks?

HON. RATU S. MATANITOBUA.- For the JEE Audit Team, former accountants and auditors, they were given only three weeks, I want to know why? The time they were given were so short but there is huge amount of work to be done within that period?

MR. V. TABAKA.- Thank you, Mr. Chair and Honourable Members, as I have alluded earlier that the process covers three major areas. The focus of the initial investigation that was put forward by the Commissioner of Police to the Minister was on verification and auditing. The task was assigned to the main Taskforce which was spearheaded by the PSC and also the Ministry of Economy.

The External Taskforce, which is the team that was engaged to focus on auditing were former senior officers of the Ministry of Economy who are also well-versed with the financial procedures, and we have verified that they are also qualified for this sort of engagements. We engaged them under the Volunteer Scheme of the PSC, so they came in as the Volunteer Engagement Task for this Exercise. There was no fixed term for the engagement as we have confirmed but what we are trying to get out of the Exercise was to confirm the formula and the figures, so we achieved that in that term and we passed it back to Police for the pay-outs, so that was the process.

If we have read some of the reports that we made, the initial report was mainly focusing on the submission by Police.

Phase 1 Report that the Committee came up with, there was a lot of miscalculations and mismatch, even on the authority, on the reconciliation, et cetera. Those were the reports that we submitted to the Minister that the submission that was made by Police should be fully verified. That is why we engaged another process and we also have the Auditors in and we are happy with the second report that the formula is fixed.

HON. M.D. BULITAVU.- Thank you, Honourable Chair, through you, just listening to the submission this morning, I just want to take us back to the history probably with the Desk Officer just to guide us when we finally arrived to the Taskforce.

What was the first event that happened that brought all those issues of the JEE to the attention of the Ministry or the Department? Who came, the Associations or the retirees or was it a discovery by the Police or it was a discrepancy that was highlighted from the Ministry of Economy that necessitated the formulation of the whole Taskforce?

MR. V. TABAKA.- Thank you, Honourable Members, I think this whole Exercise was initiated from the Association. They came through some formal engagement with the Commissioner of which he submitted it to the Minister.

HON. J.N. KUMAR.- Thank you, Mr. Chair, according to the 2015 Budget, Cabinet allocated, I think, $28 million (from Head 50) to be paid again to the police officers and according to the assessment by the external auditors, they came up with the amount of $25 million, then after that Exercise and recommendation by them to the Police Department, later on they were paid only with $16 million. So, there is a balance of $7 million. So, please, if you could just enlighten us as to why that happened?

MR. V. TABAKA.- Thank you, Honourable Member. I think the mismatch in the figures as I have alluded in the second report, we are happy with the second report and it has been endorsed by all the parties that were involved in the process, including the Internal Taskforce. I think the figures put up for Cabinet was also based on the initial report and that is something that I think we have also highlighted with the Ministry of Economy in terms of when they run the full pay-out. It was fixed on the formula but when they released the pay-out, it was more on the sum that were actually agreed earlier, on the $25 million and $28 million. That is the answer I can release for now, I think the Ministry of Economy will be in a better position to answer on the full pay-out, Madam.

MR. CHAIRMAN.- So, Panapasa, what you are saying is that, you did agree with the $25 million that was finally set by the audit team.

MR. V. TABAKA.- Yes.

MR. CHAIRMAN.- All right, *vinaka,* Honourable Politini.

HON. H.R.T. POLITINI.- Thank you, Mr. Chair, just through you again, during the process of your audit, did you ever believe that there was an issue of fraud going on in the Police Pay Department?

MR. V. TABAKA.- Thank you, Honourable Members. I think for the pay-out it was something that the Fiji Police Force Accounts Department is held responsible in reporting to the Commissioner of Police. We are only focussing on the process but we consult in terms of the grounds of this pay-out. There are some challenges that they faced in terms of payslips being queried by some of the recipients. Those are some of the areas but we cannot confirm, Sir, on some of those.

HON. M.D. BULITAVU.- Mr. Chair, through you, just following up on the question by Honourable Jilila and probably the confirmation given that the Desk Officer confirms that they

agree with the $25 million. It was a decision probably by whoever made the decision to reduce that amount to $16.8 million.

My question to the Desk Officer is this: if the total amount of $25 million was paid, would that resolve the whole issue of the debt or the pending dues that were due to the retirees that would have solved the whole impasse rather than coming up again as a way of petition coming to this?

The other question probably, Sir, to Ms. Tuisawana, I think she had alluded, if I am correct, when she had said that it is part of your presentation that there were people who were paying themselves extra duty allowance and other allowances which they were not qualified to do. It was also through this allocation that the recovery process was done to recover that for the Fiji Police Force to do that, whether they were disciplined or not. I think probably if you can inform to the Committee what other measures the Police Department can do to them or was it just for them to recover through their pay the extra things that they claim that they were not supposed to claim, and if, in your overall assessment, some who had extra claims have come to affect those who are supposed to qualify and that has created the dues?

MR. V. TABAKA.- Sir, can I take the first questions, I think, Mr. Chair, if we could be given some time. I think there are some contradictory figures being given, especially I have been in meetings also with the Ministry of Economy as well as the Fiji Police Force in terms of the final figure of the pay-out. The focus of the Exercise was to determine the process in terms of the formula to be used and there was some agreement on the final figure. The final figure, I take back the $25 million that I mentioned, I did mention about the $16 million, which is in my report which was the one that we agreed, but after this report, there was something that I need, we have to come back with the final figure because I think the Ministry of Economy has something on the $28 million full pay-out. I think it will be best for the Committee to have a confirmed figure before moving forward on this issue.

HON. MEMBER.- (Inaudible)

MS. S. TUISAWANA.- Thank you, Mr. Chair, when we carried out this Exercise for those who are not entitled to receive the lodging allowance and the extra duty allowance, we had a discussion with their Human Resources Unit and also their Accounts Section. Like for them, they issued their Fiji Routine Orders (FROs) every week and those changes have been reflected on the Force Routine Orders, so that gives them the direction whether they have to deduct those allowances, take it out from their salary or not but at the end of the day, after we carried out this Exercise, we have to blame the Accounts Section, because they are the ones who are working on their salary pay-outs every fortnight. After we carried out that Exercise, Mr. Chair, we managed to find out that some of those officers were interdicted, some were on suspension but nothing was done from those years but then they managed to recover from that pay-out, some of the officers were on leave without pay but nothing was done from those years. Some of the officers were on leave without pay, some were on study leave without pay, some were on abscondment but they were receiving full salary. When we carried out that Exercise, we managed to track those records and deductions were made from that salary scale.

One of our recommendations to the Fiji Police Force is for them to conduct reconciliation every month. If they had carried out those reconciliations from the past few years, Mr. Chair, they would have been able to detect the shortfall from that Job Evaluation Exercise. PSC has given their approval on the authorities when we issued the PSC Circular to effect the changes immediately on the Pay 1 of every new year. But from there, we managed to find out like what I have mentioned before, some of those pay-outs like the 3 percent or the 2 percent across the Whole of Government

plus the 6 percent for the Job Evaluation Exercise, some of those changes were done and some were not effected.

HON. J.N. KUMAR.- When we went around to all the districts in Fiji, they still come up with the same grievances that they have not received their JEE pay-out.

HON. M.D. BULITAVU.- Sir, probably because the Taskforce too was rushing to give out the payment in Pay 7?

MS. S. TUISAWANA.- Yes, Sir.

HON. M.D. BULITAVU.- And that was one of the issues that they were rushing for a timeline. They also had to get a final figure and given that the trial run or they ran out in that Pay 7 pay-out and still people are coming back with their salary slips to say that it does not appear. Some very funny payslips come before the Committee and some officers come and show us that they had deductions to Housing Authority but they do not have any account at the Housing Authority. Those are the other issues too that lead up to this because whether that could also be looked at, just for your information, too.

MR. CHAIRMAN.- Honourable Howard Politini?

HON. H.R.T. POLITINI.- Thank you, Mr. Chair, through you, we had the Taskforce who came to do a presentation and they highlighted that one of the issues that was with the Pay Office of the Police Force was capacity. I do not know whether they were qualified, I think there is a whole group of them that are not qualified there, so the issue there is why was it allowed to continue? Even if the Head Accountant of the Division noticed that, he would have either send them to do courses or get rid of ....

MS. S. TUISAWANA.- Recruit new officers.

HON. H.R.T. POLITINI.- Apparently, a lot of their payslips were not reconciled, a basic accounting procedure which was not committed to that.

MR. CHAIRMAN.- Ms. Sogovava, you did mention of the leak of information in the Police Force that just shows that nothing is confidential in Fiji.

(Laughter)

Well, you have identified the challenges, lessons learnt, food for thought and the way forward which are good, those are gaps that were identified. Now that you have alluded to us the reconciliation of accounts, what is your view as we, the Committee, believe that in the Accounts Section of the Police Force, only people from the Ministry of Economy to be there, not any other police officer.

MS. S. TUISAWANA.- Yes, Sir.

MR. CHAIRMAN.- Because to be in the Accounts or Finance, we need qualified people. If you bring in police officers who are trained in totally different activities for the police, this is one of the issues that always pop up in the Military, in the Police Force and probably the Correctional Service as well. So we need to put all the people who are in the Accounts to be from the Ministry of Economy or the Financial Unit because they know the rules and they speak the language. To be

with the Finance Unit, you need to be answerable to all the details, like reconciliation, in every pay, probably. If they are not doing that, then it is a big gap. We believe we need to put qualified people there.

I believe some police officers go out and do their extension courses on these areas, like Accounts and they come back and they apply, but probably getting the Certificate or Diploma but they need experience. So we believe that area need overhauling and putting those issues there and I believe that the Desk Officer too shared some experience in those areas. I am an ex-Military, I remember most of these pay people always lose their job because just deducting $1 off from each soldier, it is a huge amount of money, and then the Government has to pay that again, and they are taken to court, et cetera, and that will be the end result of putting the wrong people.

MS. S. TUISAWANA.- Putting people at the wrong place.

MR. CHAIRMAN.- Yes, well, what is your view on that?

MS. S. TUISAWANA.- Thank you, Sir, what you have mentioned and shared to us to recruit the qualified officers for the Accounts Section, after we completed this Exercise, that was one of the areas we have looked into, because 75 percent of the officers working in the Accounts Section were police officers, some of them were police constables, they were there to fill the gaps but they have civilian positions in place which are the clerical officers.

When we were at the Public Service Commission, Sir, we used to conduct this Staff Establishment Audit from where we have to reconcile the payroll with the Person to Post provided by the Fiji Police Force according to this Staff Establishment Register. I am not sure whether they have tracked it out or it was not part of their exercise but when we conducted the Staff Establishment Audit, Sir, we managed to find out that some of those Project Officers were paid from SEG 1 and SEG 2 of their payroll. The salaries for SEG 1 is for the Established officers only and SEG 2 is for the wages for the Government Wage Earners, but I was surprised when we conducted the Staff Establishment Audit, we managed to find out that some of those Project Officers were paid from the SEG 2 payroll, because when we put the wrong people at the wrong place at the wrong time, that is where, Sir, there is the problem from the Fiji Police Force.

Secondly, the documentation: documents were missing from their personal folder per personal file and also their salary file. Some of the payslips were there but after six months then we managed to see a copy of their payslip but from that time, we received our payslips every pay week. So the Accounts people have to file it away in the salary file but when we conducted this Exercise, we managed to find out that some of those salary slips were not there and it was hard for us to reconcile their payslips with the worksheet provided by the Internal Taskforce.

MR. CHAIRMAN.- Honourable Howard Politini?

HON. H.R.T. POLITINI.- Thank you, Mr. Chair. I think now it is getting quite clear because during the consultations we did around the country, like I said earlier on, a lot of the high ranking police officers got their full JEE pay-out which is quite understandable because if you are a Constable working in the Pay Office and you see an Officer coming holding a higher rank, you would get things done faster, whereas if you had a Pay Office that has civilians who do not know about the ranks and just focus on who is supposed to get the pay-out, this probably would not have gone into this catastrophe. Thank you.

MR. CHAIRMAN.- Another thing is the records, it is a "no go" area and it is confidential for Ann, Tom, Dick and Harry who walk in but only those special clerks, but I believe now it does not have that confidentiality anymore so people just can walk in, pull out the file, pull out the page and the organised activities prior to the old system was much better.

We have asked the Police Force how they are going about their database, and that is one area, so for the past four years' annual records, we have been pushing for them to improve their database.

Earlier this year when we asked them, they were still in the process of trying to reach that because it is very important. You just need to press the name of the Constable and everything pops up but they came out with the excuse that many files have been eaten up by cockroaches, which is not a very valid excuse.

So really now that you have alluded to us more areas of concern and it gives us the information that the Police Accounts were not in a situation to solve those issues because of what you have identified, it is sad because it trickles right down to the police lower ranks. Like I have earlier alluded, someone was sleeping on the job, money were not deducted from their pay which was supposed to be and it is sad because the people who suffer are the people at the bottom, the widows. They also came and submitted that they did not receive anything even though their husbands should be included within the period from 2002, 2004 to 2012. So, that is the sad part of the story and we believe that they need to be paid as well accordingly.

It was surprising for us, for the Internal Audit team that one of the husbands of the ladies had also passed on and they realised when they checked for the payment that was supposed to be paid for her, there was nothing and that really paints not a very good picture. So, probably the desk officer now have an expanded job description for all these kinds of issues so it is really not the professional way of doing it. Well, you have alluded a lot and you have given us information that we need to finalise our report.

Honourable Members, any other question?

HON. H.R.T. POLITINI.- Just one final question.

(At this point, Mr. Chairman advised that the deliberations be kept off-the-record)

(Meeting resumes)

MS. S. TUISAWANA.- ... $16.8 million, $28 million was based from the write-up of the Fiji Police Force at the end of 2014 because they were using their internal findings from their spreadsheet to that $28 million to cater for the shortfalls for the Job Evaluation Exercise.

The Internal Taskforce came up with $16.8 million which includes the existing police officers and also the retirees but when they run the payroll on that Pay 7, only the Established officers will receive their pay from the payroll, and those officers who were retirees were not on the payroll, so they have to generate another cheque for that pay-out.

For the retirees, they had not received their salary from that payroll. They have to run another batch of cheques for their pay-outs. Some of them were able to provide their bank accounts while some did not. That is where we had to go back to the Fiji Police Force to give the Honourable Members the list of officers, especially for the retirees.

MR. CHAIRMAN.- (Inaudible)

MS. S. TUISAWANA.- … when I was the Desk Officer for the Fiji Police Force wayback in 2009 until 2015, so when we crosschecked their payroll with their person to post, some of the officers' names were not appearing on the person to post but their names appeared on the payroll.

HON. MEMBER.- So there is inconsistency at the Pay Office.

MS. S. TUISAWANA.- Yes.

MR. CHAIRMAN.- We have come to the end of our meeting because we can be talking about these until the cows come home, and once again, Mrs. Sogovava and Mr. Vanavasa, thank you for your submission this morning. That has given us more information to understand what is happening in the Fiji Police Force. Now there are a few grey areas that we need to clarify with the Ministry of Economy and the Police Force as well as we need a big overhaul.

Thank you for the information that you have rendered to us this morning and we wish you all the best in your future endeavours, and wherever you are that you will excel and see that small issues like what we are going through will not happen again. It is just a matter of honesty, seeing that you are not sleeping on the job and be aware of what is happening around us, that is very important.

So with those few words, once again, *vinaka vakalevu,* and morning tea is ready.

(Honourable Politini said the Prayer)

The Committee adjourned at 11.04 a.m.

# PUBLIC CONSULTATION
# LAUTOKA

# STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE

**Submittee: Retired Police Officers**

*[Verbatim Report of Meeting]*

**HELD IN THE**

**LAUTOKA CITY COUNCIL'S MAYORAL CHAMBERS**

**ON**

**FRIDAY, 19TH JANUARY, 2018**

**VERBATIM NOTES OF THE MEETING OF THE STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE HELD IN THE LAUTOKA CITY COUNCIL'S MAYORAL CHAMBER ON FRIDAY, 19TH JANUARY, 2018 AT 9.51 A.M.**

**Submittee: Retired Police Officers**

**In Attendance:**

1. Mr. Sekaia Suluka
2. Mr. Vijay Kumar
3. Mr. Iosefo Manaseitava
4. Mr. Simione Basulu
5. Mr. Peni Qumu
6. Mr. Vereimi Wara
7. Mr. Fesaitu S. Kava
8. Mr. Davendra Prasad
9. Mr. Sindhu Raj
10. Mr. Levi Vurabere
11. Mr. Apao Kamata
12. Mr. Salesi S. Vulakoro
13. Mr. Renu Gopal Naicker
14. Mr. Epineri M.
15. Mr. Joseph Fatiaki Low
16. Mr. Filipo Naulumatua
17. Mr. Benedito Lualala
18. Mr. Taito Susau
19. Mr. Virendra P.
20. Mr. Pray Datt
21. Mr. Tamod Reddy
22. Mr. Jaiyanti Lal
23. Mr. Ranga Swamy

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MR CHAIRMAN.- Good morning, gentlemen. You will understand our mission, there is more information from you and we have received quite a lot from Suva. I believe there would be more information coming in today, so I believe you have known if you will be submitting today but it is an open forum. If you want to give your story, by all means, you can come up and give us the information you know.

Just before we commence, we will have our devotion first, so I would like all of us to be here and listen to the Word of God before we start deliberating this morning.

*(Mr. Chairman led the meeting with a morning devotion, shared from the Word of God (Philippians 2:8) and Prayer by Hon. Bulitavu)*

I will just read out the names of those of you who are present here today, excuse your ranks, gentlemen.

*(Mr. Chairman read out the names of those present to make their submissions as in the attendance list above).*

Those are the names that are with me now and I believe there are more names coming in.

Once again, I welcome you this morning. Thank you for coming in numbers. We will begin with Mr. Suluka, followed by those of you who are sitting here who would like to give us your presentation or submission this morning.

Afterwards, probably we can swap seats but we will like to hear from you all.

Even though it was a "wee" issue but it is very important. For example, one former Constable came yesterday, he was posted all the time to stations in the rural, he did not know what was going on here and in Headquarters. When he retired and came to Suva, then he realised that there had been a Job Evaluation Exercise (JEE) payout that was made, so he told us that his bank account is with BSP, and all the JEE payout was done in ANZ, so that money was going to another account, he did not realise that till he came to Suva.

So those are the issues, and we will want to hear your individual experiences. This is because the Headquarters was painting a beautiful picture that this was the percentage that was paid out for those number of years and were completed. But when we listened to your individual issues, there were totally different experiences that you went through so we need to look for that proof because the Bible says "The truth will set us free", so do not hide anything. I believe I have enough to say and now we will begin the submission, probably Mr. Suluka will start with the submission this morning.

The floor is yours, Mr. Suluka.

**1. Name: Mr. Sekaia Suluka**

MR. S. SULUKA.- The Honourable Chairman and Honourable Members of the Committee, once again, we say "Good morning to you and *Ni sa bula vinaka saka, Sirs and Madam*."

On behalf of my colleagues who are retired in the Western Division, we want to thank you and your team for the welcoming sermon to us this morning.

Sir, we are so fortunate to be here today with you, Honourable Members, because most of us only see you on television, but they are really happy to be with you in this room here today, to hear our grievances for the many years of service they have served and the experiences they have within them all the time.

Sir, about this JEE in 2004, I came to know that there was a 3 percent Cost of Living Adjustment (COLA) too in 2004. The 2004 JEE was supposed to be paid in 6-percent instalments each year, until it is paid out but most of us, including myself, were not properly paid in this JEE. Even we have retired police officers here whom we joined together in the same year where we received different payments in terms of amounts from the JEE.

This was paid out, Sir, after we made the petition. We were waiting for that long when we went to inquire in the Accounts Section, they said "It has been paid out in full to you people" but when we came and inquired and made a petition to you, Sir, that was why the 2015 came.

For the 2004 to 2015 (I have a copy of the first payment which I can produce to you later) the first payment in 2004 was $298 (6 percent), at that time I held the position of Inspector. Sir, I have to photocopy this one and give you the calculation of arrears or JEE in respect of EDP No. 51380 (that was my number), Sir. It is written here too, Sir, that in 2004, there was a 3 percent COLA, added to the 6 percent, we received only $298 - that much.

Sir, in 2005 and 2006, nothing was paid, I cannot see anything here, it is written here "Nil".

In 2007, Sir, they put here "$1,578 - arrears due".

In 2008 - $1,578; 2009 (6 percent) - $192; 2009, 2010 - $2,907.

In that one, Sir, I was paid on the first payment the amount of $298 then we made inquiry again at the Pay Office and they gave us the amount written here - $13,808; PAYE - $3,676; and FNPF - $1,104.54; $9,000 was given to me, Sir.

We can see there the "Employee and Employers FNPF contribution - $1,108", that was paid to FNPF, it should be doubled. Where is the contribution from the employer? Nothing was done, why should we be taxed that much (nearly $4,000) when we received only $13,000.

We do not know how the calculations were done or the formulas used of the JEE (6 percent) payout. Everyone is still asking and after I have talked to you now, Sir, some of my friends here will tell you that they received nothing at all from the 30 percent.

Most of us received only $100, some when they went to check their bank account, nothing is there. We do not know where the 30 percent of the money has gone to, and the 3 percent COLA written here that it was paid to us. We do not know where that money went to until we inquired from the Pay Office then they started on the first payment - $298; second payment that went out - only $13,000, they taxed that much (about 40 percent), the amount of $4000 deduction.

Sir, we are still crying for that and we hope today will clear our grievances from the Western Division. For those who are not present, some rang a while ago sending their apologies that they cannot make it to the meeting today, but they are hoping that this Honourable Committee will hear our grievances so, Mr. Chairman and Honourable Members, we are here today representing our people from Rakiraki to Sigatoka, just to come and meet with you, Sirs and Madam, and submit our grievances to you today. Thank you very much, Mr. Chair.

MR. CHAIRMAN.- Thank you, Mr. Suluka. Who is next? If you want to submit, first, you have to introduce yourself; where you are from; what year you joined the Police;

what year you retired? It is just an introduction before you give your statement. Is there anyone else who want to have a go?

2. **Name: Mr. Jaiyanti Lal**
Rank: Assistant Superintendent of Police
Date Joined Fiji Police Force (FPF): 7th February, 1977
Date Retired from the FPF: 20th February, 2012

MR. J. LAL.- Thank you, Honourable Chair and Honourable Members. My name is Jaiyanti Lal; I joined the Fiji Police Force on the 7th of February, 1977; and retired on the 20th February, 2012; with the rank of Assistant Superintendent of Police (ASP).

Sir, Mr. Suluka has focussed on some of the issues which have relevance to our presentation but on my part, I simply wish to say that when this JEE payout was done, I received a phone call from the Force Accountant's Office saying that I had a cheque of $145 as the JEE payout. For the information of the Committee, I refused to accept the cheque. It was a month later then we were given a call again where individual officers were informed that there is a cheque lying at the Force Accountant's Office and for us to go and receive.

I left Lautoka (at that time I was still in Lautoka), having arrived at the Police Headquarters, I was handed a cheque of $6,300, taking into consideration, Sirs and Madam, that our consultation during the time of this approval of 30 percent across-the-board of COLA which was given, we understand that it was divided into 6 percent per year for a term of five years. Only two terms of the first and the second years were paid, after that it was shut.

Simultaneously, we had our contacts with our brothers in the Military Forces who were paid a lump sum of $15,000 up to $25,000. During that time, the structure of the Fiji Police Force's salary compared to RFMF where the Police Force was at this level (indicating) and RFMF at this level (indicating). So if we calculate from that perspective, I think the amounts we had been given, I would say, were just "peanuts".

At one time, upon approval, the Government had given the money, why was there no continuity, and members were not informed at all, either through documentation done in payslips or otherwise. No one informed us so we had to query as stated by our friend, Mr. Suluka, it was only then that our plight was known but still, very little has been done. I think whatever payments I have received, I am not satisfied with it. It is just gross injustice on the part of whoever is responsible for this, thank you very much, Sir.

MR. CHAIRMAN.- Thank you.

3. **Name: Mr. Tamod Reddy**
Rank: Sergeant
Date Joined the FPF: 14th January, 1974
Date retired from the FPF: 11th September, 2011

MR. T. REDDY.- Honourable Chair and Honourable Members of this Committee, I am retired Sergeant No. 994 Tamod Reddy; I joined the Fiji Police Force on 14th January, 1974; and retired on 11th September, 2011.

I want to tell this Committee that I had received nothing at all from the Fiji Police Force on the 30 percent which was increased across-the-board. I made numerous calls and personally went to the Pay Office, but there is nothing on record to show that I have any money in there.

After 37 years of service, I still receive nothing and those officers who joined after this 30 percent was announced, they received their money, those with one year, two years, three years of service in the Force, but for myself, having had 37 years of service in the Fiji Police Force, did good service to the Fiji Police but received nothing, I just do not know where that money went to.

After inquiries I asked to show cause, "Where is my share of money" wanting to know where it has gone or may be someone misused or "Do you have any other funds where this money must have been directed towards?" The Force Accountant had no answer so I left it at that. I just waited for the time to come then the good day has come today that we are having a Committee to look into these issues. I am very happy about that, and maybe something good will be coming up for me and the rest of my colleagues.

The Pay Office, instituted by Government to look after the budget of the Fiji Police, there is so much in there that I just do not know where is the money; how was I forgotten? The rest of them were in there but at least some of them were paid at least something, but I was not paid.

A friend of mine (he is somewhere around) received $2,000. He was on the list because we joined the Force together, we served together and we retired together, he was on the list. Why was I not on the list? I do not know, that has to be answered by the people who are in there. That is all I have to say, thank you very much, Sir.

MR. CHAIRMAN.- Thank you very much, Tamod.

**4. Name: Davendra Prasad**
EDP No.: 50186
Date Joined the FPF: 7th July, 1975
Date Retired from FPF: 23rd December, 2010

MR. D. PRASAD.- Thank you very much, Mr. Chairman, Honourable Members of the Committee and our fellow colleagues.

Sir, we are all in support of the presentations by Mr. Suluka, Mr. Jaiyanti Lal (my friend here); and Mr. Tamod Reddy.

I just wish to bring to your notice that if you look at the faces of all the ex-officers sitting here, you will see a sign of hope. We were also dedicated officers and most of us joined the Force during the colonial times. What we used to look up to always was our Headquarters, and we do so with faith, honesty and respect, but for myself, I joined the Force on the 7th of July, 1975 and I retired on the 23rd of December, 2010, after 36 and a half years of service.

Sir, we had so much belief and trust in our Headquarters that we never ever tried to question anything regarding the pay when money is very precious for human life. I would

like to just tell you something about history. Whenever there used to be some increment announced by Parliament, you can see the smiles on the faces of police officers, particularly the officers that started serving from the colonial era because when we started in the Force, we started off with a very low rate.

For myself, I started with the rate of $1,233 per annum, that was about $42 a fortnight, that was when I joined as a recruit, so that is why we were very much hopeful that whatever is happening from our Headquarters, that was what we are expected to believe, that was what was taught in us when we joined the Force.

Never ever had we questioned anything, and very few times when the money used to come, I think it is a practice in every organisation that they will present to you whatever you are supposed to get, whatever is supposed to be deducted, whatever is supposed to be paid to FNPF. But many times we never used to receive the payslip. So when we retired, we were very happy that we did our job dedicatedly to the Force, and I retired in 2010.

Later on, I heard the rumour that we were deprived of some payments, so then I also tried to find out and I think, as Mr. Suluka had mentioned, when there was a lot of pressure from the ex-officers of where the money had gone, then some payments came in 2015.

For myself, honestly speaking, somewhere around April, I received $4,000 and then they said, "This is not enough". There was a lot of debate on this from ex-officers through the print media - "Letters to the Editor" column.

In September, I was surprised that as I put in my ATM Card for my account balance, I was surprised to see another $4,000. That is the only money that I am aware of as far as the JEE is concerned.

Sir, when we joined the Force, we really very dedicatedly did very hard work. As I mentioned, we look at our Headquarters as one of our fathers saving us, but now we come to know that things are not going the way it is supposed to be. So we were all getting together to find out what is supposed to be done, and finally our prayers were answered that something came up where they are talking about the After Care Fund, so we all assembled in Suva. That was a sigh of relief that something is coming up, we know the Lord is there. If someone starts to pray about our course, our prayers will be answered one day, and I think this is the day.

So on behalf of my colleagues, I would like to thank the Committee, and we pray for the best, and that is all I have to say. Sir, I did not mention my name, I am Davendra Prasad; my EDP No. is 50186, thank you very much, Sir.

MR. CHAIRMAN.- Thank you very much Davendra Prasad. Just for your information, it is this very Committee that pushed on for your After Care, so it is a plus and then we are on to this again.

It was those people who came in, I believe, Suluka and they came in then we discussed it with the Minister of Finance, it did not go through the Parliament so he just accepted that for that, because the Prison and the Military are receiving theirs, why not the

Police. So it is a blessing, especially for widows and all the police families out there, thank you.

(Applause)

Who is next?

5. **Name: Mr. Fesaitu Sefeti Kava**
Date Joined the FPF: 20th of July, 1970
Date Retired from FPF: 30th of December, 2010
Rank: Senior Superintendent of Police (SSP) and as Divisional Police Commander (DPC) Western

MR. F.S. KAVA.- The Honourable Chairman and Honourable Members, this morning I would like to thank you very much, Sir, for your presence here, and I am sure that as mentioned earlier, there is great relief amongst the retired officers, especially with this Job Evaluation Exercise (JEE) this morning.

I joined the Force on 20th July, 1970. My name is Fesaitu Sefeti Kava and I retired on the 30th December, 2010, after serving 39 years one month in the Fiji Police Force. I rose to the rank of Senior Superintendent of Police (SSP) as the Divisional Police Commander (Western) before I retired.

As mentioned earlier, again I would like to inform this Committee that we, the retired officers this morning are just like survivors after a hurricane struck us, and this morning we are really happy that you are here to look into our grievances.

The payment that was made to us during the JEE Report, we were unfairly paid and most of us as you have heard, did not receive anything or received very little compared to the other members that joined together, received different amounts of money during that payout.

As for myself, I received $2,000. I did not ask the Pay Office about this because at that time I was staying home, I had retired and very little access to the Pay Office. The money that was paid was paid to the account and I have no proof of the amount that was given, but I am sure that I received $2,000 deposited into my account from the Pay Office.

I think everyone here has the same grievances that we are here to present to you, Sir, and we will be repeating the same thing, but I hope that after this presentation to you, we will be able to see smiles and glow on our faces after this presentation.

We would like to again thank you very much, Sir, and the Honourable Members for your presence and taking your time to be here to listen to our grievances, thank you very much.

MR. CHAIRMAN.- Thank you very much. Who is next?

6. **Name: Mr. Renu Gopal Naicker**
EDP No.: 1092
Date Joined the FPF: 26th January, 1976
Date Retired from the FPF: 16th January, 2012

MR. R.G. NAICKER.- The Honourable Chairman, Sir, and the Honourable Members of the Standing Committee present here this morning. My name is Renu Gopal Naicker; my EDP No. is 1092; I joined the Fiji Police Force on 26th January, 1976; and retired on 16th January, 2012.

Sir, this morning, I think all our members and colleagues here have the same sentimental value as earlier mentioned. Just to add on to that, while serving and before my retirement, we had some deductions done towards the Sports Gear Fund for sports from the Headquarters and there was no consultations done at the ground level. The money was deducted from our pay, and until today, I did not receive the sports gear, but more than $200 was deducted from my salary, that is one fact.

Again, Sir, on the issue of JEE, after my retirement and when colleagues inquired, I checked and found that $100 was deposited into my bank account, so I rang the Police Headquarters Accounts Section and they said, "That is what you are entitled for." I said "All right, I am coming to Suva", and I took that amount of $100 to the Accounts Office and gave it to them for their morning tea, to be really honest to this forum, Sir.

They were a bit upset with me, and I said, "I retired at the rank of Sergeant and served 36 years in the Force and I am just entitled only for $100." I said, "You people are our colleagues working here" then they just referred me to the Human Resource Unit (HRU). I went there then they said, "All right, you go back, we will still look into this matter".

I came back to Suva. It is not easy to go to Suva because we have to meet accommodation expenses, extra finances, et cetera. When I came back after six months, then there was $3,000 deposited into my account. All our colleagues were contacting each other and they were thankful for Mr. Sekaia for the arrangements, communications that was well done with the rest of our colleagues here. They were asking each other of how much each officer received. They said that the money that was deducted was taxed for FNPF and FRCA then I said "All right" then I went to FRCA.

When I went to FNPF, a gentleman there was very helpful, helped me out by checking my account there. He checked and told me, "There is no cent here, there is no cent from this deduction of JEE towards your FRCA and FNPF contributions."

So we do not know where that money which was deducted for the sporting gear and the suits went to.

Sir, at the very beginning of your opening address, you quoted from that Bible verse, we are from different denominations here with different religious beliefs but that Bible Verse in your address to us this morning, was very touching on the selfishness of humanity and those who were leading at that time, I think, that Verse should be read to them.

(Laughter)

Very honestly, Sir, I am a Hindu but it was touching to hear this morning that our people who were leading us and what they did to us, today, we cry in silence but without tears, pain in the heart as we think about our children.

Just to add on to that, before my retirement, I questioned about the money for sports gear and my youngest child was in University and I was told "If you ask next time, you know what will happen." I said, "What?", he replied, "You will go home". So little did I realise that my youngest child who was in University was predicative of the situation, so I said, "I better shut my mouth and stay in the Force till another year, just let my youngest child graduated."

Sir, with greatest respect to you, Mr. Chairman, Honourable Members and my colleagues, we have the same sentimental value as you can hear from other superior officers, we really suffered.

The most suffering I experienced personally was towards retirement under the leadership of those whose names I do not want to mention, and today, I am very grateful to be present with you because by the grace of God, we are the most healthiest people, I think you can see that after retirement. Thank you, Sir.

MR. CHAIRMAN.- Thank you, Mr. Naicker. Let me ask you a question, when you talked about the Sports Gear's Fund, is this the Welfare Fund?

MR. R.G. NAICKER.- No, Sir, this was apart from the Welfare Fund where they deducted our money at source. They said, "This is for the sports gear", like canvas, blue, green, white suits, whatever from the Headquarters and they deducted the funds at source. Maybe some have received, but some we did not receive. I was still serving when I questioned, "I did not receive these things, can my ...

MR. CHAIRMAN.- ... money be refunded?"

MR. R.G. NAICKER.- Yes, "Can my money be refunded?" That was the answer from them, so I kept shut because my youngest child was still in University and I thought if I am not going to get a salary, how will my child be educated?

Again, as you mentioned, Sir, about the welfare and the LICI Insurance too, these were all deducted. I believe that there are some cases pending in court. But apart from that, the sporting gear and other uniforms, till today I have not seen the uniform, coat, tie, et cetera, which we were supposed to get for the amount of $300 and above that was deducted.

Lastly, Sir, whenever we asked our Accounts Section while we were serving in the Force, if any salary adjustment was done, we have to get a payslip to let us know whatever deductions are done, et cetera. But whenever we asked for those, until today, I do not know how much money was deducted from my salary. I did several attempts. I went to Suva, seen the Accounts Department, the Human Resource Department, but nothing, Sir.

So I think God has sent you, Honourable Members through this forum this morning, to know what is the next step, thank you, Sir.

MR. CHAIRMAN.- Thank you very much, Mr. Naicker, *vinaka*. Next?

7. **Name: Sindhu Raj**
Date Joined the FPF: 1982
Date Retired from the FPF: 2017

MR. S. RAJ.- Thank you very much, Mr. Chairman and the Honourable Members of the Committee. My name is Sindhu Raj; I joined the Fiji Police in 1982; and last year, I retired.

I was only paid just over $3,000 on the JEE. When I inquired at the Pay Office they said, "You have got $18,000, $21,000 and $19,000 pending and it will be paid to you in instalments."

The second payment was paid to some other people but when I came to know I visited the Headquarters in Suva. At that time, Mr. Savua was Commissioner, and the reply I received from the Accounts Office was, "You go, before we inform the Commissioner, and he will send you straight home", that is threatening but we cannot do that because we were already in the Service at that time so I could not do anything so I came and waited but till to-date, that amount has not been paid. I do not know who took that money, that is all I have to say, Sir.

MR. CHAIRMAN.- All right, let me ask you a question: what year Savua was there?

MR. S. RAJ.- In 2004.

MR. CHAIRMAN.- 2004? All right, that was the JEE year?

MR. V. WARA.- It was Mr. Andrew Hughes.

MR. CHAIRMAN.- Yes, it was Andrew Hughes, I believe, Savua was before?

MR. V. WARA.- Yes, Mr. Savua was before.

MR. CHAIRMAN.- JEE when Andrew Hughes was there. Next, *vinaka*.

8. **Name: Mr. Vereimi Wara**
Originally From: Nausori, Nalawa, Ra
Date Joined the FPF: 1971
Date Retired from the Force: 2009
Rank: Sergeant

MR. V. WARA.- Honourable Chair, Honourable Members and fellow colleagues: my name is Vereimi Wara; I hail from the Province of Ra, the Village of Nausori; and the *Tikina o* Nalawa.

HON. MEMBERS.- *Vinaka.*

MR. V. WARA.- Sir, I joined the Force in 1971 and retired in 2009 after serving in the Force for 38 years, 11 months.

Sir, I think all the issues have been raised here. I think my colleagues will agree with me that after this meeting, we will have a good rest, we will have a good time with our families. You ask me the question, why? It is because this burden has been with us from when we left the Force until today.

I think today has been chosen by God for the Committee to hear the cries of all my colleagues at the back here. I will not go further because all the issues are the same but if I have to throw few lights in this Committee, Sir, I joined the Force in 1971.

In 1977, I was promoted to Sergeant, serving the Force at the Headquarters in Suva.

During that time (it was Mr. J.W. Kelland's time, he was our Commissioner from the United Kingdom), we shifted from Totogo Police Station to where it was in Sukuna House.

Sir, I bring this issue not to boast about where I was, I retired reaching the pinnacle of Acting DPC of the Force in 2006, so when bringing this issue, I think if I am a government office holder, before I leave I have to leave behind what is left to my successor for him or her to carry on. Sir, in this case he said "No", that is the message I want to throw to the Committee today. Had that been done then, we would not be going through the issues today, Sir. That is the only issue left because there was no proper handing over done. Through that, those who popped in, played their own game to meet their own need, thank you, Sir.

MR. CHAIRMAN.- *Vinaka*, Mr. Wara. Gentlemen, next?

9. **Name: Virendra Prasad**
Originally From: Ra
Residential Address: Rifle Range
Date Joined FPF: 8th of July, 1974
Date Retired from FPF: 10th January, 2010

MR. V. PRASAD.- The Honourable Chair and the Honourable Members of the Committee present here this morning, I would like to thank you all for making your presence here and listening to all the grievances from our retired police officers who are present here this morning.

My name is Virendra Prasad. I am actually from Ra but I live here in Rifle Range, that is where I have settled down after my retirement. I joined the Police Force on the 8th of July, 1974 and retired on the 10th of January, 2010. I have served in the Police Force for 35 years and six months.

As for my Service within the Police Force, I served at several police stations around here in Viti Levu, in other words, I have made a tour of the whole of Viti Levu while serving in the Police Force.

Sir, in regards to the JEE, when I retired on the 13th of January, 2010 I rang the Accounts Office regarding the payout of my JEE and after making several calls to them, there was no response at all from them and I was not paid anything.

Until the Year 2015, I went to Suva to give moral support to my colleagues who were putting up a case with the High Court regarding the Welfare Fund, that was when I learnt that there was some money for me at the Headquarters. So I went to the Headquarters and they paid me a sum of $2,201.88. I have a slip here for your citation, Sir. If you look at the slip, they had made a deduction of $1,107.57 for my PAYE; for FNFP they had deducted $287.78. The total amount they were supposed to pay me was $3,597.23. After the deduction, the figure comes to $2,201.88, that is the only money that I received from the Police Force, whereas I was expecting somewhere around $16,000 to be paid out to me as my JEE but there was nothing done, Sir. This is the only money that I have received.

Sir, regarding my retirement, I received my retirement letter (a copy of which is also here with me) when I retired. There is nothing on this retirement letter to say the amount that the Police Force owes me or the amount they are supposed to pay me when I retire. There is nothing in here. It is just the paper saying that I retired on so-and-so-date after my leave.

There is something mentioned there about my pre-retirement leave which I believe there is nothing such as pre-retirement leave. It is my leave, the leave that the Police Force owed to me. I asked for that leave and they classified that as pre-retirement leave. I see that there is a difference in that, it is my long service leave, my annual leave and then they said "pre-retirement leave", I think there is nothing such as pre-retirement leave. The leave that the Police Force owes us should be given to us, that is what I took, Sir, and they are mentioning about pre-retirement leave.

There was no payout done on my long service leave, nothing at all. I had a cheque that was made in my name, came from the Headquarters then went back, not even any officer in the Police Headquarters here in the Western Division bothered to deliver the cheque to me, I do not know what the amount was and where is that cheque now?

That is all I have to say, Sir.

MR. CHAIRMAN.- Thank you, Mr. Prasad. Long service leave comes with pay, that is normal. We are taking note of that. *Vinaka.*

MR. V. PRASAD.- *Sa vinaka,* Sir.

**10. Name: Peni Qumu**
Originally From: Yavulo, Nasigatoka, Province of Nadroga
Date Joined the FPF: 1977
Date Retired from the FPF: 2012
Rank: Sergeant

MR. P. QUMU.- The Honourable Chairman, Honourable Members of this nice and good Committee, first of all, I would like to thank the sermon this morning, Honourable Chairman, *vinaka vakalevu, muju cola vina.*

I am Peni Qumu, originally from Yavulo, Nasigatoka from the province of Nadroga. I had served the Force for 35 years. I joined the Force in 1977, one day before the British Lion were knocked off at the Buckhurst Park.

I would like to tell the Committee this morning that with regard to the payout, I only received $500. Prior to that, the Commissioner, Mr. Groenewald announced that the lowest member of the Force would get 10 grands so I was thinking that to attain the rank of a Sergeant in the Force, I would get more than that but when I reached the Pay Office, I was told that $500 was my payout. Taking the cheque of $500 then I tried to recall some of the things I received while serving in the Force:

1) My right eye popped out up to my moustache when I was knocked out during a raid of the late Nimacere;

2) I tried to recall swimming across the Waiboteigau with my uniform, my bag in one hand and one hand swimming across to reach the other side; and

3) Trying to recall walking along Koro Island when not given money for fare.

All those came to mind when I received that $500. I hope, Mr. Chairman, that what you might hear this morning from the old officers you might get some light out of it.

While sitting down there, hearing Verse 4 from that Chapter read out this morning, it really touched my heart, there was the thought of money, our thoughts for others who also need money but on the other side, when looking at the umbrella, I would say they did an unfair task because most of the serving members received more than what we, the old officers, received.

That is all I want to say this morning and I thank, Honourable Chairman, the good Honourable Members of this Committee, for listening to our grievances this morning, *vinaka vakalevu.*

MR. CHAIRMAN.- Thank you, Sergeant Qumu, you did not mention the year you retired?

MR. P. QUMU.- I am sorry, Mr. Chairman, I retired in the Year 2012.

MR. CHAIRMAN.- So your $500 payment was just one payment?

MR. P. QUMU.- Yes, one payment, Honourable Chairman.

MR. CHAIRMAN.- Thank you, Mr. Qumu.

MR. P. QUMU.- *Vinaka vakalevu,* Sir.

**11. Name: Mr. Taito Susau**
Date Joined the FPF: 1978
Date Retired from FPF: 2015
No. of Years of Service in the FPF: 37 years

MR. T. SUSAU.- First of all, I would like to thank the Honourable Chairman and the Honourable Members who are present here listening to the submissions.

My name is Taito Susau; I joined the Force in 1978; and I retired in 2015.

I can recall that while listening to the other members' submissions I think in my opinion, the Job Evaluation Exercise was not done properly according to the structure of the ranks, et cetera.

I recall that before I retired in 2015, the last payout I received was $400. After retirement, I received a call from the Headquarters that I have a $1,000 deposited into my account, but that is for Cost of Living Adjustment (COLA) or whatever they explained from there, and that is the only money that I received after my retirement, after 37 years of service in the Force.

I would like to thank you once again for listening to our grievances and our submissions this morning.

MR. CHAIRMAN.- Mr. Taito, you are telling us that your last payment was $400, was that a JEE or ....

MR. T. SUSAU.- Yes, in that last payout.

MR. CHAIRMAN.- For only that one payment?

MR. T. SUSAU.- Yes, Sir.

MR. CHAIRMAN.- The 6 percent every year, you did not receive?

MR. T. SUSAU.- No.

MR. CHAIRMAN.- *Vinaka.*

**12. Name: Mr. Levi Vurabere**
Originally From: Nawaka, Nadi
Date Retired from the FPF: 30th March, 2009
No. of Years of Serving in the FPF: 35 years

MR. L. VURABERE.- The Honourable Chair and the Honourable Members, my name is Levi Vurabere; I am originally from Nawaka in Nadi.

I wish to say a *big vinaka vakalevu* to this Committee. I think some of the officers in Suva have been fighting, especially Mr Suluka. I just want to thank him for his persistence in fighting for the plight of retired officers till today.

Also I want to support my fellow retired officers whom we joined together during the colonial days, from January, 1974 when there were European officers who were in Suva and they were in control of the various Divisions.

My fellow colleague, Sergeant Tamod Reddy said that he received nothing but I received $2,000 regarding the JEE that were dished out, and that was the only payment I received but I did not receive any receipt for that.

We were told that if we want to complain we have to go to Suva, but I did not do that because I did not receive any receipts for the payment of $2,000.

I also adopt what my fellow officers have already said this morning regarding this payment, also the After Care Fund and we hope that this Committee will do something and sort this problem out, and that is all I wish to say.

MR. CHAIRMAN.- When did you retire?

MR. L. VURABERE.- I retired on 30th March, 2009, after 35 years of serving in the Force.

MR. CHAIRMAN.- *Vinaka vakalevu*, Vurabere.

MR. J. LAL.- Honourable Chair and Honourable Members, I hope you would allow me to add a few more issues which I overlooked during my presentation. My name is Jaiyanti Lal, retired Assistant Superintendent of Police. My other particulars will be in my last presentation, Sir, I hope there is no objection from the Committee.

One issue I would like to bring to the Committee's attention is that the JEE payout must be done for officers who joined after the Job Evaluation Exercise (JEE) was done. They have also received payments on the Job Evaluation Exercise which I suppose was during their time of service in the Police Force during which the Job Evaluation Exercise was done, the payments were only supposed to be paid out to them.

My hearty thanks to the Chair and the rest who had moved the motion for the After Care Funds. We also failed to understand that our previous four Commissioners were members of the RFMF, indicative that there was no transparency on their part towards informing their subordinates. They had the knowledge of this After Care Fund which had already been received by the Military personnel because the Fiji Police Force has also been engaged on peacekeeping missions for a long time as well as being given appreciation by the United Nations for the work accomplished at that level. That is all I wish to say, Sir.

Some officers who have received the JEE payout were not serving members, with four to five years of service. It is just indicative of the unfair distribution of funds. That could be one of the areas where the funds were exhausted. That is just for your information, *vinaka saka vakalevu*, Sir.

MR. CHAIRMAN.- Thank you, Mr. Jaiyanti Lal.

**13. Name: Mr. Ranga Swamy**
Rank: Special Sergeant No. 373
Originally From: Rakiraki in Ra
Residence: Vitogo, Lautoka

MR. R. SWAMY.- The Honourable Chairman and the Honourable Committee Members, thank you very much for coming. I am Special Sergeant (SS) 373 Ranga Swamy; I am originally from Rakiraki, Ra; and I am staying at Vitogo, Lautoka.

Sir, I received only one backpay payment. The next payment when I went to the Office at the Lautoka Police Station, they told me that the Special Constables' (SCs') register was lost during *Cyclone Winston.*

MR. CHAIRMAN.- But *Cyclone Winston* did not touch Suva.

MR. R. SWAMY.- They said that they lost our register. I asked them "Only the SCs' Register got lost, not the other documents?"

HON. H.R.T. POLITINI.- I am sorry, Mr. Chair, can the officer just rephrase that again? Thank you.

MR. R. SWAMY.- When I rang the Human Resource Department in Suva, they told me, "No records from the SCs in Lautoka only." Rakiraki, Tavua and Suva received backpay, only Lautoka did not receive, thank you very much, Sir.

MR. CHAIRMAN.- Honourable Politini ....

HON. H.R.T. POLITINI.- Can the retired officer just rephrase from what was said about *Cyclone Winston*?

MR. R. SWAMY.- We did extra hours and we have got a Special Constables' Register there.

MR. V. KUMAR.- Excuse me, Sir, let me help him out. He says "Special Constable" do 8-hourly shifts, over the years they have worked for several hours extra and the Police Force paid only for 8 hours, that accumulated to a big number.

HON. J.N. KUMAR.- Yes.

MR. V. KUMAR.- What has happened, some stations have been paid those backlogs and he was paid once or probably the people in Lautoka were paid only once. When he went to inquire then they were told that that register which holds the hours or record of those extra excess hours was missing and they said it got damaged during *Cyclone Winston.* So he is still running after those extra hours to be paid but someone said "You go to Suva, get your ID, your payment account, and you will be paid" but he has been running up and down (just a Security Officer walking around but retired from the Force), and this is the problem.

MR. CHAIRMAN.- Thank you very much, Mr. Swamy.

MR. R. SWAMY.- Thank you, Sir.

**14. Name: Pray Datt**
Originally From: Tawatawa, Ba
Date Joined the FPF: 8th of August, 1972
Date Retired from the FPF: 30th March, 2009

MR. P. DATT.- The Honourable Chair and the Honourable Members, Sir, my name is Pray Datt; I am originally from Tawatawa, Ba; I joined the Force on the 8th of August, 1972; and retired on 30th March, 2009. We checked out one day, Sir, when the Government reduced the retirement age to 55.

Sir, regarding the JEE, the first payment I received was $5,000; after the queries, the next payment I received was $1,000 but on that issue, there were no payslips issued. We do not know what the deduction was and the full payment. I expected about $17,000 to $18,000 because I have had 36 years of service. That is all I have to say, Sir, thank you very much.

MR. CHAIRMAN.- Thank you, Honourable Members, if you have any questions you can also ask questions? No?

HON. H.R.T. POLITINI.- Thank you, Chair. I think it is good to actually listen also to those who have not contributed because for us we are trying to look at the common factor that is involved here. We have heard from Suva and now we would like to hear from all of you. Thank you.

MR. CHAIRMAN.- Mr. Datt, you were paid only two payments?

MR. P. DATT.- Two payments, Sir.

**15. Name: Mr. Apau Kawasa**
Originally from: Rotuma
Date Joined the FPF: 10th August, 1976
Date Retired from the FPF: 11th December, 2011
Rank: Inspector

MR. A. KAWASA.- The Honourable Chairman and the Honourable Members of the Committee, *ni sa bula vinaka,* Sir.

My name is Apau Kawasa, originally from Rotuma; I joined the Fiji Police Force on 10th August, 1976; and retired on 11th December, 2011.

In 2015, I received two separate cheques: one cheque for $2,000 plus; and another cheque for $4,000 plus. I retired while holding the rank of Inspector.

I wish to ask you, Sir, what was the format or the formula used during the JEE? The reason is this, Sir, in the Police Force we have ranks, like Constable, Corporal, Sergeant and Inspector, different ranks carry different salaries. So I do not know how they calculated the JEE based on my salary, to compare with the new recruits who have served only one year, two years and three years. That is all, Sir, all the best.

MR. CHAIRMAN.- All right, let me just shed some light, when you say "recruit" what do you mean, recruit after 2004, new officers?

MR. A. KAWASAU.- New officers, Sir. After 2004, when this thing was implemented.

MR. CHAIRMAN.- I believe those officers who joined after 2005 should receive their increment in-pay because they came in later. So those who joined before 2004 must receive the proper pay but those who joined after 2004, it is only the increment because the pay has increased with their new rate, do you get me?

For the Military and the Correctional Service, they received their 30 percent - one payment, but for the Police, you have given a pro-rata which is 6 percent every year until they complete the 30 percent. I just want to establish that.

HON. H.R.T. POLITINI.- The 6 percent is based on your salary?

MR. CHAIRMAN.- Yes, your salary

HON. H.R.T. POLITINI.- The officer's salary.

MR. CHAIRMAN.- Senior Officers received less, there were other ranks and some officers like Inspectors received more than the higher rank, should be that way because I was in the Military, and when questioned why my pay was less compared to theirs, then they told me: "No, the focus is on the Constables, NCOs and the junior officers." Does that answer your question?

MR. A. KAWASAU.- Answered, Sir.

MR. CHAIRMAN.- *Vinaka*, Faiaksia.

**16. Name: Salesi Vulakoro**
Originally From: Yacata in Cakaudrove
Date Joined FPF: January, 1974
Date Retired from FPF: January 2012
Rank: Sergeant

MR. S.S. VULAKORO.- The Honourable Chair and the Honourable Members of the Committee, thank you very much for your presence here this morning.

My name is Salesi Vulakoro; actually I am originally from Yacata in Cakaudrove; I joined the Force in January, 1974; and retired in January 2012, at the rank of Sergeant.

In regards to these grievances which have been presented by my fellow colleagues, I did not even know about this when my fellow *kai*, Sekaia, called me on the phone and said, "Check your bank account, there is something there." So when I went to the bank, I was so happy because of the way he related that to me, and when I checked, only $269 was there. I called him again and inquired that I received only $269 then he told me, "That is the same amount I received".

So he told me to inquire from Suva but it came to my mind that it is no use to inquire because what has been happening as presented before by my fellow officers, if they want to deduct anything, they just deduct, and that has happened in our meal, travel and subsistence allowances, they just took those away from us. So we were all deprived of that, so if they did it in this matter, what is the use of inquiring, so I just kept quiet.

After another two weeks when I went to the bank again after I received a similar call, then I saw the amount of $2,000 deposited into my account, and that is all.

So, that is what I want to present here this morning because what is happening in the Police Force is this, if they want to deduct anything like the sports fund that was mentioned, you are not informed. I did not even receive any payslips for what I received until today. That is all, Sir.

MR. CHAIRMAN.- *Vinaka.*

17. **Name: Mr. Simione Basulu**
Originally From: Cakaudrove
Date Joined the FPF: 18th January, 1982
Date Retired from FPF: 4th February, 2017
Rank: Inspector

MR. S. BASULU.- *Ni sa bula vinaka,* Honourable Chairman and the Honourable Members of the Committee. I am retired Inspector Simione Basulu; I am from Cakaudrove; I joined the Fiji Police Force on the 18th of January, 1982; and I retired on the 4th of February, 2017.

I think my fellow colleagues have mentioned almost all the grievances which I agree with. For the JEE, I received a little over $500 and that is the only money that I received, nothing else. That is all, Sir.

MR. CHAIRMAN.- *Vinaka,* Simi.

18. **Name: Iosefo Manaseitava**
Originally From: Teci in the Yasawas
Date Joined the FPF: 1977
Date Left FPF: 1982 and re-joined in 1987
Date Retired from FPF: 2014
Rank: Sergeant

MR. I. MANASEITAVA.- *Ni sa bula vinaka,* Honourable Chairman and Honourable Members.

My name is Iosefo Manaseitava; I hail from the Village of Teci in the Yasawas; I joined the Force in 1977; I left in 1982 and re-joined in 1987; and I retired at the rank of Sergeant in 2014.

The only money I received was $5,000, that is all, Sir.

MR. CHAIRMAN.- One pay?

MR. I. MANASEITAVA.- Yes, one pay. *Sai koya saka beka ga oya.*

19. **Name: Joseph Fatiaki Low**
Date Joined FPF: January, 1982
Date Retired from the Force: 23rd April, 2016
Rank: Assistant Superintendent of Police

MR. J.F. LOW.- The Honourable Chair and Honourable Members of the Committee, my name is Joseph Fatiaki Low; I joined the Police Force in January, 1982. I am happy to see two of my colleagues sitting beside me here in this forum.

Just to bring to your attention, I think most of our members who are seated here this morning have revealed the main grievances that need to be brought to your attention.

Just a few issues I would like to bring up to your notice in regards to the system that has been practised in the Police Force, especially in Headquarters in regards to our finances. It seems that there are a lot of discrepancies and you can notice for yourselves as have been presented by our fellow officers this morning.

When you talk about finance, that is very important to all of us seated here. So how that money or finance has been utilised, especially in Headquarters to the members of the Force, it is something of a mystery, because in the Force, you do not question what has been given from the top. It is like a rule or taboo that when an instruction or orders come from the top, we do the work first then complain later. But most of the time, we do not have a follow-up for that complaint. It is only the few that always think that what the Force has been doing is wrong, and then they follow-up, complain or put up all grievances just for the sake of the members.

I hope this Committee will look into that and see how we can better the system that has been followed in the Police Force, especially in our Accounts Section, so that our future generation will not cry when it comes to finances (dealing with money) because everyone needs money.

But for your information, Mr. Chair and Honourable Members who are here, I was the Officer-In-Charge in Tavua for the last five years, from 2011 until 23rd April, 2016 when I retired from the Force holding the rank of Assistant Superintendent. It was funny because as Head of a District, I know all the information about what is happening in my District.

When my junior officers came over and told me the amount they each received from their JEE and the amount that I expected was 16,000 plus grand (which I should be receiving) but it was unfortunate, I remember clearly that I received only about $1,500. I have to check that again and confirm the accurate amount but I think that is the only amount that was paid out to me in regards to the JEE.

But I think most of the issues that need to be brought to your attention this morning have been raised by some of our earlier speakers, but I hope that you will look into these

areas and see how the system works, especially in our Accounts Section, so that they can better the system and no one can complain in the future.

On that note, Mr. Chairman and Honourable Members that are here this morning, thank you for giving up your time to come and listen to our grievances. *Vinaka.*

MR. CHAIRMAN.- Thank you, Mr. Low.

**20. Name: Mr. Benedito Lualala**
Originally From: Yacata, Cakaudrove
Date Joined the FPF: 18th January 1982
No. of Years of Service in the FPF: 36 years

MR. B. LUALALA.- Honourable Chair and Honourable Members of the Committee, in one week's time I will be retiring. Unfortunately this morning I was at the Headquarters and I saw there is a JEE consultation going on, I wanted to pop in, so I will be part of these officers retiring.

I am happy that I can see here with me two of my friends here, we were in the same batch, the one who had just spoken, and the officer from Ba. We (myself and them), joined the Force on the 18th of January, 1982 with 36 years of service yesterday so maybe I was the youngest to join the Force, that is why I will be 55 in a few weeks' time.

Money matters, a lot has been shared by our officers, unfortunately, I do not know whether this is the right forum or not but before I go out on retirement, I just want to bring up an issue in regards to those of our officers who had been out suspended without pay, for some time.

I was one of those victims that had been suspended without pay for nearly five years - two years suspended without pay, they dismissed me and they called me back to serve my last three years, where I will be finished in a week's time.

What I am wondering here is, where is that money? Where is that suspended money going to? I am not the only officer who is a victim of that issue. A lot of us, senior officers then and now, have been suffering silently, question being raised, and I raise it now, "Where is that money?" In fact, I am the Officer-In-Charge of the Tourist Police for the Western Division for the last 18 years. The question I continue to ask: "Where is that money being used or where is it now?" We need to be lenient to those officers or even consider having half pay for them.

I am one of those unlucky ones, honestly working, I have scars on my face for the very last thirty-six years I have been serving in Lautoka. I never moved out to any other stations, Sir, for your information. I joined in 1982 till today and am closer to my retirement, I will retire from Lautoka.

Originally, I am from Yacata, Cakaudrove. I am here to serve the Force and I think my voice is heard now, if that could be looked into. If that money is somewhere there, it should go to those officers who have been suspended and some retired without pay, one of them is the one speaking now here, Sir.

MR. CHAIRMAN.- *Vinaka.*

MR. B. LUALALA.- I must thank you for your presence today and I will be retiring in one week's time a happy man and am hopeful of today's presentation.

Unfortunately, when they told me to go out of the Force, they gave me only one day, like today they told me, "You are suspended, tomorrow you vacate your quarters."

With all those 29 years of service, I packed all my belongings and goods, I was disheartened because my mother was in the house, so I moved out, and they never gave me anything. I moved out, after 29 years of service, luckily they called me back but what I am wondering about today, "Where is that money?"

The Accounts should account for it and I hope that my plight and those of my fellow officers here are taken care of now. I support what they have said because I have been in the Force for the last 36 years, so thank you very much, Sir.

MR. CHAIRMAN.- Thank you very much, *vinaka.* Are there any other submitters? All right, Mr. Suluka?

MR. S. SULUKA.- Sir, I think each of us here has given our submission today but I just want to add a few things on that, Sir.

I think I have another new issue which I will bring up now. First of all, Sir, about the FNPF, it is written in their payslip that it was sent to FNPF but we are no longer members of FNPF. We want to ask, where is that money going to which is more than $1,000 something? It should be paid back to us (doubled) because those are the Employers and Employees contribution. It should be paid to us and we are still asking that but they showed us that it has been sent to the FNPF.

Another new issue, Sir, on behalf of the Western Division, if you can accommodate this one too, the issue about the Sports Fund and the three-piece suit. These had been highlighted by one of our colleagues who spoke earlier on this issue, and I want to bring it now.

We have deducted money on that, some paid about $500 but they are still waiting, and today, they still have not received anything. For the three piece suit, we had paid already as our money had been deducted, but today we are still waiting, nothing is there.

Now on behalf of the Western Division Team, we want an inquiry into that, Sir. Where has our money gone to? We have paid, we are still waiting, some had died already, but their money is still there. That is a new issue and we want an inquiry on that. That is on those issues about the Sports Fund. They said "You deduct this amount, a minimum of $400, $500 for the trousers and canvas," but we are still waiting.

They said the order has been sent overseas where they have trousers and canvas which are here locally too, they should give us. The suits that are sewn are in one of the shops at Nina Street, I think, they got burnt already, we are still waiting, they are still waiting for that three-piece suit. Their salaries have been deducted already.

MR. CHAIRMAN.- Just a question Mr. Suluka, who was the Commissioner at that time?

MR. S. SULUKA.- It was, Mr. Teleni, Sir. We have paid for many things but we have not received those items, that was the instruction that we cannot object to. Once the pay is deducted, we cannot object but we are still waiting. They have been crying for many years, and some are at home now, but they are still waiting for that, I think it will never come, but we ask this Honourable Committee to look into that, Mr. Chair. *Vinaka vakalevu.* I think my fellow friend here wants to contribute.

MR. CHAIRMAN.- Yes.

MR. D. PRASAD.- Thank you very much, Sir, for allowing me to present again.

I just want to bring to the Committee's notice that it started off with our request for an inquiry on the JEE but you must have now witnessed that so many complaints are coming in.

Now that clearly indicates that all the officers sitting here were trained colonial police officers which really proved our dedication to the Fiji Police Force and thus as you said like the ex-Officer-In-Charge from Tavua had said "Do your job first and complain later", so we waited all this time to come out of the Force then from the sideline we can call.

I think your Committee will now be able to know that so many things are happening at the Police Headquarters which really need very clean sweep, and what we are looking at at the moment through JEE, it may be just a tip of the ice-berg.

As the complaints came unfortunately from one of our Special Constables here, they are doing hours and hours of work and finally they were told that *Cyclone Winston* has blown away the register.

So these are the kind of explanations that have been given to us and with the help of the Lord Almighty, and on behalf of all my officers here, I just want to request that the Committee needs to work much harder towards other issues which may be pending and when we sweep the floor, we will be able to find things under the carpet, thank you very much, Sir.

MR. CHAIRMAN.- Thank you, Honourable Members, do you have any questions?

HON. J.N. KUMAR.- Mr. Suluka, just about this Sports Fund, through you, Mr. Chair, I just need a clarification here: when Mr. Teleni came in, what about before Mr. Teleni, did they deduct any Sports Fund or only during Mr. Teleni's time?

MR. S. SULUKA.- This was different, for the Sports Fund, each pay we deducted $1 from each person, but the Sports Fund which we have been mentioning now is about the canvas, et cetera, where we deducted about $400 or $500, that was different from the $1 we deducted every pay and the uniform.

MR. CHAIRMAN.- They said it will come from overseas?

MR. S. SULUKA.- Yes.

MR. CHAIRMAN.- From China?

MR. S. SULUKA.- They said it will come from China. We waited and nothing came, that was deducted apart from the $1 we deducted every two weeks. We are still waiting for the consignment from China.

HON. J.N. KUMAR.- Through you, Mr. Chair again, which means Mr. Suluka, before that, the police officers were being deducted $1. When Mr. Teleni came in then you were asked to deduct that fund towards your sports uniform?

MR. S. SULUKA.- *Io.*

HON. J.N. KUMAR.- So that means that there are two different deductions here. Thank you.

MR. S. SULUKA.-That is right, Madam.

MR. J.F. LOW.- That was a special deduction.

HON. J.N. KUMAR.- That was a special deduction, just one?

MR. J.F. LOW.- A special deduction just one during Mr. Teleni's term. Our sports equipment that were ordered from China like track suits, canvas, there was a special occasion where he came up with that idea. A lump sum amount was deducted towards the sports gear for all the different sports.

MR. CHAIRMAN.- What amount did you deduct for one officer?

MR. J.F. LOW.- I am sorry, Mr. Chair, that deduction was one of its own because normal Sports Fund deduction was $1 per police officer, and that is done fortnightly which we spent on our sports gear. But this special deduction was made to one company in China whereby all sports gear which include the cap, tracksuit, canvas, singlet, T-shirt, sports trousers (they were part of the deduction that was made), amounted to about $200 or $300, only for that.

Another deduction was for the three-piece suit as was earlier mentioned but for that one we have to agree then they will sew the three-piece suit but the other sports gear were purchased from China with a lump sum for the whole of the Fiji Police Force.

MR. CHAIRMAN.- What I was asking was on the deductions, what was the amount deducted? Do you have any idea?

MR. J.F. LOW.- I think it was $200 to $300 for the full set.

MR. R. SWAMY.- You have to pay individually.

MR. J.F. LOW.- You have to pay individually, it was for $200 plus, I am not really sure but each individual officer has to pay that money.

MR. CHAIRMAN.- The suit is $300 plus?

MR. R. SWAMY.- Yes, Sir.

MR. J.F. LOW.- That is the locally made one by one local company. I think it is not a compulsory one, you have to agree then they do it, but the other one from China, it is for everyone.

HON. J.N. KUMAR.- Can I ask another question: which year was that when this happened?

MR. J.F. LOW.- This was during Mr. Teleni's term.

HON. J.N. KUMAR.- I mean what year? Did it take a few years or just one year? So, please, if you could tell us which year?

MR. J.F. LOW.- I would not know, if someone can enlighten on what year the purchase was made but all police officers were entitled for that one, deducted from your salary.

HON. J.N. KUMAR.- Sir, the reason why I am asking all these questions is because, it will be quite interesting to find out how many police officers have received theirs and how many have not, through that then we are able to do something about that, thank you.

MR. J.F. LOW.- Yes, I think for the actual year, if someone can check the records.

MR. J. LAL.- Mr. Chair, I am sorry for the interruption: it was sometimes in late 2006 and early 2007. At that time, I was also Commanding Lautoka Police District.

MR. V. WARA.- After the taking over.

MR. J. LAL.- Exactly, Sir.

MR. V. WARA.- (Inaudible)

MR. J. LAL.- At that particular time, one pair each of Small (S), Medium (M), Large (L), Extra Large (XL), Extra Extra Large (XXL) were brought to police officers in all stations with sizes taken. To-date, we are still waiting for that consignment from wherever, unfortunately, it has not eventuated.

MR. D. PRASAD.- Mr. Chairman, I have to come back again since I recall something. Since we have mentioned the ex-Commissioner's name here, Mr. Teleni, during his time, there was repercussions about the Health Care Fund, I think at the time when he was still in service as the Commissioner, he quoted from the Force Routine Orders that all those officers who will be retiring now for the Health Care Fund will be receiving $11,600. That was what was in the Force Routine Orders, and that was during his time. That never eventuated when we retired.

Today, all our officers sitting here now are digging deeper into our pockets to get the money out and give it to Mr. Suluka who has filed the case which is now before the court.

If the Fiji Police Force Headquarters was in order, I think we do not have to suffer now to dig deeper into our pockets and pay thousands and thousands of dollars for the lawyers to get our money back, thank you very much.

MR. S. SULUKA.- Mr. Chairman, Sir, if you could allow to me to say a few things on welfare.

The Welfare Fund issue is in the High Court now in Suva. I put it up in 2013, if we can wait now, Sir, on the result but I think it is not proper or is it proper now to highlight this in this forum because before it is still before the High Court now.

MR. CHAIRMAN.- Thank you, Mr. Suluka, if it is in court, we cannot deliberate on it.

MR. S. SULUKA.- Yes, Sir, if we can refrain from having discussions on that but we are ready now for that case.

MR. CHAIRMAN.- Honourable Members, do you have any general questions you want to ask, please, this is the time for that?

HON. H.R.T. POLITINI.- Thank you, Honourable Chair, and retired officers present here this morning.

First of all, I must commend you for your services to the country, and I believe a lot of you have served since the post-colonial era or during the colonial masters.

Just observations I have been making throughout from Suva and also here at the Western side this morning: I remembered when I first joined this Committee, Mr. Chair, I think it was in the Small Committee Room back in Parliament when I think it was Ligairi and the Deputy Force Accountant, Manaini Mills who were making a submission. I think if we go back to the verbatim, she clearly mentioned there that "These officers think that when they get that whole sum amount, there are no tax components involved in it."

So from Suva and until today, we have been hearing here that when they queried with FRCA and FNPF, especially with FRCA, there was no tax deducted but yet they mentioned that there was a deduction involved in that. So it is something to look at in terms of our recommendation.

Also earlier this week, we heard the retired Acting Assistant Commissioner of Police, I think it was Isikeli Vuniwaqa who made a presentation and I am just going back to you, Sir, with the blue shirt, you, officers, seem to have this culture where you do not question Sukuna House.

RETIRED POLICE OFFICERS.- Exactly, Sir.

HON. H.R.T. POLITINI.- But if you look at it, this is what it has come to, all messed up.

Apparently, I did question ACP Vuniwaqa, because he just retired in February 2017, I believe so. I asked him "You were aware of all these discrepancies that were going on, I believe you were in-charge of Administration/Accounts/Finance and, yes, he admitted but then he shied away from the question, not claiming to have any authority over that issue.

But then again, listening to your submissions this morning, just coming from my personal point of view, I believe, Mr. Chair, the Auditor-General should get involved in terms of the Finance team at the Fiji Police Headquarters up at Centerpoint and even to have a board of inquiry involved in this matter. Thank you very much, Sir.

MR. CHAIRMAN.- Thank you, Honourable Politini. Honourable Bulitavu, do you have any issue to the question or any comment?

HON. M.D. BULITAVU.- Yes, thank you, Honourable Chair. I think just through you, we have heard most of the issues as we received submissions.

The issue will be this: what do the submitters really want? Do they really need to get back the amount that is due, or for a commission of inquiry to be conducted to identify all breaches and probably implicate those who are involved, that is the second thing. There are two limbs to the whole thing and with the other issues that are coming up like the uniforms, given that it was paid, I do not know whether it was delivered because it was not received, that is another issue.

Probably that can be done in the Auditor-General's Report in regards to the programmes that were running, given the exercise that was brought from the idea given by the former Commissioner.

Those are the two main things, Honourable Chair, and probably the basis of the submitters' complaints today given that they have submitted their individual payslips and other issues of things appearing in the payslips but not actually paid to the relevant authority.

It gives a feeling of a kind of suspicion whether the payslip was tampered in the manner that it was paid up in regards to fitting some figures there to balance the whole amount, and whether that came in as the budget and also reflected as the expenditure of the year to reflect the annual spending. But that will be the third limb of the whole investigation, whether there was fraud involved in the whole scenario.

MR. J. LAL.- Since 1977 when I joined the Force, Sir, every fortnight we were receiving payslips. In 2000, they stopped sending the payslips. All the personnel's salaries were going into their individual bank accounts and in the event anyone wanted to query then you make a special request to the Pay Office, that is when you would be able to sight your payslip. I fail to understand as to why they were not maintaining transparency.

HON. M.D. BULITAVU.- Honourable Chair, this whole scenario that we have here, given that it was well-engineered by those who were involved, the way it was planned out and to be received by them, not knowing what was happening.

From what the retired officer just said from the point where the payslip was not delivered, information was not transmitting, probably, that is also something that the Committee can consider in its deliberation as part of the whole scenario as we try to reconstruct the whole facts of the matter that is before us.

MR. CHAIRMAN.- *Vinaka*, Honourable Politini?

HON. H.R.T. POLITINI.- Thank you, Mr. Chair, just through you again, one thing, I am just adding to what the Honourable Bulitavu just mentioned.

I think two weeks ago, there was a team from Suva that went up to see the Commissioner of Police. After having an audience with him, they said to come back on Monday, I think, to have a look at their payslips. From there then these particular officers will be able to reconfirm it with their bank statements. Then Monday they went there. The Commissioner of Police had to attend to a case here in Nadi in terms of, I think, the ATS strike, so they were left with, I think, ACP Nair in the Administration Section.

So instead of producing as instructed by the Commissioner of Police to bring out all these particular officers' payslips, they just came up with the total amount paid for the JEE from 2004 to 2012, I think, it was. So it looks like the Finance Team are all singing in one same tone because that is exactly what they did with us when they produced their Report here, obviously we were not interested in the individual payslips, but it was the whole amount paid out, per year, on the JEE.

Those police officers went there to get their individual payslips, they were not issued with that, but they were issued only with the whole amount paid out on those particular years of the JEE. So again it is just backing up on what the Honourable Bulitavu just mentioned. There is some issue of fraud and everyone seemed to be singing the same tone from the Finance Department, thank you.

MR. CHAIRMAN.- Thank you, Honourable Howard, I believe, Mr. Suluka was part of the officers that went to meet their Commissioner?

MR. S. SULUKA.- Mr. Chairman, they went but I came back to attend to my court case.

MR. CHAIRMAN.- Honourable Kumar, do you have any comments or questions?

HON. J.N. KUMAR.- Thank you, Mr. Chair. First of all, I would like to thank each officer for your hard work while you were still in the Force, maybe if someone has not said "thank you" to you, I am thanking you on their behalf.

RETIRED POLICE OFFICERS.- *Vinaka.*

HON. J.N. KUMAR.- My question to the Special Constable, you mentioned here that you got only one payment. Can you tell us how much did you get on that one payment, please?

MR. R. SWAMY.- $1,000.

HON. J.N. KUMAR.- $1,000, thank you.

To those of you who have not got your FNPF contributions, when we were in Suva just this week before we came, there were some members who had already received their FNPF from your Pay Office. So, please, if you could do the same thing, thank you.

With the JEE, as Members of this Committees, we are glad that this JEE issue came up because little did we know that this kind of practices have been happening in the Police Force because in reality, you cannot hide anything under the carpet for a long time. One way or the other, it will come up, so I just want to thank whoever initiated this because through JEE, we are able to find out other things that were hidden that are happening in the Police Force.

We are all former civil servants, we all work for our nation, whether we are teachers (I am a teacher by profession), whether we are police officers, whether we are Parliamentarians or whether we are whatever work that we do, we have done so much for our nation, and on top of that, we deal with human beings.

As far as I am concerned, as a mother, as a wife, as a daughter, I feel for you people, but one thing that I want to remind everyone today, the God that we serve will not neglect His children, so it is time now that all these things came about, it is a challenge to you as police officers for quite some time and now it becomes a challenge to us.

As Members of Parliament, as Parliamentarians, this is one of our focus. We have to come down to the people then try to solve their problems.

So with those few words, gentlemen, please, be strong with your connectivity to God and to your family, and all these things will just come and fall in to their right places.

So with those few words, I want to thank you once again, I want to thank Mr. Chair for the negotiation that he has done so far, and I want to thank all the Honourable Members too who have worked hard towards this, and may God bless you all.

RETIRED POLICE OFFICERS.- *Vinaka.*

(Applause)

MR. CHAIRMAN.- Thank you all for the deliberation this morning, your points have been taken.

Please, remember, our Committee was tasked to look into the JEE. Now many doors have opened again which no one knew and now probably, we will take note of that. Probably, more investigations will be conducted but right now our focus is on the JEE, we will try to clear that out.

So let me just share to you the issue that we have been discussing as a Committee to be part of our recommendation:

1. No police officer is to control the Finance. It has to be given to the Finance people who come from the Ministry of Finance because they are qualified, they know what they are doing. We do not just put any officer to take control of that because there were many officers who were controlling that and there are a lot of discrepancies.

   Also all the staff in your Accounts Section must be civilian staff, no connection to police whatsoever and that Finance person must have the power, so no one else can control but probably the Minister of Finance, because these are some the issues that are happening and have been happening for quite a while. It is not a new thing, it has been happening and people are just pressing it down. Probably this is the time to investigate it and come to the end of all these things, so you can receive what benefit belongs to you.

2. We are looking at bringing in independent auditors to look into all these JEE issues because the payment varies. It is sad to hear this morning that a few were not paid. That just tells us that many files are missing, so they cannot pay these police officers and that is wrong. Even some of you are paid only one year, one-off payment, two-off payments, where is the rest?

   So these are the questions that are popping up and now we have learnt about your sports gear deductions, et cetera, because rightfully before any authority to deduct your money, they must have your approval but that is not happening. The term they are using "work first and question later" that is wrong. Probably that was during the ....

HON. H.R.T. POLITINI.- ... colonial days.

MR. CHAIRMAN.- Yes, primitive, but it is no longer happening now but it is sad to hear, it is happening in Fiji. It should not be that way, you and your job and you must earn your work by receiving your share; and we would also recommend a Board of Inquiry to solve and end the issue. Do you understand?

RETIRED POLICE OFFICERS.- Yes, Sir.

MR. CHAIRMAN.- Probably, we will be stepping on some foot, it is not easy. That is why we ask you to pray for us, and we will pray for you because it is important for us to get the spiritual realm set before putting this forward. This is something that we do not realise.

In the spiritual realm, there are a lot of things going on but always, when you activate that in the spiritual realm, then it comes to the physical world, you must understand that.

For so long, this has been happening but no one recognised it or identified it, so there must be a foreign power that is there, known only by some, not all. Many former police officers have gone, there are widows out there suffering, so human resource is very important.

As Members of Parliament, we are here because of the people. As police officers, when you were active police officers, you were working for the people. So we are all serving the people of this nation. So it is very important that we, the human resource, must be looked after well and provide them with the tools and proper management to serve the people well.

So, I echo the sentiment of the Committee receiving you today of our appreciation to you for coming in numbers, it is very important. So you need to pray for this, so that we can go out there and put out the recommendation which shows the truth, that we lift up the Police Force. Probably, most of us will not benefit but the future Police Force to be in good hands so that the new generation will not suffer what we have suffered but we will do our best for the recommendation.

Also for other issues, we will need to go through the petition again, we have ways of doing that, to bring it up again so we can go through and follow the right channel to solve those issues.

Like I have said, we will be stepping on some shoes around and people will not be happy but we need to apply the truth because only the truth can set us free. So we will need your moral support, your prayers for this to be completed and the benefit goes to those who need to receive the benefit.

Once again, we will do our very best but if we need to call back some special people, we will do that.

So we are suffering, you are suffering because when we learnt of the many people here, we have to go because there are policies that we cannot just go anywhere but for this issue, it is special for us to come and your information are almost similar with what we are receiving in Suva.

Yesterday, I believe one of the ex-police officers told us, "I was called last week to go and receive the FNPF cheque yesterday", so they are trying to chase you, there was no proper planning done, you just can see that. Someone saw the big lump of money, like I said this morning, was so selfish thinking of themselves than others.

So once again I thank you all for coming. I believe some of you travel from Rakiraki and from various parts of the Western side, thank you for that. I also echo the sentiments raised by the Honourable Committee Members, we wish you all the best for 2018, and we will need your moral support as I have earlier alluded.

Please, if you see us somewhere probably just call us and let us discuss things because sometimes when we dress formally, we look very formal and people say "No, I cannot talk to that person" but we are there for the people, that is important.

When we are elected into Parliament, we are there for the people. If any Member of Parliament gives excuse, tell him "No, that is wrong, you are here for the people regardless of what political affiliation you belong to." When we are in Parliament, we are there for everyone, that is why we are here. Even though some politicians are there for different reasons, some say - "fill their pockets", et cetera, but it is for us to serve the people, like you did when you were in office.

I believe, if all the civil servants think that way and understand that concept, civil servants, servants of the people, things will go smoothly.

The sad thing, when you go to any Civil Service office, we are like serving them. They should be serving us, that is very very important. We need to build that concept so everyone understands their role.

So with no further ado, I once again, thank you and wish you all a very successful 2018. We pray that God Almighty will lead and pave the way so everyone will benefit for the suffering that you have been through. Once again, thank you.

The Committee adjourned at 11.50 a.m.

# APPENDIX 4

## SUBMISSIONS DOCUMENTS

# FIJI POLICE FORCE

FIJI POLICE FORCE
OFFICE OF THE COMMISSIONER OF POLICE
Telephone: (679)3343 777 Fax: (679)3343 818 email: fjcompol@gmail.com

C/1/15

The Chairperson
Standing Committee on Foreign Affairs and Defence
Parliament of Republic of Fiji
P O Box 2353
Government Buildings
Suva.

Hon Sir,

**Re: Invitation to Present to the Standing Committee on Foreign Affairs and Defence**

Reference is made to your memorandum referenced Parl 6/16 dated 26th January, 2018 addressed to the Commissioner of Police. I am pleased to provide responses as follows:

References:

A. Cabinet decision referenced CP(04)543 dated 13/12/2004
B. Cabinet decision referenced CP(15)49 dated 18/03/2015
C. Cabinet Decision referenced CP (15)131 dated 4/08/15
D. Cabinet Decision referenced CP (17) 120 dated 25/05/17
E. JEE Implementation and Payment of LA & EDA , MoF Approval to source within FPF Budget, referenced 11/57/20 dated 02/12/2014
F. PSC Circular No. 51/2005
G. PSC Circular No. 80/2010
H. PSC Circular No. 80/2011
I. Legal Notice No. 49 dated 27/07/2017
J. FPF on Salary Progression dated 01/09/2017

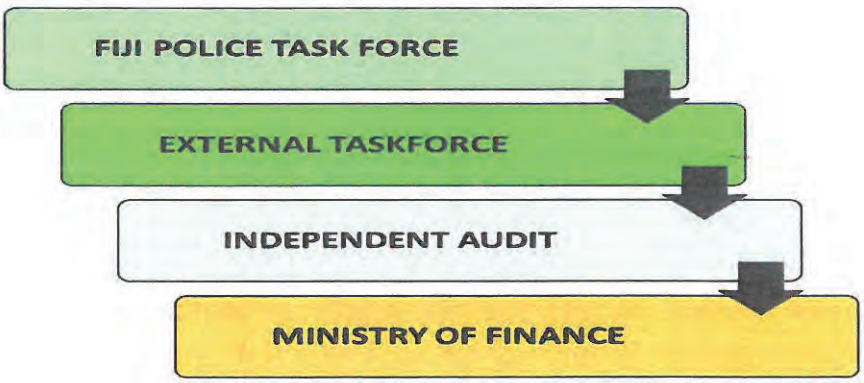
**RE: Brief the Committee on the content of the outcomes of the Fiji Police Force Job Evaluation Exercise Pay-Out**

| | | | |
|---|---|---|---|
| • 2004 | - | Arrears of Allowances (LDG ALL & EDA) | **Phase 1 - 6%** |
| • 2005 | - | NIL for In-Service (Factored into the salary). Pro-rata for out of - Service | **Phase 2 - 6%** |
| • 2006 | - | NIL for In-Service (Factored into the salary) Pro-rata for out of - Service | **Phase 3 - 6%** |
| • 2007 | - | Arrears of Salary & Allowances | |
| • 2008 | - | Arrears of Salary & Allowances | |

- 2009 - Arrears of Allowances **Phase 4 - 6%**
- 2010 - Arrears of Salary & Allowances
- 2011 - Arrears of Salary & Allowances
- 2012 - NIL (Factored into the salary) **Phase 5 - 6%**
- 2015 - Budget of 28.5m to address payout
- 2017 - Realignment of FPF Salary structure
- Mercer Job Evaluation Exercise Report

## Verification Process

The Commissioner of Police appointed a Task Force to initiate the process of pursuing the payment of the JEE. The process which was adopted is illustrated below.




As a result, the Police pay increments and payments arrears as far as JEE is concerned were paid to police officers in 2015 for the following years:
2004, 2005, 2006, 2009 and 2012.

The 2015 budget for the JEE was $28.5M and the fund was under Head 50. It was released by Ministry of Economy to SLG84 account. The summary of payments is illustrated in the table below.

| SUMMARY OF JEE AND LODGING ALLOWANCE PAYOUT 2015 | | | | | |
|---|---|---|---|---|---|
| YEAR | JEE ARREARS | LODGING ALLOWANCE | GROSS TOTAL | PARTICULARS | IMPLEMENTATION |
| 2004 | $ 934,223.32 | $ - | $ 934,223.32 | Arrears of Allowances (LDG & EDA) | Phase 1 - 6% - PSC Cir. 51/05 |

| | | | | | |
|---|---|---|---|---|---|
| 2005 | $ 440,980.58 | $ - | $ 440,980.58 | NIL (Paid together with the salary) | Phase 2 - 6% - PSC Cir. C29/167/50 |
| 2006 | $ 89,761.89 | $ - | $ 89,761.89 | NIL (Paid together with the salary) | Phase 3 - 6% - PSC Cir. C29/167/50 |
| 2007 | $ 3,034,186.67 | $ - | $ 3,034,186.67 | Arrears of Salary & Allowances | |
| 2008 | $ 3,289,849.65 | $ - | $ 3,289,849.65 | Arrears of Salary & Allowances | |
| 2009 | $ 1,139,470.24 | $ 1,282,217.47 | $ 2,421,687.71 | Arrears of Allowances (LDG & EDA) | Phase 4 - 6% - PSC Cir. 03/09 |
| 2010 | $ 5,049,510.96 | $ 836,905.29 | $ 5,886,416.25 | Arrears of Salary & Allowances | |
| 2011 | $ 4,325,069.16 | $ 719,333.53 | $ 5,044,402.69 | Arrears of Salary & Allowances | |
| 2012 | $ - | $ 1,664,963.90 | $ 1,664,963.90 | Lodging Allowance Paid to IP & above | Phase 5 - 6% - PSC Cir. 80/11 |
| 2013 | $ - | $ 947,318.60 | $ 947,318.60 | Lodging Allowance Paid to IP & above | |
| 2014 | $ - | $ 444,738.26 | $ 444,738.26 | Lodging Allowance Paid to IP & above | |
| | $ 18,303,052.47 | $ 5,895,477.05 | $ 24,198,529.52 | | 30% |

Upon the Completion of the exercise and payments, the following redress avenues were set up by the Fiji Police Force for in-service officers and retirees to channel their queries in regards to the JEE payout.

The following tables depicts the number of queries facilitated through them.

| Avenues | No's |
|---|---|
| Help Desk | 150 |
| e-mail (jeepayout@gmail.com) | 359 |
| Help Line (9905037) | Numbers not recorded |

Vinaka.

.....

**Itendra Nair**
**Acting Deputy Commissioner of Police**

22nd
.....February, 2017

FIJI POLICE FORCE
OFFICE OF THE COMMISSIONER OF POLICE
*Telephone: (679)3343 777 Fax: (679)3343 818 email: fjcompol@gmail.com*

C/1/15

The Chairman
Standing Committee on Foreign Affairs and Defence
Parliament of Republic of Fiji
P O Box 2353
Government Buildings
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Dear Sir,

**Re: Invitation to Present to the Standing Committee on Foreign Affairs and Defence**

References:

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D. JEE Implementation and Payment of LA & EDA , MoF Approval to source within FPF Budget, referenced 11/57/20 dated 02/12/2014
E. PSC Circular No. 51/2005 dated 09/12/2005.
F. PSC Circular No. 80/2010 dated 16/12/2010.
G. PSC Circular No. 80/2011dated 13/12/2011.

Reference is made to your verbal directive dated 4th May, 2017 in response to the presentation presented to the Committee regarding the payment of the Job Evaluation Exercise (JEE).

Government in 2004 approved a 30% increase in the salaries of the Disciplined Forces (Military, Police, and Correction) in response to the recommendation of the Job Evaluation Review Committee (Mercer report).

The Police Executives then, through the Ministry of Finance agreed to effect payments in Phases (Installments). The funds were released by the Ministry of Finance.

The first payment of 6% was paid out in 2004.Details are as follows:

- **6% was effective from 01/01/2004 - (Phase 1)**

- Out of Service officers - The officers received 30% which was calculated on pro-rata basis prior to the date of termination from the payroll system.

- In-service officers - These officers received 6% through the payroll system.
- Arrears of allowances were calculated through the JEE Pay-out but the arrears of salary were paid in Pay 26/2004.
- **Refer Appendix "E".**

The second payment of 6% was paid out in 2005. Details are as follows:

➢ **6% was effective from 01/01/2005 - (Phase 2)**

- Out of Service officers - The officers received 24% which was calculated on pro-rata basis. Their cut-off dates from the payroll system falls between 01/01/05-14/01/05. These officers have already received 6% through the payroll system. (Phase 1 - 6%)
- Out of Service officers - The officers received 18% which was calculated on pro-rata basis. Their cut-off dates from the payroll system fall between 15/01/05 - 31/12/05. These officers have already received 12% through the payroll system. (Phase 1 - 6% & Phase 2 - 6%)
- In-service officers - These officers received 12% through the payroll system. (Phase 1- 6%, Phase 2 - 6%)
- Arrears of salary and allowances were not calculated through the JEE pay-out but the arrears due were paid in Pay 01/2005 and the 6% was factored in Pay 02/2005.
- **Refer Appendix "E".**

**The third payment of 6% was paid out in 2006. Details are as follows:**

➢ **6% was effective from 01/01/2006 - (Phase 3)**

- Out of Service officers - These officers received 18% which was calculated on pro-rata basis. Their cut-off dates falls between 01/01/06-14/01/06. They have already received 12% through the payroll system. (Phase 1 - 6% & Phase 2 - 6%)
- Out of Service officers - These officers received 12% which was calculated on pro-rata basis. The cut-off dates falls between 15/01/06 - 31/12/06. They have already received 18% through the payroll system. (Phase 1 - 6%, Phase 2 - 6% & Phase 3 - 6%)
- In-service officers - These officers received 18% through the payroll system. (Phase 1 - 6%, Phase 2 - 6% & Phase 3 - 6%)
- Arrears of salary and allowances were not calculated through the JEE pay-out but the 6% was factored in Pay 01/2006.
- **Refer Appendix "E".**

➢ **2007 - ARREARS OF SALARY AND ALLOWANCES**

- Out of Service officers - These officers received 12% which was calculated on pro-rata basis. They have already received 18% through the payroll system. (Phase 1 - 6%, Phase 2 - 6% & Phase 3 - 6%)
- In service officers -These officers have already received 18% through the payroll system. (Phase 1 - 6%, Phase 2 - 6% & Phase 3 - 6%)
- Arrears of salary and allowances were calculated through the JEE pay-out with effect from 01/01/07 - 31/12/07.
- **Refer Appendix "F".**

➢ **2008 - ARREARS OF SALARY AND ALLOWANCES**

- Out of Service officers - These officers received 12% which was calculated on pro-rata basis. They have already received 18% through the payroll system. (Phase 1 - 6%, Phase 2 - 6% & Phase 3 - 6%)
- In service officers -These officers have already received 18% through the payroll system. (Phase 1 - 6%, Phase 2 - 6% & Phase 3 - 6%)
- Arrears of salary and allowances were calculated through the JEE pay-out with effect from 01/01/08 - 31/12/08.
- **Refer Appendix "F".**

**The fourth payment of 6% was paid out in 2009. Details are as follows:**

➢ **6% was effective from 01/01/2009 - (Phase 4)**

- Out of Service officers - These officers received 12% which was calculated on pro-rata basis prior to the date of termination from the payroll system. They have already received 18% through payroll system. (Phase 1 - 6%, Phase 2 - 6% & Phase 3 - 6%)
- In-service officers - These officers received 24% through the payroll system. (Phase 1 - 6%, Phase 2 - 6%, Phase 3 - 6% & Phase 4 - 6%)
- Arrears of allowances were calculated through the JEE pay-out but the arrears of salary were paid in Pay 26/2010.
- **Refer Appendix "F".**

➢ **2010 - ARREARS OF SALARY AND ALLOWANCES**

- Out of Service officers - received 12% which was calculated on pro-rata basis prior to the date of termination from the payroll system. These officers have already received 18% through the payroll system. (Phase 1 - 6%, Phase 2 - 6% & Phase 3 - 6%)

- In service officers -These officers have already received 24% through the payroll system. (Phase 1 - 6%, Phase 2 - 6%, Phase 3 - 6% & Phase 4 - 6%)
- Arrears of salary and allowances were calculated through the JEE pay-out with effect from 01/01/10 - 31/12/10.
- **Refer Appendix "F".**

➢ **2011 - ARREARS OF SALARY AND ALLOWANCES**

- Out of Service officers - The officers received 6% which was calculated on pro-rata basis prior to the date of termination from the payroll system. These officers have already received 24% through the payroll system. (Phase 1 - 6%, Phase 2 - 6%, Phase 3 - 6% & Phase 4 - 6%)
- In service officers -These officers have already received 24% through the payroll system. (Phase 1 - 6%, Phase 2 - 6%, Phase 3 - 6% & Phase 4 - 6%)
- Arrears of allowances and salary were calculated through the JEE pay-out with effect from 01/01/11 - 31/12/11.
- **Refer Appendix "F".**

The last payment of 6% was paid out in 2012. Details are as follows:

➢ **6% was effective from 01/01/2012 - (Phase 5)**

- Out of Service officers - These officers received 6% of their existing salary for 2011 prior to termination from the payroll system with effect from 01/01/12. If the officers termination date is effective from 01/01/12 - 13/01/12 than their arrears of JEE is calculated on pro-rata basis.
- In-service officers - Received 30%
- The 6% was factored in pay 01/2012 - with effect from 01/01/12.
- **Refer Appendix "G".**

Some of the challenges encountered during the verification processes are as follow:

- Retrieve of the Officers Personal Files who had retired, deceased or resigned from the Force prior to 2004 to 2011.
- Deceased officers who were living in a de-facto relationships.
- Documents missing or rotten due to moist and files not properly kept because of unavailability of storage space.
- Retrieved details of officers who were interdicted without salary, interdicted with half salary, leave without pay or suspension from duty.
- Retrieve names of officers who were overpaid with salary due to late termination of their service from the Force.

The lessons learnt during the processing and the verification of the JEE pay out are:

- Payments should be made when due or just in time once being approved in full (not in phases).
- Challenges to collate and verify old records.
- Payment of arrears could have been facilitated with less time (collation of data, verification/authentication, etc.) through the government automated payroll system if it was paid when due. The payroll system cannot backdate to very far back and as a result have to collate information manually and process manual payment.

**Way Forward**

- The Force is in the process of strengthening its system and processes, record management, HR Information System etc.
- Improve capacity and capabilities - Provide training and resources to officers.

Sir, we would be pleased to further clarify issues, if needed.

Vinaka.

.....
**Isikeli Ligairi**
**Acting Commissioner of Police**
.....May, 2017

**Appendix A**

ACCOUNTING AND AUDIT CLASSIFICATION [AC]
2004 APPROVED SALARY TABLE

| Existing Grade | Salary Point | Existing Salary W.E.F 01/01/03 | New Salary W.E.F. 01/01/04 |
|---|---|---|---|
| AC01 | | 49,143 | 50,617 |
| | 01 | 46,953 | 48,362 |
| | 02 | 44,845 | 46,190 |
| | 03 | 42,953 | 44,242 |
| | 04 | 41,264 | 42,502 |
| | 05 | 39,678 | 40,868 |
| | 06 | 38,189 | 39,335 |
| | 07 | 36,793 | 37,897 |
| | | | |
| AC02 | | 36,825 | 37,930 |
| | 01 | 34,762 | 35,805 |
| | 02 | 33,168 | 34,163 |
| | 03 | 31,740 | 32,692 |
| | 04 | 30,462 | 31,376 |
| | 05 | 29,319 | 30,199 |
| | 06 | 28,302 | 29,151 |
| | 07 | 27,398 | 28,220 |
| | | | |
| AC03 | | 28,866 | 29,732 |
| | 01 | 27,210 | 28,026 |
| | 02 | 26,167 | 26,952 |
| | 03 | 24,972 | 25,721 |
| | 04 | 23,894 | 24,611 |
| | 05 | 22,974 | 23,663 |
| | 06 | 22,179 | 22,844 |
| | 07 | 21,491 | 22,136 |
| | 08 | 20,866 | 21,492 |
| | | | |
| AC04 | | 22,270 | 22,938 |
| | 01 | 20,798 | 21,422 |
| | 02 | 19,807 | 20,401 |
| | 03 | 18,954 | 19,523 |
| | 04 | 18,226 | 18,773 |
| | 05 | 17,560 | 18,087 |
| | 06 | 16,950 | 17,459 |
| | 07 | 16,409 | 16,901 |
| | 08 | 15,946 | 16,424 |
| | | | |
| AC05 | | 14,750 | 15,193 |
| | 01 | 14,192 | 14,618 |
| | 02 | 13,623 | 14,032 |
| | 03 | 13,054 | 13,446 |
| | 04 | 12,488 | 12,863 |
| | 05 | 11,921 | 12,279 |
| | 06 | 11,354 | 11,695 |
| | 07 | 10,957 | 11,286 |
| | 08 | 10,550 | 10,867 |
| | 09 | 10,161 | 10,466 |
| | 10 | 9,762 | 10,055 |
| | 11 | 9,366 | 9,647 |
| | 12 | 8,965 | 9,234 |
| | 13 | 8,570 | 8,827 |
| | 14 | 8,173 | 8,418 |

New Salary [+3%]

**Appendix B**

## FIJI POLICE FORCE SALARY SCALE

| PL | Salary Pt. | Salary | REVISED SALARY | JER PHASE 1 | REVISED SALARY | JER PHASE 2 | REVISED SALARY | JER PHASE 3 | REVISED SALARY |
|---|---|---|---|---|---|---|---|---|---|
| | | WEF 1/1/03 | 3% COLA | WEF 1/1/04 | W.E.F 1/1/04 | WEF 1/105 | W.E.F 1/1/05 | WEF 1/1/06 | W.E.F 1/1/06 |
| PLO1 | | 42,520 | 43,796 | 44,548 | 45,824 | 46,155 | 47,431 | 47,762 | 49,038 |
| | 1 | 40,989 | 42,219 | 42,596 | 43,826 | 44,203 | 45,433 | 45,810 | 47,040 |
| | 2 | 39,240 | 40,417 | 41,012 | 42,189 | 42,784 | 43,961 | 44,555 | 45,733 |
| | 3 | 37,681 | 38,811 | 39,580 | 40,710 | 41,478 | 42,609 | 43,377 | 44,507 |
| | 4 | 36,257 | 37,345 | 38,255 | 39,343 | 40,254 | 41,342 | 42,252 | 43,340 |
| | 5 | 34,986 | 36,036 | 37,054 | 38,103 | 39,121 | 40,171 | 41,189 | 42,238 |
| | 6 | 33,721 | 34,733 | 35,857 | 36,868 | 37,992 | 39,004 | 40,128 | 41,139 |
| | 7 | 32,459 | 33,433 | 34,662 | 35,636 | 36,865 | 37,839 | 39,068 | 40,042 |
| | | | | | | | | | |
| PLO2 | | 33,291 | 34,290 | 35,090 | 36,089 | 36,559 | 37,558 | 38,029 | 39,028 |
| | 1 | 32,050 | 33,012 | 33,520 | 34,481 | 34,989 | 35,951 | 36,459 | 37,420 |
| | 2 | 30,530 | 31,446 | 32,155 | 33,071 | 33,780 | 34,696 | 35,405 | 36,321 |
| | 3 | 29,089 | 29,962 | 30,853 | 31,726 | 32,618 | 33,490 | 34,382 | 35,255 |
| | 4 | 27,840 | 28,675 | 29,706 | 30,541 | 31,571 | 32,406 | 33,437 | 34,272 |
| | 5 | 26,797 | 27,601 | 28,723 | 29,527 | 30,648 | 31,452 | 32,574 | 33,378 |
| | 6 | 26,005 | 26,785 | 27,940 | 28,720 | 29,875 | 30,656 | 31,811 | 32,591 |
| | 7 | 24,953 | 25,702 | 26,950 | 27,699 | 28,947 | 29,696 | 30,944 | 31,693 |
| | | | | | | | | | |
| PLO3 | | 26,836 | 27,641 | 28,698 | 29,503 | 30,275 | 31,080 | 31,853 | 32,658 |
| | 1 | 26,289 | 27,078 | 27,866 | 28,655 | 29,443 | 30,232 | 31,021 | 31,809 |
| | 2 | 25,215 | 25,971 | 26,885 | 27,642 | 28,555 | 29,312 | 30,226 | 30,982 |
| | 3 | 24,245 | 24,972 | 25,987 | 26,714 | 27,729 | 28,456 | 29,471 | 30,198 |
| | 4 | 23,300 | 23,999 | 25,109 | 25,808 | 26,917 | 27,616 | 28,726 | 29,425 |
| | 5 | 22,677 | 23,357 | 24,488 | 25,169 | 26,300 | 26,980 | 28,111 | 28,792 |
| | 6 | 22,156 | 22,821 | 23,950 | 24,614 | 25,743 | 26,408 | 27,537 | 28,201 |
| | 7 | 21,745 | 22,397 | 23,499 | 24,151 | 25,253 | 25,905 | 27,006 | 27,659 |
| | 8 | 21,350 | 21,991 | 23,061 | 23,701 | 24,771 | 25,412 | 26,482 | 27,122 |
| | 9 | 20,996 | 21,626 | 22,655 | 23,285 | 24,315 | 24,945 | 25,974 | 26,604 |
| | 10 | 20,679 | 21,299 | 22,280 | 22,900 | 23,881 | 24,501 | 25,481 | 26,102 |
| | 11 | 20,359 | 20,970 | 21,902 | 22,513 | 23,445 | 24,055 | 24,987 | 25,598 |
| | | | | | | | | | |
| PLO4 | | 21,186 | 21,822 | 22,883 | 23,519 | 24,370 | 25,006 | 25,858 | 26,494 |
| | 1 | 20,352 | 20,963 | 21,839 | 22,450 | 23,326 | 23,937 | 24,814 | 25,424 |
| | 2 | 19,477 | 20,061 | 21,040 | 21,624 | 22,603 | 23,187 | 24,165 | 24,750 |
| | 3 | 18,566 | 19,123 | 20,212 | 20,769 | 21,858 | 22,415 | 23,503 | 24,060 |
| | 4 | 17,870 | 18,406 | 19,556 | 20,092 | 21,242 | 21,778 | 22,927 | 23,464 |
| | 5 | 17,544 | 18,070 | 19,196 | 19,722 | 20,848 | 21,374 | 22,499 | 23,026 |
| | 6 | 17,220 | 17,737 | 18,837 | 19,354 | 20,455 | 20,971 | 22,072 | 22,589 |
| | 7 | 16,891 | 17,398 | 18,475 | 18,982 | 20,059 | 20,565 | 21,642 | 22,149 |
| | 8 | 16,565 | 17,062 | 18,115 | 18,612 | 19,665 | 20,162 | 21,214 | 21,711 |
| | 9 | 16,258 | 16,746 | 17,770 | 18,258 | 19,282 | 19,770 | 20,794 | 21,282 |
| | 10 | 15,952 | 16,431 | 17,426 | 17,905 | 18,900 | 19,379 | 20,374 | 20,853 |
| | 11 | 15,644 | 16,113 | 17,080 | 17,550 | 18,516 | 18,986 | 19,953 | 20,422 |
| | 12 | 15,317 | 15,777 | 16,719 | 17,179 | 18,122 | 18,581 | 19,524 | 19,984 |
| | | | | | | | | | |
| PLO5 | | 15,769 | 16,242 | 17,386 | 17,859 | 18,847 | 19,320 | 20,307 | 20,780 |
| | 1 | 15,011 | 15,461 | 16,472 | 16,922 | 17,933 | 18,383 | 19,393 | 19,844 |
| | 2 | 14,171 | 14,596 | 15,680 | 16,105 | 17,189 | 17,615 | 18,699 | 19,124 |
| | 3 | 13,451 | 13,855 | 14,985 | 15,388 | 16,518 | 16,922 | 18,052 | 18,455 |
| | 4 | 13,121 | 13,515 | 14,601 | 14,995 | 16,081 | 16,475 | 17,561 | 17,955 |
| | 5 | 12,791 | 13,175 | 14,218 | 14,601 | 15,644 | 16,028 | 17,071 | 17,455 |
| | 6 | 12,477 | 12,851 | 13,847 | 14,221 | 15,217 | 15,591 | 16,586 | 16,961 |
| | 7 | 12,161 | 12,526 | 13,474 | 13,839 | 14,788 | 15,153 | 16,101 | 16,466 |
| | 8 | 11,849 | 12,204 | 13,105 | 13,461 | 14,362 | 14,717 | 15,618 | 15,974 |
| | | | | | | | | | |
| PLO6 | | 11,479 | 11,823 | 12,748 | 13,092 | 18,904 | 19,248 | 15,060 | 15,404 |
| | 1 | 11,319 | 11,659 | 12,475 | 12,815 | 13,631 | 13,971 | 14,787 | 15,127 |
| | 2 | 11,048 | 11,379 | 12,161 | 12,493 | 13,275 | 13,606 | 14,388 | 14,720 |
| | 3 | 10,773 | 11,096 | 11,845 | 12,168 | 12,916 | 13,239 | 13,988 | 14,311 |
| | 4 | 10,485 | 10,800 | 11,517 | 11,832 | 12,550 | 12,864 | 13,582 | 13,897 |
| | 5 | 10,201 | 10,507 | 11,193 | 11,499 | 12,186 | 12,492 | 13,178 | 13,484 |
| | | | | | | | | | |

## FIJI POLICE FORCE SALARY SCALE

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| PLO7 | | 9,565 | 9,852 | 10,811 | 11,098 | 11,872 | 12,159 | 12,932 | 13,219 |
| | 1 | 9,465 | 9,749 | 10,526 | 10,810 | 11,587 | 11,871 | 12,647 | 12,931 |
| | 2 | 9,184 | 9,460 | 10,222 | 10,497 | 11,260 | 11,535 | 12,297 | 12,573 |
| | 3 | 8,901 | 9,168 | 9,916 | 10,183 | 10,932 | 11,199 | 11,947 | 12,214 |
| | 4 | 8,615 | 8,873 | 9,608 | 9,867 | 10,602 | 10,860 | 11,595 | 11,854 |
| | 5 | 8,326 | 8,576 | 9,298 | 9,548 | 10,270 | 10,520 | 11,243 | 11,492 |
| | 6 | 8,086 | 8,329 | 9,027 | 9,270 | 9,968 | 10,211 | 10,909 | 11,152 |
| | 7 | 7,852 | 8,088 | 8,761 | 8,996 | 9,669 | 9,905 | 10,578 | 10,813 |
| | 8 | 7,621 | 7,850 | 8,497 | 8,725 | 9,373 | 9,601 | 10,248 | 10,477 |
| | 9 | 7,381 | 7,602 | 8,226 | 8,447 | 9,070 | 9,292 | 9,915 | 10,136 |
| | | | | | | | | | |
| PLO8 | 1 | | | 7,325 | 7,545 | 7,953 | 8,173 | 8,581 | 8,801 |
| | 2 | | | 7,118 | 7,332 | 7,728 | 7,942 | 8,338 | 8,552 |
| | 3 | | | 6,911 | 7,118 | 7,528 | 7,735 | 8,145 | 8,352 |
| | 4 | | | 6,703 | 6,904 | 7,278 | 7,479 | 7,852 | 8,053 |
| | 5 | | | 6,496 | 6,691 | 7,053 | 7,248 | 7,609 | 7,804 |

| POLICE CLASSIFICATION [PL] 2012 APPROVED SALARY TABLE | | APPENDIX D |
|---|---|---|
| **Existing Grade** | **EXISTING SALARY JER PHASE 4 WEF: PAY NO. 26 OF 2010** | **REVISED 9% SALARY INCREASE W.E.F PAY NO. 01 OF 2012** |
| **PL01** | **$53,657** | **$58,486** |
| | $50,805 | $55,377 |
| | $50,325 | $54,854 |
| | $49,132 | $53,554 |
| | $47,996 | $52,315 |
| | $46,897 | $51,118 |
| | $45,798 | $49,920 |
| | $44,704 | $48,727 |
| | | |
| **PL02** | **$42,897** | **$46,758** |
| | $41,180 | $44,886 |
| | $40,173 | $43,789 |
| | $39,183 | $42,709 |
| | $38,241 | $41,683 |
| | $37,353 | $40,715 |
| | $36,529 | $39,817 |
| | $35,639 | $38,847 |
| | | |
| **PL03** | **$36,249** | **$39,511** |
| | $35,339 | $38,520 |
| | $34,554 | $37,664 |
| | $33,796 | $36,838 |
| | $33,041 | $36,015 |
| | $32,375 | $35,289 |
| | $31,728 | $34,584 |
| | $31,113 | $33,913 |
| | $30,500 | $33,245 |
| | $29,900 | $32,591 |
| | $29,308 | $31,945 |
| | $28,714 | $31,298 |
| | | |
| **PL04** | **$29,615** | **$32,280** |
| | $28,474 | $31,037 |
| | $27,836 | $30,341 |
| | $27,187 | $29,633 |
| | $26,595 | $28,988 |
| | $26,096 | $28,444 |
| | $25,597 | $27,901 |
| | $25,097 | $27,355 |
| | $24,599 | $26,812 |
| | $24,104 | $26,273 |
| | $23,829 | $25,974 |
| | $23,345 | $25,446 |
| | $22,857 | $24,914 |
| | | |

| POLICE CLASSIFICATION [PL] 2012 APPROVED SALARY TABLE | | APPENDIX D |
|---|---|---|
| **Existing Grade** | **EXISTING SALARY JER PHASE 4 WEF: PAY NO. 26 OF 2010** | **REVISED 9% SALARY INCREASE W.E.F PAY NO. 01 OF 2012** |
| **PL05** | **$23,744** | **$25,881** |
| | $22,775 | $24,824 |
| | $22,085 | $24,073 |
| | $21,423 | $23,351 |
| | $20,850 | $22,727 |
| | $20,277 | $22,102 |
| | $19,709 | $21,482 |
| | $19,139 | $20,861 |
| | $18,571 | $20,242 |
| | | |
| **PL06** | **$17,880** | **$19,489** |
| | $17,590 | $19,173 |
| | $17,126 | $18,667 |
| | $16,660 | $18,160 |
| | $16,192 | $17,649 |
| | $15,724 | $17,139 |
| | | |
| **PL07** | **$15,529** | **$16,927** |
| | $15,227 | $16,597 |
| | $2,835 | $3,090 |
| | $14,440 | $15,739 |
| | $14,046 | $15,310 |
| | $13,651 | $14,880 |
| | $13,266 | $14,460 |
| | $12,883 | $14,043 |
| | $12,501 | $13,626 |
| | $12,117 | $13,208 |
| | | |
| **PL08** | **$10,489** | **$11,433** |
| | $10,213 | $11,132 |
| | $10,017 | $10,919 |
| | $9,665 | $10,535 |
| | $9,390 | $10,235 |
| | | |

## QUERIES ON FIJI POLICE FORCE JOB EVALUATION EXERCISE

1. **Provide a brief overview on the audit exercise for the Fiji Police Force Job Evaluation Exercise Pay-out for 2004-2017?**

- The process adopted for the Job Evaluation Exercise (JEE) was very structured, systematic and well defined.

- On the behest of the Minister for Defence, National Security and Immigration, a Taskforce was established with a very clear mandate to ascertain the following:

    - To critically verify findings of the Fiji Police Force JEE in comparison with the Police pay structures as per the issued PSC Circulars and the Ministry of Economy's actual pay-outs through its payroll and ITC;

    - To establish a spreadsheet that ascertains the JEE arrears which was due to the 30% JEE payment to the Disciplined Forces from the period 2004;

    - To report the findings to the Hon. Minister for Economy via the Hon. Minister for Defence, National Security and Immigration of its findings in respect to the JEE arrears;

    - To assist the Ministry of Defence in acquiring the Cabinet's endorsement for any JEE arrears to the FPF based on the findings of the Taskforce.

- In addition, an Independent panel of Auditors was appointed to verify and validate the findings of the Taskforce. Accordingly, the request was formalized via through a Cabinet paper for decision. A sum of **$27,018,041** was released in three tranches (Tranche 1- $16,528,441, Tranche 2- $10,154,254 and Tranche 3- $335,346).

2. **In 2015, a sum of $25,446,191 was provided from Head 50 Miscellaneous Budget from the Ministry of Finance to pay the Job Evaluation Exercise arrears, please explain?**

   The JEE provision in 2015 Budget was **$28,552,458** for which **$27,018,041** was released and **$25,789,386.29** was utilised by the Fiji Police Force.

3. **In 2004, Cabinet gave a directive to the Ministry of Finance to pay the Fiji Police Force JEE, how much was this amount?**

   The Cabinet decision number **626 of 2004 dated 13 December 2004** refers for the payout of **$14,816,271** as the first phase payments for the **Disciplined Forces** (Republic of Fiji Military Forces ['RFMF'], Fiji Corrections Service ['FCS'] and the Fiji Police Force ['FPF']).

   Fiji Police Force confirmed that the first phase for the arrears of salaries due to JEE was paid in Pay 26 of 2004. The total amount paid was **$2,428,462.58.**

4. **The Fiji Police Force JEE payment was based on the Mercer Report 2004, please provide a copy of this report and recommendations?**

   The 2003 Mercer Report dated March 2004 is attached. The recommendations of the Mercer report are on pages 67 - 69.

5. **For the Fiji Police Force JEE payment in 2004,2005,2006,2007,2009,2012,2015 and 2017, on pro-rata basis, what is the amount used?**

   We wish to reiterate that the total amount utilised by the FPF was **$25,789,386.29** to cover the JEE arears from 2004 to 2011.

   In 2012 the arrears was included in the salary and was paid out effective from 1 January 2012.

6. **For the period 2004-2017 what are some of the audit discrepancies or audit issues highlighted by the Auditor General's report?**

- We have reviewed the reports from 2004 – 2017 of the Auditor General in respect of the Fiji Police Force. Matters reported are unrelated to the JEE payouts.

- Except for the year 2015, a sum of **$25,446,191** has been reported as provided from Head 50 Budget administered by the Ministry of Finance to pay for the JEE.

7. **Lessons Learnt and Way Forward**

- Matters pertaining to any financial benefit should be handled in a timely manner, subject to the availability of necessary documentations and robust checks and balances are in place.

- A clear guideline for any employee financial benefit should be developed for ease of understanding and reference for all relevant parties.

FRO 13/2010
1.4.2010

APPENDIX "B"

# FIJI POLICE GROUP WELFARE SCHEME


Chairman: ACP Isikeli Ligairi
Secretary: IP Rishi Deo
Manager: S/ASP Saula Tuilevuka
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Central Registry
Police Headquarters

## FPGWS CIRCULAR NO. 5/2009

File : A/35

## ALL MEMBERS

## VITAL INFORMATION – FIJI POLICE GROUP WELFARE SCHEME

### Introduction

The FPGWS Board has visited almost all the station and will try to complete the remaining station before the 15th of April 2010.

In view of the Compulsory In-House Scheme it is important that all personnel's of the Regular Force and Special Constabulary are required to submit the proposal forms without delay before the **15 April 2010.** This will also enable the officers and the family members to enjoy the full benefit that are offered by the scheme.

### 1.0 Notification

**The following clauses will be implemented for all officers who will be submitting their proposal forms after the 15 April 2010.**

1.1 The officer and the dependents will have a 12 months waiting period on any pre-existing condition for any Local/Overseas/Private Hospital/Kidney Transplant and Dialysis claims.

1.2 There will also be a waiting period of 6 months under the Optical and Dental Benefits for the Officer or dependents.

1.3 There will be a 30 days waiting period for any Outpatient Benefits Claims for any officer or dependents.

### 2.0 Term Life Cover

A. **Term Life Endowment/Retirement Benefits – All Officers (COMPULSORY)**

2.1 All Officers are covered for a $10,000.00 across the Board irrespective of their Rank.

2.2 All Officers will be paying the same premium ($15.00) across the Board irrespective of their Age.

2.3 Maturity Value will depend on their Age from the inception of their cover. **(Table Attached)**

**B. Benefits**

2.4 Normal Death = $10,000. + Bonus (Paid to the Beneficiary)

2.5 Accidental Death = $20,000. + Bonus (Paid to the beneficiary)

2.6 Total Permanent Disability =

- Future Premium will be Waived until Maturity Date.
- Members will be paid a Disability Benefit of $10,000.00. This will be paid on a monthly basis of $83.33 for the next 10 years.
- If the member survives until the Date of Maturity he/she will receive the Full Maturity Value.
- If the member dies, the balance of the Disability will be paid to the Beneficiary with the $10,000 + the Bonus on the time of Death.

2.7 It's a Worldwide Insurance Cover,

2.8 No Restriction on Travel, Occupation or Residence once Insured,

2.9 Covers Officers while on Mission

2.10 Covers Suicide after 12 Months from Inception.

2.11 The policy also entitle member to apply for LOAN after a period of Three (3) years.

2.12 All Officers will be issued with their own Policy Document.

**Under this new Term Life Endowment Cover, the Officers are entitled to a Guaranteed Maturity Value when they retire from the Force at the Age of 55 years.**

## C. Term Life for Spouse not employed with the Fiji Police Force

The Fiji Police Group Welfare Scheme has also implemented an In house Term Life Cover for all Officers whose Spouses are not employed as Police Officers. This is a Risk Cover which covers the following benefits

1. Spouses are covered for a $10,000.00 Term Life Cover.
2. Payable upon Death of the Insured Person (Spouse)
3. Members are required to pay an extra premium of $3.84 per fortnight.

## D. DOUBLE DEDUCTION – COUPLE WHO ARE BOTH POLICE OFFICER

In view of the double deduction by both officers who are couple, the FPGWS Board has recommended the following and has been endorsed by the Commissioner of Police.

1. That ONLY one member to deduct the Compulsory deduction of $12.84 IF both are officers. This is due to the entitlement under the Family Cover whereby it covers the whole family (Husband/Wife and Children)
2. Under the Term Life Cover where both are Police officers, Option should be given to Officers whether or not both would like to be covered under the Term Life Endowment with LICI.
3. Further to recommendation point 2, where both are police officers have decided that ONLY one to take up the Term Life Endowment with LICI then the other member has to take up the In-House Term Life Cover of $10,000.00 with a premium of $3.84 premium per fortnight.

(ii) ASP Sami suggested that the scheme continue with the compulsory deduction cover in which the manager confirmed the board that premium deduction with the accounts has been made effective with all new members deducting $12.84 across the board for compulsory cover.

(iii) The manager explained that due to the delay in fortnightly premium payments and listings from accounts it has made it difficult for the secretariat to reconcile or up date records on timely basis.

**3.3 Term Life Endowment Cover**

(i) The secretary advised the board that the scheme have implemented a deduction of $15.00 for Term Life with our Life Insurer.

(ii) During the meeting W/SP Rosebelle asked the manager whether the term life across the board of $10,000 was still effective, to which the manager briefly explained on the term life endowment plan whereby everybody pays the same premium with the same sum insured. First cover plan is to get the first $10,000 Term Life Endowment cover for all members on board.

(iii) Since 22 officers who were existing members are willing to increase term life endowment to $20,000 as suggested, the manager asked the board that this matter be tabled in the next board meeting.

**3.4 Cheque Signatories**

(i) As discussed and agreed in the last board meeting of 1st February 2010 for the additional five signatories to the FPGWS account the Chairman ACP Isikeli Ligairi has asked the board for his exclusion in being a cheque signatory. The chairman commented further

(ii) The Chairman suggested that the board rather have three board member to sign and three to countersign.

(iii) The Legal Officer SP Sivoki was instructed to read out the article of signatories of cheques and a resolution to be determined.

**3.5 Board sitting and subsistence Allowance**

(i) In alignment to the constitution of the Fiji Police Welfare Society the Chairman was advised on the $25.00 board travelling allowance and $25.00 board sitting allowance. The Legal Officer was asked by Chairman to explain in detail on the position of the board in this regards thus the constitution reads *-clause 36-"The Directors may be paid traveling, hotel and other expenses properly incurred by them in attending and returning from meetings of the directors or any committee of the directors or general meetings of the society or in connection with the business of the society".*

(ii) The Chairman after hearing Legal Officer's advise decided that the $25.00 board sitting allowance be ceased with immediate effect due to the reason that there were no written approval or directive made by the Commissioner of Police also the article of association does not state anything about the sitting allowance which was further agreed by the Board .

## E. MATURITY VALUES - LICI ENDOWMENT/RETIREMENT POLICY

| Age | Term | Premium | Maturity Value |
|---|---|---|---|
| 20 | 35 | $13,650 | $23,300 |
| 21 | 34 | $13,260 | $22,920 |
| 22 | 33 | $12,870 | $22,540 |
| 23 | 32 | $12,480 | $22,160 |
| 24 | 31 | 12,090 | $21,780 |
| 25 | 30 | $11,700 | $21,400 |
| 26 | 29 | $11.310 | $21,020 |
| 27 | 28 | $10,920 | $20,640 |
| 28 | 27 | $10,530 | $20,260 |
| 29 | 26 | $10,140 | $19,880 |
| 30 | 25 | $9,750 | $19,500 |
| [illegible] | 24 | $9,360 | $18,640 |
| 32 | [illegible] | $8,970 | $18,280 |
| 33 | 22 | $8.580 | $17,920 |
| 34 | 21 | $8,190 | $17,560 |
| 35 | 20 | $7,800 | $17,200 |
| 36 | 19 | $7,410 | $16,460 |
| 37 | 18 | $7,020 | $16,120 |
| 38 | 17 | $6,630 | $15,780 |
| 39 | 16 | $6,240 | $15,440 |
| 40 | 15 | $5,850 | $15,100 |
| 41 | 14 | $5,460 | $14,760 |
| 42 | 13 | $5,070 | $14,420 |
| 43 | 12 | $4,680 | $14,080 |
| 44 | 11 | $4,290 | $13,740 |
| 45 | 10 | $3,900 | $13,200 |
| 46 | 9 | $3,510 | $12,880 |
| 47 | 8 | $3,120 | $12,560 |
| 48 | 7 | $2,730 | $12,240 |
| 49 | 6 | [illegible] | $11,920 |
| 50 | 5 | $1,950 | $11,600 |
| [illegible] | 5 | $1,560 | $11,600 |
| 53 | 5 | $1,560 | $11,600 |
| 54 | 5 | $1,560 | $11,600 |
| 55 | 5 | $1,560 | $11,600 |
| | | $1,560 | $11,600 |

## F. Conclusion

1. All RPC's and the Department Heads are requested to ensure that this circular is given the widest possible circulation to avoid any inconvenience upon occurrence of any medical or term life matters.
2. For any further clarification required please contact the Secretariat Office on 334 3825 or 3343 777 in the FPGWS Office at the Police Headquaters.
3. This circular supersedes all prior Policies in place from this date of 30th March 2010.

With Thanks.

**I. Ligairi**
**ACP**
**CHAIRMAN of the Board of Management**

30 March 2010.

Cc [illegible] CR / [illegible] of FRO, please /

FIJI POLICE FORCE
OFFICE OF THE COMMISSIONER OF POLICE
*Telephone: (679)3343 777 Fax: (679)3343 818 email: fjcompol@gmail.com*

C/1/15

The Chairperson
Standing Committee on Foreign Affairs and Defence
Parliament of Republic of Fiji
P O Box 2353
Government Buildings
Suva.

Hon Sir,

**Re: Invitation to Present to the Standing Committee on Foreign Affairs and Defence**

Reference is made to your memorandum referenced Parl 6/16 dated 24th November, 2017 addressed to the Commissioner of Police. I am pleased to provide responses as follows:

References:

A. Cabinet decision referenced CP(04)543 dated 13/12/2004
B. Cabinet decision referenced CP(15)49 dated 18/03/2015
C. Cabinet Decision referenced CP (15)131 dated 4/08/15
D. JEE Implementation and Payment of LA & EDA , MoF Approval to source within FPF Budget, referenced 11/57/20 dated 02/12/2014
E. PSC Circular No. 51/2005
F. PSC Circular No. 80/2010
G. PSC Circular No. 80/2011
H. Legal Notice No. 49 dated 27/07/2017
I. FPF on Salary Progression dated 01/09/2017

**RE: 1**

**Is the Police Pay Increment effective from 1st August, 2017 only for Police Special Constables or does this include regular police officers?**

- It includes; the Police Regular Officers (RF) and Police Special Constables (SC).
- Payout for Regular Force - Pay 18/17 dated 06/09/17
- Payout for Special Constables - Pay 22/17 dated 27/10/17

RE: 2

**What was the method of payment used in the Fiji Police Back Pay 2015 which was at Head 50 - $25,552.50?**

- **Pay-out Categories (JEE)**

  - In- service - Paid to officers through direct Bank Lodgement or Cheque payment.
  - Out of service- Paid to officers through direct Bank Lodgement or Cheque payment.
  - Deceased - Paid to legal beneficiaries through direct Bank Lodgement or Cheque payment.

RE: 3

**What is the pro-rata method of payment? Why?**

- **The pro-rata method is used to calculate your partial entitlement versus full entitlement.**

- **It determined the calculation of arrears that is due to an officer.**

Why?

- **To ensure fairness.**

RE: 4

**In April 2017 DCP Isikeli Ligairi informed the committee that savings was used in the Police salary adjustment in 2015. In 2015 SEG 1 - Police Salary Adjustment - $5 million was allocated for in the budget. Please explain?**

**It was not savings but budgeted for the following expenditures:**

- **The shortfall of the Lodging Allowance for gazette officers (ASP to SSP) and including PL 04 (IP) and also for PL 05 to PL 08 (SGT to PC).**

- **The Extra Duty Allowance (EDA) for all regular police officers; from PL 08 to US 02.**

- **30 Border positions and 3 Beqa positions**

**RE: 5**

**There was an allocation made for police salary adjustment in 2015, is this the same for police officers who received 6 per cent pay increment in 2004 with 24 per cent balance in arrears. Explain why?**

- **Yes. The balance of the 24 per cent has been fully paid to the officers. The break down are as follow:**

- 2004 - Arrears of Allowances (LDG ALL & EDA)
- 2005 - NIL (Factored into the salary)
- 2006 - NIL (Factored into the salary)
- 2007 - Arrears of Salary & Allowances
- 2008 - Arrears of Salary & Allowances
- 2009 - Arrears of Allowances
- 2010 - Arrears of Salary & Allowances
- 2011 - Arrears of Salary & Allowances
- 2012 - NIL (Factored into the salary)

**RE: 6**

**Police pay increments and payments were made to police officers in 2005, 2007, 2012 and 2015. The payments were phased at 6 per cent for each payment. What does 6% amount to?**

| YEAR | GROSS | |
|---|---|---|
| 2004 | $ | 934,223.32 |
| 2005 | $ | 440,980.58 |
| 2006 | $ | 89,761.89 |
| 2007 | $ | 3,034,186.67 |
| 2008 | $ | 3,289,849.65 |
| 2009 | $ | 2,421,687.71 |
| 2010 | $ | 5,886,416.25 |
| 2011 | $ | 5,044,402.69 |
| 2012 | $ | 1,664,963.90 |
| 2013 | $ | 947,318.60 |
| 2014 | $ | 444,738.26 |
| | $ | 24,198,529.52 |

RE: 7

The police pay increment 6 per cent issues which started in 2004 then 2007 and 2012. When will this issue of outstanding police payments as Job Evaluation Exercise (JEE) end?

- The 30% increments for the JEE have been fully implemented for the period effective from 01/01/2004 to 01/01/2012.

RE: 8

In 2004 police officers received 6 per cent pay increment, what is the amount? What happen to the JEE in 2004, were there any savings used in the JEE pay-out exercise?

- The force cannot ascertain the amount from the payroll system.
- The JEE for 2004 was sourced from within the budget (Head 20).However the arrears of allowances (Lodging Allowance & Extra Duty Allowance) were paid from the $25.52 million provided in 2015.

RE: 9

Police salary adjustments in 2015 were made, which allocation did the savings come from?

- The salary adjustments were made in December, 2014 for all regular force members amounting to $1.9 million and this was sourced from within.

- 2015 - The shortfall for allowances was budgeted in 2015.

RE: 10

What do the Police mean by savings? Is it an allocation or savings from a financial year?

- The savings is the unutilized funds for a financial year.
- This was due to vacant positions and officers on interdiction.

RE: 11

When Police made a submission to the 2015 Budget; was there a proposal for JEE payout?

- No, there was no proposal for the JEE payout. It transpired during the consultation with the Budget Sub Committee and a separate submission amount to $25.52 million was made for which funds were under Head 50 for Financial Year 2015.

RE: 12

In 2004 police officers received 6 per cent pay increment, how much did this amount to? Also 24 per cent was the balance, with the salary increase from 11.5 per cent, is this the same salary allocation?

- The force cannot ascertain the amount but the 6 per cent pay increment was calculated on the annual base salary for individual officers.
- The balance of the 24 per cent - please refer to answer no. 5.
- Salary increase of 11.5 per cent - refer to answer in Question no. 13.

RE: 13

The Police Commissioner recently announced in the media on 20th October, 2017 that an allocation of $15.5 million was provided for in the force's budget this year (2017) for the overall salary increase of police officers ranging from 11.5 per cent to 20.5 per cent. Is this the same allocation for police pay increment in 2004?

- No. The additional provision in SEG 1 amounting to $15.5 million for Financial Year 2017-2018 is not for police pay increment in 2004. The purpose for the $15.5 million is as follows:

i) Budget proposal for the increase in SEG 1 of the Fiji Police Force (FPF) salary scale for salary maximization;
ii) Reclassification of the Upper Salary Range (USR) to the Police classification(PL) grades ; and
iii) New realigned salary table in the PL salary classification.

RE: 14

The Police Salary Adjustment in 2015 was $20.8 million, is this part of a new JEE?

- No. Police was given $25.52 million in 2015 and the explanation for its usage is in Question no. 6.

RE: 15

Who advised the Police Leadership on the pro-rata method of payment for police pay increase in 2004? Why not one-off payments like the Military (RFMR) in 2004?

RE: 16

Why didn't the Police Leadership decide on a one-off police pay increment of 30 per cent in 2004? Was it an issue of police manpower?

- We don't know why. The Leadership then may provide answers because we (Force) don't have anything on record.

RE: 17

The Minister of Economy announced in 2017-2018 Appropriation Bill address that the Fiji Police Force will have an overall increase in salaries; $15.5 million was allocated for. The base salary increases will rise from 11.5 percent to 20.5 percent. Has it been achieved?

- Yes, Phase 1 has been successfully implemented whereby officers of the Regular Force (RF) have been tagged on the base salary of the new FPF salary table as per Annex II and approved Government Gazette (LN 49).

- Phase 2 - Salary Progression: FPF has also developed and implemented a Policy on salary progression dated 01.09.17 with the following objectives:

1) To established, and rationalize the salary maximization in the Fiji Police Force
2) The policy also entails the criterion for elevation of salaries for members of the regular force.

Sir, we would be pleased to further clarify issues, if needed.

Vinaka.

Sitiveni.T.Qiliho
Brigadier General
Commissioner of Police

29 November, 2017

APPENDIX A

COPY

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C.P. ( 2004 ) 24th Meeting

Date 13/12/04

CABINET DECISION

Extract from Minutes of Meeting held on

Monday 13th December, 2004 at 9.00am

626. Implementation of Job Evaluation Exercise Report for the Disciplined Services — CP(04)543

Cabinet approved:

(i) the immediate implementation of the Job Evaluation Report (JER) recommendations for Police, Prisons and RFMF officers;

(ii) that RFMF personnel in the ranks of Private, Lance Corporal, Corporal, Sergeant, Staff Sergeant, 2nd Lieutenant and Colonel be awarded the recommended 2004, 2005 and 2006 increases as one payment in 2004; and

(iii) that the amount of $14,816,271 payable as the first phase of the Disciplined Services JER implementation including (ii) above, be paid before the end of 2004.

[ Jowasa Volavola ]
Secretary to the Cabinet

COPY

Appendix II

Monday 13th December, 2004 at 9.00am

**Implementation of Job Evaluation Exercise Report for the Disciplined Services** CP(04)543

Cabinet approved:

(i) the immediate implementation of the Job Evaluation Report (JER) recommendations for Police, Prisons and RFMF officers;

(ii) that RFMF personnel in the ranks of Private, Lance Corporal, Corporal, Sergeant, Staff Sergeant, 2nd Lieutenant and Colonel be awarded the recommended 2004, 2005 and 2006 increases as one payment in 2004; and

(iii) that the amount of $14,816,271 payable as the first phase of the Disciplined Services JER implementation including (ii) above, be paid before the end of 2004.

[ Jowasa Volavola ]
Secretary to the Cabinet

APPENDIX 'B'

**MINISTRY OF DEFENCE, NATIONAL SECURITY& IMMIGRATION**
1st & 2nd Floors, New Wing, Government Buildings, 26 Gladstone Road, Suva.
Post Office Box 2349, Government Buildings, Suva, FIJI.
**Telephone:** 3211 303 **Facsimile:** 3317 721
**Email:** defence@govnet.gov.fj and inforhomeaff@govnet.gov.fj

KO
File in JEE folder
9/10

Ref: 3/A/6-5

19th March, 2015

The Permanent Secretary for Finance

re: **CABINET DECISION ON JOB EVALUATION EXERCISE FOR THE FIJI POLICE FORCE**

This letter serves to confirm that Cabinet, in its meeting held on 19/03/15 approved the payment of Job Evaluation Exercise arrears for the Fiji Police Force.

It must be noted that this payment is a one-off and agreed for pay out on Pay 7 on the 2nd April 2015.

I attach a copy of the Cabinet Decision for your necessary action.

**Jonisio K Mara**
*for* **Permanent Secretary for Defence, National Security & Immigration**

**Office of the Prime Minister**

# MEMORANDUM

**To:** Permanent Secretary for Defence, National Security Immigration

**From:** Secretary to the Cabinet

**Date:** 19th March, 2015

**Subject:** **Cabinet Decision**

Enclosed please find Cabinet Decision **No.50** on the subject of ***Payment of Job Evaluation Exercise Arrears for the Fiji Police Force*** for insertion in File No. *3/A/6-5* or in an appropriate file.

Please acknowledge receipt.

[ M Lotawa ]
*for* Secretary to the Cabinet

Enc

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CP(2015) Written Opinion
Date: 18/03/15

# CABINET DECISION

*Wednesday 18th March, 2015*

50. Payment of Job Evaluation Exercise Arrears for the Fiji Police Force - 3/A/6-5 — CP(15)49

Cabinet, by Written Opinion:

(i) noted the content of the Memorandum;

(ii) approved the payment of JEE arrears and salary shortfall to the Fiji Police Force amounting to $16,743,495.65; and

(iii) approved the JEE payment to be sourced from the 2015 budgetary allocation with the Ministry of Finance to be effected in Pay 7 on 2nd April, 2015.

Ms. S. Kiran (Ms) J
Secretary to the Cabinet

APPENDIX 'C'

Office of the Prime Minister

# MEMORANDUM

**To:** Permanent Secretary for ~~Defence~~, National Security & Immigration

**From:** Secretary to the Cabinet

05/8/15

**Date:** 4th August, 2015

**Subject:** **Cabinet Decision**

Enclosed please find Cabinet Decision **No.157** on the subject of ***Payment of Lodging Allowance and Outstanding Job Evaluation Exercise for all the Fiji Police Force*** for insertion in File No. ***3/B/5*** or in an appropriate file.

Please acknowledge receipt.

**[M Lotawa (Ms)]**
*for* **Secretary to the Cabinet**

**Enc**

RECEIVED
05 AUG 2015

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CP(2015): 9th Meeting
Date: 4/08/15

# CABINET DECISION

*Extract from Minutes of Meeting Held on Tuesday 4th August, 2015 at 9.00am*

157. **Payment of Lodging Allowance and Outstanding Job Evaluation Exercise for all the Fiji Police Force - 3/B/5** CP(15)131

Cabinet:

(i) noted the content of the Memorandum;

(ii) approved the payment of the Job Evaluation Exercise (JEE) variation to Police Officers who had missed out and were short paid in the last payment in April 2015;

(iii) noted that Cabinet Decision 53/09 (b) (i) - (vii) on the payment of Lodging Allowance was not implemented pending finalization of the JEE;

(iv) approved the payment of Lodging Allowance for Officers in the grade PL04 - PL01 at the rate of 20% of basic salary with effect from 01 March 2009 in line with Cabinet Decision 53/09 (b) (iii) - (iv);

(v) approved a contingency fund of $507,712.00 to meet any shortfalls for the JEE and LA payout, to be kept with the Ministry of Finance; and

(vi) agreed that the requisite funding for (ii), (iv) and (v) above be sourced from the 2015 budgeted allocation for the JEE, in consultation with the Ministry of Finance.

[ S. Kiran (Ms) ]
Secretary to the Cabinet

FA Appendix 'D'
For your necessary action.

# MINISTRY OF FINANCE

## MEMORANDUM

**From:** Permanent Secretary for Finance **Phone:** 3307011

**To:** The Commissioner, Fiji Police Force **File:** 11/57/20

**Subject: JEE Implementation and Payment of Lodging and Extra Duty Allowance** **Date:** 02/12/14

---

Reference is made to your letter dated **14/11/2014** on the above - captioned subject.

We wish to inform you that approval is hereby given to the Fiji Police Force to meet the following payments from within your 2014 Budget:

- Payment of 20% Lodging Allowance from **01/07/2014 to 31/12/2014** for gazette officers including PLO4- **$574,497**;

- Lodging Allowance shortfall payment from **01/07/2014 to 31/12/2014** for PL05 - PL08- **$429,054** and Extra Duty Allowance shortfall payment back dated from **01/07/2014 to 31/12/2014** for all PL08 to US02- **$964,647**; and

Further to that, funds for the JEE Implementation is provided under Miscellaneous Services [Head 50] in the 2015 Budget. This will be released upon the submission of proper documents.

We trust that this clarifies our Ministry's position on the subject matter.

Filimone Waqabaca
**Permanent Secretary for Finance**

03 DEC 2014

PSC CIRCULAR
Public Service Commission, Berkley Crescent, P.O. Box 2211
Government Buildings, Suva. Telephone: 331 4588

# PSC Circular No. 51/2005

To: Chief Executive Officers and Heads of Departments File: C29/167/50

Subject: 2004 3% COLA PAYMENT FOR CIVIL SERVANTS Date: 09 December, 2005

## 1.0 INTRODUCTION

1.1 Following the announcement by the Public Service Commission on Government's decision to move away from the payment of the Cost of Living Adjustment (COLA) and to implement the Performance Management System as part of Government Pay Policy for the Civil Service, negotiations with the Public Service Unions over their 2004 Log of Claims were proceeded with based on this mandated position. However, talks broke down and all the six Public Service Unions filed reports of trade disputes individually with the Ministry for Labour, Industrial Relations and Productivity under the Trade Disputes Act.

1.2 The Chief Executive Officer for Labour, Industrial Relations and Productivity accepted the reports of trade dispute and subsequently appointed a conciliator to conciliate over these. The conciliation talks commenced on 10th December 2004 and ended with the parties agreeing to refer the dispute to voluntary arbitration.

1.3 The Unions, namely the Fijian Teachers Association (FTA), Viti National Union of Taukei Workers (VNUTW), Public Employees Union (PEU), Fiji Public Service Association (FPSA), Fiji Teachers Union (FTU) and Fiji Nursing Association (FNA) signed a Memorandum of Agreement (MOA), on 13th December 2004, on Government's offer of a 2% one-off payment across the board pending the outcome of voluntary arbitration.

1.4 As per the Memorandum of Agreement, the parties had agreed that in the event that the Permanent Arbitrator rules that COLA is to be paid to the Unions for 2004, the 2% one-off payment would be taken as payment in compliance with the Award. The COLA Award shall be built into the base pay.

## 2.0 ARBITRATION TRIBUNAL AWARD NO/s 52 - 57

2.1 The Arbitration Tribunal in its Awards No.s 52 – 57 awarded all the six Public Service Union members employed by the Commission to receive the following COLA increases with effect from 01 January 2004:

| | | | |
|---|---|---|---|
| (a) | Up to $17,500 | - | $14.00 per week |
| (b) | Between $17,501 and $35,000 | - | $10.00 per week |
| (c) | $35,001 and above | - | $7.00 per week |

## 3.0 CONSULTATIONS WITH PUBLIC SERVICE UNIONS

3.1 The Public Service Commission and the Public Service Unions met on 21/11/2005, 22/11/2005, 24/11/2005 and 28/11/2005 to discuss the Arbitration Awards Nos. 52 – 57 as these relate to their members and to consider the best possible options for addressing the Awards.

3.2 When the parties met on 22/11/2005, the Unions were informed of the Commission's option for a legal challenge of the Awards and a proposed interim payment before Christmas 2005 to be put forward to the Cabinet Sub-Committee on the Public Service for its consideration.

3.3 Due to the varying demands by the Unions, Cabinet has subsequently agreed that a 3% COLA payment be made to all Civil Servants and Government Wage Earners.

3.4 It was agreed that all parties would further discuss the implementation of Awards Nos. 52 – 57 to arrive at an amicable solution.

## 4.0 2004 3% COST OF LIVING ADJUSTMENT

4.1 Cabinet at its meeting of 6th December, 2005 had agreed to pay a 3% COLA payment to Civil Servants and Government Wage Employees and that this payment, together with the 2% one-off payment made in December 2004, to be part of the total Award Nos. 52 – 57 of 2005.

## 5.0 APPLICATION

5.1 The 3% COLA payment will apply to all established posts and postholders in the Public Service.

5.2 The pay increase will also apply to the Police, Army and Forest Guard Personnels.

5.3 The Chief Executive Officer for Home Affairs is requested by this Circular to, where necessary and appropriate, make amendments to the relevant Regulations to effect the 3% COLA payment for those in the Disciplined Services, and the Chief Executive Officer for Justice for those in the Fiji Prison Service.

5.4 Specifically, the 3% COLA payment will apply to:-

(a) Permanent Officers including those on probation;
(b) Officers serving on contract terms;
(c) Temporary Officers; and
(d) Officers, who resigned, retired or were dismissed after 1st January 2004.

5.5 The 3% COLA payment will not, however, apply to:-

(i) Civil Servants who were deemed to have resigned or had their appointments terminated for abscondment from duties under the provisions of Regulation 20 of the Public Service Regulations 1999;
(ii) Civil Servants on fixed salaries that are governed by the Prescription of Salaries Act, the Judges Remuneration and Emoluments Act and the Public Service (SES) Regulations 2003.

## 6.0 PAYMENTS

6.1 The COLA payment for the Year 2004 only will be made to all eligible Civil Servants on Pay No. 26 of 2005 which will be payable on 22nd December 2005. Payment of COLA arrears for the Year 2005 will be confirmed early next year.

6.2 The 3% COLA payment will be consolidated into officer's basic annual salary with effect from 1st January 2004 to 31st December 2004.

6.3 The respective salaries incorporating the increase are shown in **Appendix A.**

6.4 The respective salaries for Officer's in the Disciplined Services, namely the Fiji Police Force and Fiji Prison Services, incorporating the increase with the implementation of the Job Evaluation Exercise is shown in **Appendix B.**

## 7.0 ALLOWANCES

7.1 All deductions linked to salaries including rent on Government quarters and PSC scholarship loan deductions should be adjusted to the revised salary levels with effect from 1st January 2004.

7.2 All allowances linked to salaries, such as the housing allowance, acting allowance, consolidated allowance, etc should be adjusted to the revised level of salaries with effect from 1st January 2004.

## 8.0 OVERTIME

8.1 The revised overtime rates which are effective from 1st January 2004 are attached as **Appendix C** of this Circular.

8.2 Where the funds are not specifically provided in the Budget Estimates, time-off in lieu shall continue to be granted on an hour to hour basis to officers who are eligible and who are authorized to claim overtime payment. Officers who cannot be released to utilize their time-off in lieu of overtime payment, are permitted to utilize time-off in lieu with their annual leave at the end of their current leave year.

## 9.0 AMENDMENTS TO GENERAL ORDERS

9.1 The amendments to the General Orders necessitated by this increase is set out as **Appendix D** and are effective from 1st January 2004.

9.2 This Circular supercedes PSC Circular No: 02/2004 dated 15/01/04.

## 10.0 CLARIFICATIONS

10.1 Please ensure that this circular is brought to the attention of all Officers in your Ministry/ Department. Further clarification may be directed to Losana Ravuso of the Employee Relations Division, Public Service Commission, on email lravuso@psc.gov.fj or telephone 3314588 ext 246 or Filipe Nagera on email fnagera@psc.gov.fj or telephone ext 227.

**Anare Jale**
**Chief Executive Officer Public Service**

**Appendix B**

## FIJI POLICE FORCE SALARY SCALE

| PL | Salary Pt. | Salary | REVISED SALARY | JER PHASE 1 | REVISED SALARY | JER PHASE 2 | REVISED SALARY | JER PHASE 3 | REVISED SALARY |
|---|---|---|---|---|---|---|---|---|---|
| | | WEF 1/1/03 | 3% COLA | WEF 1/1/04 | W.E.F 1/1/04 | WEF 1/105 | W.E.F 1/1/05 | WEF 1/1/06 | W.E.F 1/1/06 |
| PLO1 | | 42,520 | 43,796 | 44,548 | 45,824 | 46,155 | 47,431 | 47,762 | 49,038 |
| | 1 | 40,989 | 42,219 | 42,596 | 43,826 | 44,203 | 45,433 | 45,810 | 47,040 |
| | 2 | 39,240 | 40,417 | 41,012 | 42,189 | 42,784 | 43,961 | 44,555 | 45,733 |
| | 3 | 37,681 | 38,811 | 39,580 | 40,710 | 41,478 | 42,609 | 43,377 | 44,507 |
| | 4 | 36,257 | 37,345 | 38,255 | 39,343 | 40,254 | 41,342 | 42,252 | 43,340 |
| | 5 | 34,986 | 36,036 | 37,054 | 38,103 | 39,121 | 40,171 | 41,189 | 42,238 |
| | 6 | 33,721 | 34,733 | 35,857 | 36,868 | 37,992 | 39,004 | 40,128 | 41,139 |
| | 7 | 32,459 | 33,433 | 34,662 | 35,636 | 36,865 | 37,839 | 39,068 | 40,042 |
| | | | | | | | | | |
| PLO2 | | 33,291 | 34,290 | 35,090 | 36,089 | 36,559 | 37,558 | 38,029 | 39,028 |
| | 1 | 32,050 | 33,012 | 33,520 | 34,481 | 34,989 | 35,951 | 36,459 | 37,420 |
| | 2 | 30,530 | 31,446 | 32,155 | 33,071 | 33,780 | 34,696 | 35,405 | 36,321 |
| | 3 | 29,089 | 29,962 | 30,853 | 31,726 | 32,618 | 33,490 | 34,382 | 35,255 |
| | 4 | 27,840 | 28,675 | 29,706 | 30,541 | 31,571 | 32,406 | 33,437 | 34,272 |
| | 5 | 26,797 | 27,601 | 28,723 | 29,527 | 30,648 | 31,452 | 32,574 | 33,378 |
| | 6 | 26,005 | 26,785 | 27,940 | 28,720 | 29,875 | 30,656 | 31,811 | 32,591 |
| | 7 | 24,953 | 25,702 | 26,950 | 27,699 | 28,947 | 29,696 | 30,944 | 31,693 |
| | | | | | | | | | |
| PLO3 | | 26,836 | 27,641 | 28,698 | 29,503 | 30,275 | 31,080 | 31,853 | 32,658 |
| | 1 | 26,289 | 27,078 | 27,866 | 28,655 | 29,443 | 30,232 | 31,021 | 31,809 |
| | 2 | 25,215 | 25,971 | 26,885 | 27,642 | 28,555 | 29,312 | 30,226 | 30,982 |
| | 3 | 24,245 | 24,972 | 25,987 | 26,714 | 27,729 | 28,456 | 29,471 | 30,198 |
| | 4 | 23,300 | 23,999 | 25,109 | 25,808 | 26,917 | 27,616 | 28,726 | 29,425 |
| | 5 | 22,677 | 23,357 | 24,488 | 25,169 | 26,300 | 26,980 | 28,111 | 28,792 |
| | 6 | 22,156 | 22,821 | 23,950 | 24,614 | 25,743 | 26,408 | 27,537 | 28,201 |
| | 7 | 21,745 | 22,397 | 23,499 | 24,151 | 25,253 | 25,905 | 27,006 | 27,659 |
| | 8 | 21,350 | 21,991 | 23,061 | 23,701 | 24,771 | 25,412 | 26,482 | 27,122 |
| | 9 | 20,996 | 21,626 | 22,655 | 23,285 | 24,315 | 24,945 | 25,974 | 26,604 |
| | 10 | 20,679 | 21,299 | 22,280 | 22,900 | 23,881 | 24,501 | 25,481 | 26,102 |
| | 11 | 20,359 | 20,970 | 21,902 | 22,513 | 23,445 | 24,055 | 24,987 | 25,598 |
| | | | | | | | | | |
| PLO4 | | 21,186 | 21,822 | 22,883 | 23,519 | 24,370 | 25,006 | 25,858 | 26,494 |
| | 1 | 20,352 | 20,963 | 21,839 | 22,450 | 23,326 | 23,937 | 24,814 | 25,424 |
| | 2 | 19,477 | 20,061 | 21,040 | 21,624 | 22,603 | 23,187 | 24,165 | 24,750 |
| | 3 | 18,566 | 19,123 | 20,212 | 20,769 | 21,858 | 22,415 | 23,503 | 24,060 |
| | 4 | 17,870 | 18,406 | 19,556 | 20,092 | 21,242 | 21,778 | 22,927 | 23,464 |
| | 5 | 17,544 | 18,070 | 19,196 | 19,722 | 20,848 | 21,374 | 22,499 | 23,026 |
| | 6 | 17,220 | 17,737 | 18,837 | 19,354 | 20,455 | 20,971 | 22,072 | 22,589 |
| | 7 | 16,891 | 17,398 | 18,475 | 18,982 | 20,059 | 20,565 | 21,642 | 22,149 |
| | 8 | 16,565 | 17,062 | 18,115 | 18,612 | 19,665 | 20,162 | 21,214 | 21,711 |
| | 9 | 16,258 | 16,746 | 17,770 | 18,258 | 19,282 | 19,770 | 20,794 | 21,282 |
| | 10 | 15,952 | 16,431 | 17,426 | 17,905 | 18,900 | 19,379 | 20,374 | 20,853 |
| | 11 | 15,644 | 16,113 | 17,080 | 17,550 | 18,516 | 18,986 | 19,953 | 20,422 |
| | 12 | 15,317 | 15,777 | 16,719 | 17,179 | 18,122 | 18,581 | 19,524 | 19,984 |
| | | | | | | | | | |
| PLO5 | | 15,769 | 16,242 | 17,386 | 17,859 | 18,847 | 19,320 | 20,307 | 20,780 |
| | 1 | 15,011 | 15,461 | 16,472 | 16,922 | 17,933 | 18,383 | 19,393 | 19,844 |
| | 2 | 14,171 | 14,596 | 15,680 | 16,105 | 17,189 | 17,615 | 18,699 | 19,124 |
| | 3 | 13,451 | 13,855 | 14,985 | 15,388 | 16,518 | 16,922 | 18,052 | 18,455 |
| | 4 | 13,121 | 13,515 | 14,601 | 14,995 | 16,081 | 16,475 | 17,561 | 17,955 |
| | 5 | 12,791 | 13,175 | 14,218 | 14,601 | 15,644 | 16,028 | 17,071 | 17,455 |
| | 6 | 12,477 | 12,851 | 13,847 | 14,221 | 15,217 | 15,591 | 16,586 | 16,961 |
| | 7 | 12,161 | 12,526 | 13,474 | 13,839 | 14,788 | 15,153 | 16,101 | 16,466 |
| | 8 | 11,849 | 12,204 | 13,105 | 13,461 | 14,362 | 14,717 | 15,618 | 15,974 |
| | | | | | | | | | |
| PLO6 | | 11,479 | 11,823 | 12,748 | 13,092 | 18,904 | 19,248 | 15,060 | 15,404 |
| | 1 | 11,319 | 11,659 | 12,475 | 12,815 | 13,631 | 13,971 | 14,787 | 15,127 |
| | 2 | 11,048 | 11,379 | 12,161 | 12,493 | 13,275 | 13,606 | 14,388 | 14,720 |
| | 3 | 10,773 | 11,096 | 11,845 | 12,168 | 12,916 | 13,239 | 13,988 | 14,311 |
| | 4 | 10,485 | 10,800 | 11,517 | 11,832 | 12,550 | 12,864 | 13,582 | 13,897 |
| | 5 | 10,201 | 10,507 | 11,193 | 11,499 | 12,186 | 12,492 | 13,178 | 13,484 |
| | | | | | | | | | |

# FIJI POLICE FORCE SALARY SCALE

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| PLO7 | | 9,565 | 9,852 | 10,811 | 11,098 | 11,872 | 12,159 | 12,932 | 13,219 |
| | 1 | 9,465 | 9,749 | 10,526 | 10,810 | 11,587 | 11,871 | 12,647 | 12,931 |
| | 2 | 9,184 | 9,460 | 10,222 | 10,497 | 11,260 | 11,535 | 12,297 | 12,573 |
| | 3 | 8,901 | 9,168 | 9,916 | 10,183 | 10,932 | 11,199 | 11,947 | 12,214 |
| | 4 | 8,615 | 8,873 | 9,608 | 9,867 | 10,602 | 10,860 | 11,595 | 11,854 |
| | 5 | 8,326 | 8,576 | 9,298 | 9,548 | 10,270 | 10,520 | 11,243 | 11,492 |
| | 6 | 8,086 | 8,329 | 9,027 | 9,270 | 9,968 | 10,211 | 10,909 | 11,152 |
| | 7 | 7,852 | 8,088 | 8,761 | 8,996 | 9,669 | 9,905 | 10,578 | 10,813 |
| | 8 | 7,621 | 7,850 | 8,497 | 8,725 | 9,373 | 9,601 | 10,248 | 10,477 |
| | 9 | 7,381 | 7,602 | 8,226 | 8,447 | 9,070 | 9,292 | 9,915 | 10,136 |
| PLO8 | 1 | | | 7,325 | 7,545 | 7,953 | 8,173 | 8,581 | 8,801 |
| | 2 | | | 7,118 | 7,332 | 7,728 | 7,942 | 8,338 | 8,552 |
| | 3 | | | 6,911 | 7,118 | 7,528 | 7,735 | 8,145 | 8,352 |
| | 4 | | | 6,703 | 6,904 | 7,278 | 7,479 | 7,852 | 8,053 |
| | 5 | | | 6,496 | 6,691 | 7,053 | 7,248 | 7,609 | 7,804 |

Appendix 'F'

# PSC CIRCULAR

Public Service Commission, Berkeley Crescent, P.O. Box 2211
Government Buildings, Suva. Telephone 3314 588

**PSC CIRCULAR NO. : 80/2010**

**TO: Permanent Secretaries and Heads of Departments**

**FILE :** C29/119/7-16

**SUBJECT: IMPLEMENTATION OF THE 2003 JOB EVALUATION FOR THE FIJI POLICE FORCE**

**DATE:** 16/12/2010

---

## 1.0 CABINET APPROVAL

1.1 Cabinet at its meeting of 13th December, 2010 vide Cabinet Decision No.459 of 2010 has approved the implementation of the Job Evaluation Exercise for the Fiji Police Force.

1.2 In its decision, Cabinet has:-

(i) approved the implementation of **phase 4 of the JEE**, that is the payment of 6% backdated to 1st January 2009 to all Police Officers in grade PL08 – PL01 to cover the period 1st January, 2009 to 31st December 2009 only;

(ii) endorsed that the flow on effect of this payment for 2010 and the payment of Phase 5 is to be considered later;

(iii) endorsed that since the Fiji Police Force cannot meet this payment from within its budget, the **Ministry of Finance** is to identify a sum of **$2.86M to meet the JEE payment** mentioned in (i) above;

(iv) that such payment is to be effected on pay 26 of 2010.

## 2.0 APPLICATION

2.1 The provision for the implementation of phase 4 of the JEE will apply to all Officers in the grade PL08 – PL01 as follows:-

(i) Permanent Officers; and
(ii) Officers serving local contract terms.

2.2 The respective salary for officers in the Fiji Police Force incorporating the implementation of phase 4 of the 2003 JEE is attached as **APPENDIX I.**

For any queries relating to the above, please contact the Director Employee Relations, Ms Bulou Rakuita on telephone 3314588 extension 408 or on email address brakuita@psc.gov.fj or Jimaima Vilisoni on extension 218 or email address jimaimaV@psc.gov.fj

Parmesh Chand
**Permanent Secretary for the Public Service**

| POLICE JER PHASE 4 - SALARY TABLE - APPENDIX I [A] | | | |
|---|---|---|---|
| SALARY GRADE | SALARY POINT | EXISTING SALARY | JER PHASE 4 WEF 1/1/09 |
| **PLO1** | | **52,050** | **53,657** |
| | 1 | 49,198 | **50,805** |
| | 2 | 48,553 | **50,325** |
| | 3 | 47,234 | **49,133** |
| | 4 | 45,997 | **47,995** |
| | 5 | 44,830 | **46,898** |
| | 6 | 43,663 | **45,799** |
| | 7 | 42,501 | **44,704** |
| | | | |
| **PLO2** | | **41,427** | **42,897** |
| | 1 | 39,711 | **41,181** |
| | 2 | 38,548 | **40,173** |
| | 3 | 37,418 | **39,182** |
| | 4 | 36,376 | **38,242** |
| | 5 | 35,428 | **37,354** |
| | 6 | 34,594 | **36,529** |
| | 7 | 33,642 | **35,639** |
| | | | |
| **PLO3** | | **34,671** | **36,249** |
| | 1 | 33,762 | **35,339** |
| | 2 | 32,884 | **34,554** |
| | 3 | 32,054 | **33,796** |
| | 4 | 31,233 | **33,042** |
| | 5 | 30,563 | **32,374** |
| | 6 | 29,935 | **31,729** |
| | 7 | 29,359 | **31,113** |
| | 8 | 28,790 | **30,501** |
| | 9 | 28,240 | **29,899** |
| | 10 | 27,707 | **29,308** |
| | 11 | 27,171 | **28,714** |
| | | | |
| **PLO4** | | **28,127** | **29,615** |
| | 1 | 26,987 | **28,474** |
| | 2 | 26,273 | **27,836** |
| | 3 | 25,541 | **27,187** |
| | 4 | 24,909 | **26,595** |
| | 5 | 24,444 | **26,096** |
| | 6 | 23,979 | **25,596** |
| | 7 | 23,513 | **25,097** |
| | 8 | 23,049 | **24,599** |
| | 9 | 22,592 | **24,104** |
| | 10 | 22,355 | **23,829** |
| | 11 | 21,909 | **23,345** |
| | 12 | 21,454 | **22,856** |
| | | | |
| **PLO5** | | **22,284** | **23,744** |
| | 1 | 21,314 | **22,775** |
| | 2 | 20,576 | **22,085** |
| | 3 | 19,890 | **21,424** |
| | 4 | 19,370 | **20,850** |
| | 5 | 18,851 | **20,278** |
| | 6 | 18,339 | **19,709** |
| | 7 | 17,825 | **19,138** |
| | 8 | 17,314 | **18,570** |

| POLICE JER PHASE 4 - SALARY TABLE - APPENDIX I [A] | | | |
|---|---|---|---|
| SALARY GRADE | SALARY POINT | EXISTING SALARY | JER PHASE 4 WEF 1/1/09 |
| **PLO6** | | **16,724** | **17,880** |
| | 1 | 16,434 | **17,590** |
| | 2 | 16,012 | **17,125** |
| | 3 | 15,589 | **16,661** |
| | 4 | 15,159 | **16,191** |
| | 5 | 14,731 | **15,723** |
| | | | |
| **PLO7** | | **14,469** | **15,529** |
| | 1 | 14,166 | **15,227** |
| | 2 | 13,797 | **14,835** |
| | 3 | 13,424 | **14,439** |
| | 4 | 13,052 | **14,045** |
| | 5 | 12,679 | **13,651** |
| | 6 | 12,325 | **13,266** |
| | 7 | 11,975 | **12,884** |
| | 8 | 11,625 | **12,501** |
| | 9 | 11,273 | **12,118** |
| | | | |
| **PLO8** | 1 | 9,862 | **10,490** |
| | 2 | 9,604 | **10,214** |
| | 3 | 9,400 | **10,017** |
| | 4 | 9,090 | **9,664** |
| | 5 | 8,833 | **9,389** |

APPENDIX "B"

# PSC CIRCULAR

Public Service Commission, Berkeley Crescent, P.O. Box 2211
Government Buildings, Suva. Telephone 3314 588

## PSC Circular No: 80/2011

**To:** Permanent Secretaries and Heads of Departments

**File:** C29/167/35

**Subject:** **2012 PAY ADJUSTMENT**

**Date:** 13th December, 2011

---

## 1.0 INTRODUCTION

1.1 This circular puts into effect the pay increase for Civil Servants announced as part of the 2012 Budget Address delivered on the 25th of November, 2011.

1.2 The following pay increase will be effective from 01/01/2012:-

(i) A 3% increase for all Civil Servants including the disciplined forces;

(ii) A 9% pay increase for all Police Officers in the PL08- PL01 grade. This includes the 3 % from (i) above and a further 6 % to complete the implementation of the last phase of the Job Evaluation Exercise 2003 for the Police Force;

(iii) A 6% pay increase for all Doctors and Nurses in the MD and NU grade respectively. This includes a 3% from (i) above and a further 3% in recognition of the need to build a strong and specialized cadre of doctors and nurses.

## 2.0 APPLICATION

2,1 The provision of the pay increase of salaries and wages will apply to all the government employees, including the Police, Military, Prison and Forest Guard personnel.

2.2 The Permanent Secretary for Defense, National Security, & Immigration is requested by this Circular to where necessary and

appropriate; make amendments to the relevant Regulations to effect the 3% pay increase for those in the Disciplined Services.

2.3 Specifically, the pay increase will apply to:-

- Permanent Officers including those on probation;
- Officers serving local contract terms;
- Temporary Officers including temporary relievers;
- All Government Wage Earners; and
- Project Officers

2.4 The salary adjustment Appendices is attached as follows:-

- Appendix A, lists the 3% restoration of salaries for the General Civil Servants;
- Appendix B lists the pay increase of 6 % for Doctors;
- Appendix C lists the pay increase of 6 % for Nurses;
- Appendix D lists the pay increase of 9% for Police Officers;
- Appendix E lists the pay increase of 3 % for Government Wage Earners; and
- Appendix F provides the amendments to the General Orders.

## 3.0 NOT APPLICABLE

3.1 The adjustment of salaries, however, will not apply to Officers whose salaries are determined under the *Judges Remuneration and Emoluments Act* and the *Prescription of Salaries Act.*

3.2 It will also not apply to expatriate officers on Staff Supplementation Scheme and those serving on contract terms.

3.3 The adjustment of pay increase of salaries and wages will not apply to those officers and employees who are deemed to have resigned or no longer in employment after Pay No.26 and Pay No. 52 of 2011.

## 4.0 PAYMENTS

4.1 The pay increase for the General Civil Servants, Doctors, Nurses and the Officers of the Disciplined Forces including the Government Wage

Earners will be paid to all eligible Officers and employees with effect from 01/01/2012.

4.2 The pay increase shall not be backdated.

## 5.0 ALLOWANCES

5.1 All deductions linked to salaries and wages including rent on Government Quarters and PSC Scholarship would be adjusted to the revised salaries and wages level with effect from Pay No.01 of 2012 for Established Officers and Pay No: 02 of 2012 for Government Wage Earners.

5.2 All allowances linked to salaries and wages shall continue to be paid but will be based on the revised salaries and wages level with effect from Pay No. 01/2012 and Pay No. 02/2012 respectively.

## 6.0 OVERTIME RATES

6.2 The revised overtime rates for Established Officers are provided in **Appendix A** whilst the overtime rates for Government Wages Earners are provided in **Appendix E** with their revised wages schedule.

## 7.0 PENSIONERS

7.1 Pensioners or those who fall outside the FNPF Scheme will also receive an increase on their existing entitlements by 20%.

7.2 This would include:-

- Former Civil Servants, their spouses;
- Former members of the Disciplined Forces;
- War Veterans;
- Retired Judges;
- Former Prime Ministers;
- Ministers, and
- Former Ministers of Parliament.

## 8.0 AMENDMENTS TO GENERAL ORDERS

8.1 The amendments to the General Orders necessitated by this 3% adjustment in salary are set out in **Appendix F** to this Circular.

## 9.0 CLARIFICATIONS

9.1 Addresses are to ensure that all Officers and Government Wage Earners cadre are paid the correct rates as stipulated in the attached schedules.

9.2 Any clarification required may be sought and obtained from Bulou Rakuita Director Employee Relations on email bulou.rakuita@govnet.gov.fj or Jimaima Vilisoni on email jvilisoni@psc.gov.fj or on telephone number 3314588 ext 408 or 218 respectively.

Parmesh Chand
**Permanent Secretary for the Public Service**

| POLICE CLASSIFICATION [PL] 2012 APPROVED SALARY TABLE | | APPENDIX D |
|---|---|---|
| **Existing Grade** | **EXISTING SALARY JER PHASE 4 WEF: PAY NO. 26 OF 2010** | **REVISED 9% SALARY INCREASE W.E.F PAY NO. 01 OF 2012** |
| **PL01** | **$53,657** | **$58,486** |
| | $50,805 | $55,377 |
| | $50,325 | $54,854 |
| | $49,132 | $53,554 |
| | $47,996 | $52,315 |
| | $46,897 | $51,118 |
| | $45,798 | $49,920 |
| | $44,704 | $48,727 |
| | | |
| **PL02** | **$42,897** | **$46,758** |
| | $41,180 | $44,886 |
| | $40,173 | $43,789 |
| | $39,183 | $42,709 |
| | $38,241 | $41,683 |
| | $37,353 | $40,715 |
| | $36,529 | $39,817 |
| | $35,639 | $38,847 |
| | | |
| **PL03** | **$36,249** | **$39,511** |
| | $35,339 | $38,520 |
| | $34,554 | $37,664 |
| | $33,796 | $36,838 |
| | $33,041 | $36,015 |
| | $32,375 | $35,289 |
| | $31,728 | $34,584 |
| | $31,113 | $33,913 |
| | $30,500 | $33,245 |
| | $29,900 | $32,591 |
| | $29,308 | $31,945 |
| | $28,714 | $31,298 |
| | | |
| **PL04** | **$29,615** | **$32,280** |
| | $28,474 | $31,037 |
| | $27,836 | $30,341 |
| | $27,187 | $29,633 |
| | $26,595 | $28,988 |
| | $26,096 | $28,444 |
| | $25,597 | $27,901 |
| | $25,097 | $27,355 |
| | $24,599 | $26,812 |
| | $24,104 | $26,273 |
| | $23,829 | $25,974 |
| | $23,345 | $25,446 |
| | $22,857 | $24,914 |
| | | |

| POLICE CLASSIFICATION [PL] 2012 APPROVED SALARY TABLE | | APPENDIX D |
|---|---|---|
| **Existing Grade** | **EXISTING SALARY JER PHASE 4 WEF: PAY NO. 26 OF 2010** | **REVISED 9% SALARY INCREASE W.E.F PAY NO. 01 OF 2012** |
| **PL05** | **$23,744** | **$25,881** |
| | $22,775 | $24,824 |
| | $22,085 | $24,073 |
| | $21,423 | $23,351 |
| | $20,850 | $22,727 |
| | $20,277 | $22,102 |
| | $19,709 | $21,482 |
| | $19,139 | $20,861 |
| | $18,571 | $20,242 |
| | | |
| **PL06** | **$17,880** | **$19,489** |
| | $17,590 | $19,173 |
| | $17,126 | $18,667 |
| | $16,660 | $18,160 |
| | $16,192 | $17,649 |
| | $15,724 | $17,139 |
| | | |
| **PL07** | **$15,529** | **$16,927** |
| | $15,227 | $16,597 |
| | $2,835 | $3,090 |
| | $14,440 | $15,739 |
| | $14,046 | $15,310 |
| | $13,651 | $14,880 |
| | $13,266 | $14,460 |
| | $12,883 | $14,043 |
| | $12,501 | $13,626 |
| | $12,117 | $13,208 |
| | | |
| **PL08** | **$10,489** | **$11,433** |
| | $10,213 | $11,132 |
| | $10,017 | $10,919 |
| | $9,665 | $10,535 |
| | $9,390 | $10,235 |
| | | |

EXTRAORDINARY
GOVERNMENT OF FIJI GAZETTE SUPPLEMENT
No. 26 THURSDAY, 27th JULY 2017

[LEGAL NOTICE NO. 49]

POLICE ACT 1965

# Police (Amendment) Regulations 2017

IN exercise of the powers conferred upon me by section 60 of the Police Act 1965, I hereby make these Regulations—

*Short title and commencement*

1.—(1) These Regulations may be cited as the Police (Amendment) Regulations 2017.

(2) These Regulations come into force on the date of publication in the Gazette.

(3) In these Regulations, the Police Regulations 1965 is referred to as the "Principal Regulations".

*New Regulation 5A inserted*

2. The Principal Regulations are amended after regulation 5 by inserting the following new regulation—

*"Classification salary structure*

5A. The Fiji Police Force classification salary structure shall be determined in accordance with Schedule 10.".

*New Schedule 10 inserted*

3. The Principal Regulations are amended after Schedule 9 by inserting the following new Schedule—

"SCHEDULE 10
*(Regulation 5A)*

FIJI POLICE FORCE CLASSIFICATION SALARY STRUCTURE

| RANK | GRADE | STEP | SALARY POINT |
|---|---|---|---|
| **Deputy Commissioner of Police** | PL01 | 1 | $79,009 |
| | | 2 | $75,246 |
| | | 3 | $71,731 |

| | | | |
|---|---|---|---|
| **Assistant Commissioner of Police** | PL02 | 1 | $68,447 |
| | | 2 | $67,931 |
| | | 3 | $64,832 |
| | | 4 | $62,339 |
| **Senior Superintendent of Police** | PL03 | 1 | $61,410 |
| | | 2 | $58,146 |
| | | 3 | $57,597 |
| | | 4 | $56,232 |
| | | 5 | $54,931 |
| **Superintendent of Police** | PL04 | 1 | $53,674 |
| | | 2 | $52,416 |
| | | 3 | $52,138 |
| | | 4 | $50,031 |
| | | 5 | $48,477 |
| **Deputy Superintendent of Police** | PL05 | 1 | $47,292 |
| | | 2 | $46,126 |
| | | 3 | $45,018 |
| | | 4 | $43,972 |
| | | 5 | $43,002 |
| **Assistant Superintendent of Police** | PLO6 | 1 | $42,672 |
| | | 2 | $41,955 |
| | | 3 | $41,602 |
| | | 4 | $40,677 |
| | | 5 | $39,785 |

| | | | |
|---|---|---|---|
| **Senior Inspector of Police** | PLO7 | 1 | $39,617 |
| | | 2 | $38,818 |
| | | 3 | $38,042 |
| | | 4 | $37,304 |
| | | 5 | $36,570 |
| **Inspector of Police** | PLO8 | 1 | $35,850 |
| | | 2 | $35,508 |
| | | 3 | $35,140 |
| | | 4 | $34,428 |
| | | 5 | $34,141 |
| **Sergeant Major** | PLO9 | 1 | $33,375 |
| | | 2 | $32,596 |
| | | 3 | $31,887 |
| | | 4 | $31,288 |
| | | 5 | $30,691 |
| **Sergeant** | PL10 | 1 | $30,091 |
| | | 2 | $30,029 |
| | | 3 | $29,426 |
| | | 4 | $29,091 |
| | | 5 | $28,987 |
| | | 6 | $28,500 |
| | | 7 | $27,904 |
| | | 8 | $27,803 |
| **Corporal** | PL11 | 1 | $26,962 |
| | | 2 | $26,153 |
| | | 3 | $25,454 |
| | | 4 | $24,754 |
| | | 5 | $24,616 |
| | | 6 | $23,886 |
| | | 7 | $22,997 |
| | | 8 | $22,624 |

| | | | |
|---|---|---|---|
| **Constable** | PL12 | 1 | $22,027 |
| | | 2 | $21,429 |
| | | 3 | $20,826 |
| | | 4 | $20,224 |
| | | 5 | $19,974 |
| | | 6 | $19,584 |
| | | 7 | $19,359 |
| | | 8 | $18,831 |
| **Probationer Year 3** | PL13 | 1 | $18,302 |
| **Probationer Year 2** | | 2 | $17,786 |
| **Recruit Year 1** | | 3 | $16,760" |

Made this 26th day of July 2017.

I. KUBUABOLA
Minister for Defence and National Security

Price: 52c

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Appendix 'I'

**ANNEX II**

# FIJI POLICE FORCE REVISED SALARY TABLE

| RANK | GRADE | STEP | SALARY POINT | CONDITIONS |
|---|---|---|---|---|
| **Deputy Commissioner of Police** | PL01 | 1 | $79,009 | Deputy Commissioner in Police Service over 4 years |
| | | 2 | $75,246 | Deputy Commissioner in Police Service over 2 years |
| | | 3 | $71,731 | Upon Appointment to Deputy Commissioner |
| **Assistant Commissioner of Police** | PL02 | 1 | $68,447 | Assistant Commissioner in Police Service over 6 years |
| | | 2 | $67,931 | Assistant Commissioner in Police Service over 4 years |
| | | 3 | $64,832 | Assistant Commissioner in Police Service over 2 years |
| | | 4 | $62,339 | Upon Appointment to Assistant Commissioner |
| **Senior Superintendent of Police** | PL03 | 1 | $61,410 | Senior Superintendent in Police Service over 8 years |
| | | 2 | $58,146 | Senior Superintendent in Police Service over 6 years |
| | | 3 | $57,597 | Senior Superintendent in Police Service over 4 years |
| | | 4 | $56,232 | Senior Superintendent in Police Service over 2 years |
| | | 5 | $54,931 | Upon Appointment to Senior Superintendent |
| **Superintendent of Police** | PL04 | 1 | $53,674 | Superintendent in Police Service over 8 years |
| | | 2 | $52,416 | Superintendent in Police Service over 6 years |
| | | 3 | $52,138 | Superintendent in Police Service over 4 years |
| | | 4 | $50,031 | Superintendent in Police Service over 2 years |
| | | 5 | $48,477 | Upon Appointment to Deputy Superintendent |
| **Deputy Superintendent of Police** | PL05 | 1 | $47,292 | Deputy Superintendent in Police Service over 8 years |
| | | 2 | $46,126 | Deputy Superintendent in Police Service over 6 years |

| | | | | |
|---|---|---|---|---|
| | | 3 | $45,018 | Deputy Superintendent in Police Service over 4 years |
| | | 4 | $43,972 | Deputy Superintendent in Police Service over 2 years |
| | | 5 | $43,002 | Upon Appointment to Deputy Superintendent |
| | PL06 | 1 | $41,955 | Assistant Superintendent in Police Service over 8 years |

| | | | | |
|---|---|---|---|---|
| **Assistant Superintendent of Police** | | 2 | $42,672 | Assistant Superintendent in Police Service over 6 years |
| | | 3 | $41,602 | Assistant Superintendent in Police Service over 4 years |
| | | 4 | $40,677 | Assistant Superintendent in Police Service over 2 years |
| | | 5 | $39,785 | Upon Appointment to Assistant Suprintendent |
| | | | | |
| **Senior Inspector of Police** | PL07 | 1 | $39,617 | Senior Inspector in Police Service over 8 years |
| | | 2 | $38,818 | Senior Inspector in Police Service over 6 years |
| | | 3 | $38,042 | Senior Inspector in Police Service over 4 years |
| | | 4 | $37,304 | Senior Inspector in Police Service over 2 years |
| | | 5 | $36,570 | Upon Appointment to Senior Inspector |
| | | | | |
| **Inspector of Police** | PL08 | 1 | $35,850 | Inspector in Police Service over 8 years |
| | | 2 | $35,508 | Inspector in Police Service over 6 years |
| | | 3 | $35,140 | Inspector in Police Service over 4 years |
| | | 4 | $34,428 | Inspector in Police Service over 2 years |
| | | 5 | $34,141 | Upon Appointment to Inspector |
| | | | | |

| | | | | |
|---|---|---|---|---|
| **Sergeant Major** | PL09 | 1 | $33,375 | Sergeant in Police Service over 8 years |
| | | 2 | $32,596 | Sergeant Major in Police Service over 6 years |
| | | 3 | $31,887 | Sergeant Major in Police Service over 4 years |
| | | 4 | $31,288 | Sergeant Major in Police Service over 2 years |
| | | 5 | $30,691 | Upon Appointment to Sergeant Major |
| | | | | |
| **Sergeant** | PL10 | 1 | $30,091 | Sergeant in Police Service over 14 years |
| | | 2 | $30,029 | Sergeant in Police Service over 12 years |
| | | 3 | $29,426 | Sergeant in Police Service over 10 years |
| | | 4 | $29,091 | Sergeant in Police Service over 8 years |
| | | 5 | $28,500 | Sergeant in Police Service over 6 years |
| | | 6 | $27,904 | Sergeant in Police Service over 4 years |
| | | 7 | $28,987 | Sergeant in Police Service over 2 years |
| | | 8 | $27,803 | Upon Appointment to Sergeant |
| | | | | |
| **Corporal** | PL11 | 1 | $26,962 | Corporal in Police Service over 14 years |
| | | 2 | $26,153 | Corporal in Police Service over 12 years |
| | | 3 | $25,454 | Corporal in Police Service over 10 years |
| | | 4 | $24,754 | Corporal in Police Service over 8 years |
| | | 5 | $24,616 | Corporal in Police Service over 6 years |
| | | 6 | $23,886 | Corporal in Police Service over 4 years |
| | | 7 | $22,997 | Corporal in Police Service over 2 years |
| | | 8 | $22,624 | Upon Appointment to Corporal |
| | | | | |
| **Constable** | PL12 | 1 | $22,027 | Constable in Police Service over 14 Years |
| | | 2 | $21,429 | Constable in Police Service over 12 Years |
| | | 3 | $20,826 | Constable in Police Service over 10 Years |
| | | 4 | $20,224 | Constable in Police Service over 8 Years |

| | | | | |
|---|---|---|---|---|
| | | 5 | $19,974 | Constable in Police Service over 6 Years |
| | | 6 | $19,584 | Constable in Police Service over 4 Years |
| | | 7 | $19,359 | Constable in Police Service over 2 Years |
| | | 8 | $18,831 | Upon Appointment to Constable |
| | | | | |
| **Probationer Year 3** | PL13 | 1 | $18,302 | After 2 Year Probation |
| **Probationer Year 2** | | 2 | $17,786 | After 1 Year Probation |
| **Recruit Year 1** | | 3 | $16,760 | Upon Appointment as Recruit for 6 months |

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**CP (2017): Written Opinion**
**Date: 25/5/17**

# CABINET DECISION

***Thursday 25 May 2017***

**141. Realignment of Fiji Police Force Salary Structure and Request for Increase in Fiji Police Force Budgetary Allocation in the 2017 – 2018 Financial Year** – *3/B/6* CP(17)120

Cabinet:

(i) noted the content of the Memorandum;

(ii) noted the reclassification of the Upper Salary Range (USR) to the Police classification (PL) grades;

(iii) noted the Fiji Police new realigned salary table in the PL salary classification; and

(iv) approved that the increase of $15.491 million to Seg 1 of the Fiji Police Force Budget be considered through the 2017-2018 budget process.

**Susan Kiran (Ms)**
**Secretary to the Cabinet**

COPY

FIJI POLICE FORCE

# POLICY ON SALARY PROGRESSION


| | TOPIC | PAGE |
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| 2.0 | BACKGROUND | 03 |
| 3.0 | RELEVANT LEGISLATIONS AND AUTHORITIES | 03 |
| 4.0 | DISCRETION OF THE COMMISSIONER OF POLICE | 04 |
| 5.0 | FPF SALARY IMPLEMENTATION PLAN | 04 |
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| 7.0 | REVIEW OF POLICY | 09 |
| 8.0 | EFFECTIVE DATE | 09 |
| 9.0 | COMPLIANCE | 09 |
| 10.0 | REVIEW DATE | 09 |

# FIJI POLICE FORCE POLICY ENDORSEMENT FORM

| | |
|---|---|
| **Policy Name** | **Policy On Salary Progression** |
| **Policy Number** | **01/2017** |
| **Policy Type** | **Human Resource (HR)** |
| **Policy Owner** | **Commissioner of Police** |
| **Policy Responsibility** | **Chief Administration Officer** |
| **Date Approved** | **01 September 2017** |
| **Last Amendment** | **01 September 2017** |
| **Next Review Date** | **01 September 2020** |

**APPROVAL**

.....

**SITIVENI T. QILIHO [Brig. Gen.]**

**COMMISSIONER OF POLICE**

04 **September 2017**

## 1.0 POLICY OBJECTIVE

1.1 The purpose of this *Policy on Salary Progression* is to establish, and rationalize the salary maximisation in the Fiji Police Force.

1.2 The policy also entails the criterion for elevation of salaries for members of the regular force.

## 2.0 BACKGROUND

2.1 A new salary structure is now adopted in the FPF through the Government Gazette [LN49], the intent of which is to regularize the FPF classification of the new salary structure.

2.2 The current practice in FPF is that majority of the officers are pegged to their substantive minimum salary levels (band) of their grades.

2.3 The promulgation of the Gazette provides for a structured system of periodic salary progression based on ascending salary Levels (bands) under each PL grade.

## 3.0 RELEVANT LEGISLATIONS AND AUTHORITIES

3.1 Sec. 129(5)[a] of the *Republic of Fiji Constitution 2013*, gives power to the Commissioner of Police on the administration and operations of the FPF;

3.2 Sec. 8 (1) & (2) of the *Fiji Police Act Cap 85* gives power to the Commissioner of Police, or any other officer delegated under his/her authority, to carry out the necessary administrative tasks as directed;

3.3 Cabinet Décision vide CP(17)120, dated 25/05/17;

3.4 Legal Notice Number 49 contained in Government of Fiji Gazette supplement dated 27th July, 2017.

3.5 Minister of Economy on Budget announcement dated 29th June 2017.

## 4.0 DISCRETION OF THE COMMISSIONER OF POLICE

4.1 Sec. 129 of the Constitution of Fiji - 2013, gives power to the Commissioner of Police to administer the operation and administration of Fiji Police Force.

## 5.0 FPF SALARY IMPLEMENTATION PLAN

5.1 Table 1 outlines various criterion which needs to be achieved in order for officers to be tagged against a salary point upon appointment to that rank, and/or as a result of progression through that rank.

5.2 Since salary points are progressive based upon years of service in a particular rank, an Annual Confidential Report (ACR) or a Staff Report (SR) needs to be submitted in relation to each PL Grade Officer so that necessary, increment/maximization of salary can be facilitated annually in conjunction with relevant MQRs.

**Table 1**

| | | | | | |
|---|---|---|---|---|---|
| **Deputy Commissioner of Police** | PL01 | 1 | $79,009 | Deputy Commissioner in Police Service over 4 years | • Confirmed Assistant Commissioner<br>• Superintendents/Senior Command Course<br>• F&G Examination<br>• Staff Report<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| | | 2 | $75,246 | Deputy Commissioner in Police Service over 2 years | |
| | | 3 | $71,731 | Upon Appointment to Deputy Commissioner | • Confirmed Assistant Commissioner of Police<br>• Probationary period of One(1) Year |
| **Assistant Commissioner of Police** | PL02 | 1 | $68,447 | Assistant Commissioner in Police Service over 6 years | • Confirmed Senior Superintendent of Police<br>• Superintendents/Senior Command Course<br>• F&G Examination<br>• Staff Report<br>• Nil Discipline – 1 year<br>• RFL – Pass |
| | | 2 | $67,931 | Assistant Commissioner in Police Service over 4 years | |
| | | 3 | $64,832 | Assistant Commissioner in Police Service over 2 years | |
| | | 4 | $62,339 | Upon Appointment to Assistant Commissioner | • Confirmed Senior Superintendent of Police<br>• Probationary period of One(1) Year |
| | PL03 | 1 | $61,410 | Senior Superintendent in | • Confirmed Superintendent |

| | | | | | |
|---|---|---|---|---|---|
| **Senior Superintendent of Police** | | | | Police Service over 8 years | • Superintendents Qualifying Course<br>• F&G Examination<br>• Staff Report<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| | | 2 | $58,146 | Senior Superintendent in Police Service over 6 years | |
| | | 3 | $57,597 | Senior Superintendent in Police Service over 4 years | |
| | | 4 | $56,232 | Senior Superintendent in Police Service over 2 years | |
| | | 5 | $54,931 | Upon Appointment to Senior Superintendent | • Confirmed Superintendent of Police<br>• Probationary period of One(1) Year |
| **Superintendent of Police** | PL04 | 1 | $53,674 | Superintendent in Police Service over 8 years | • Confirmed Superintendent<br>• Superintendents Qualifying Course<br>• F&G Examination<br>• Staff Report<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| | | 2 | $52,416 | Superintendent in Police Service over 6 years | |
| | | 3 | $52,138 | Superintendent in Police Service over 4 years | |
| | | 4 | $50,031 | Superintendent in Police Service over 2 years | |
| | | 5 | $48,477 | Upon Appointment to Deputy Superintendent | • Confirmed Deputy Superintendent of Police<br>• Probationary period of One(1) Year |
| **Deputy Superintendent of Police** | PL05 | 1 | $47,292 | Deputy Superintendent in Police Service over 8 years | • Confirmed ASP<br>• Superintendents Qualifying Course<br>• F&G Examination<br>• Staff Report<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| | | 2 | $46,126 | Deputy Superintendent in Police Service over 6 years | |
| | | 3 | $45,018 | Deputy Superintendent in Police Service over 4 years | |
| | | 4 | $43,972 | Deputy Superintendent in Police Service over 2 years | |

| | | | | | |
|---|---|---|---|---|---|
| | | 5 | $43,002 | Upon Appointment to Deputy Superintendent | • Confirmed Assistant Superintendent of Police<br>• Probationary period of One(1) Year |
| **Assistant Superintendent of Police** | PL06 | 1 | $42,672 | Assistant Superintendent in Police Service over 8 years | • Confirmed SIP<br>• Superintendents Qualifying Course<br>• F&G Examination<br>• Staff Report<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| | | 2 | $41,955 | Assistant Superintendent in Police Service over 6 years | |
| | | 3 | $41,602 | Assistant Superintendent in Police Service over 4 years | |
| | | 4 | $40,677 | Assistant Superintendent in Police Service over 2 years | |
| | | 5 | $39,785 | Upon Appointment to Assistant Superintendent | • Confirmed Senior Inspector<br>• Probationary period of One(1) Year |
| **Senior Inspector of Police** | PL07 | 1 | $39,617 | Senior Inspector in Police Service over 8 years | • Confirmed Inspector<br>• Inspectors Qualifying Course<br>• Staff Report<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| | | 2 | $38,818 | Senior Inspector in Police Service over 6 years | |
| | | 3 | $38,042 | Senior Inspector in Police Service over 4 years | |
| | | 4 | $37,304 | Senior Inspector in Police Service over 2 years | |
| | | 5 | $36,570 | Upon Appointment to Senior Inspector | • Confirmed Inspector<br>• Probationary period of One(1) Year |
| **Inspector of Police** | PL08 | 1 | $35,850 | Inspector in Police Service over 8 years | • Confirmed Sergeant<br>• Inspectors Qualifying Course<br>• XYZ Examination<br>• Staff Report<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| | | 2 | $35,508 | Inspector in Police Service over 6 years | |
| | | 3 | $35,140 | Inspector in Police Service over 4 years | |

| | | | | | |
|---|---|---|---|---|---|
| | | 4 | $34,428 | Inspector in Police Service over 2 years | |
| | | 5 | $34,141 | Upon Appointment to Inspector | • Confirmed Sergeant<br>• Probationary period of One(1) Year |
| **Sergeant Major** | PL09 | 1 | $33,375 | Sergeant in Police Service over 8 years | • Confirmed Sergeant<br>• Sergeants Qualifying Course<br>• Annual Confidence Report [ACR]<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| | | 2 | $32,596 | Sergeant Major in Police Service over 6 years | |
| | | 3 | $31,887 | Sergeant Major in Police Service over 4 years | |
| | | 4 | $31,288 | Sergeant Major in Police Service over 2 years | |
| | | 5 | $30,691 | Upon Appointment to Sergeant Major | • Confirmed Sergeant<br>• Probationary period of One(1) Year |
| **Sergeant** | PL10 | 1 | $30,091 | Sergeant in Police Service over 14 years | • Sergeants Qualifying Course<br>• ABCD Examination<br>• Annual Confidence Report [ACR]<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| | | 2 | $30,029 | Sergeant in Police Service over 12 years | |
| | | 3 | $29,426 | Sergeant in Police Service over 10 years | |
| | | 4 | $29,091 | Sergeant in Police Service over 8 years | |
| | | 5 | $28,987 | Sergeant in Police Service over 6 years | |
| | | 6 | $28,500 | Sergeant in Police Service over 4 years | |
| | | 7 | $27,904 | Sergeant in Police Service over 2 years | |
| | | 8 | $27,803 | Upon Appointment to Sergeant | • Confirmed Corporal<br>• Probationary period of One(1) Year |
| **Corporal** | PL11 | 1 | $26,962 | Corporal in Police Service over 14 years | • Confirmed Corporal<br>• ABCD Examination |

| | | | | | |
|---|---|---|---|---|---|
| | | 2 | $26,153 | Corporal in Police Service over 12 years | • Corporals Qualifying Course<br>• Annual Confidence Report [ACR]<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| | | 3 | $25,454 | Corporal in Police Service over 10 years | |
| | | 4 | $24,754 | Corporal in Police Service over 8 years | |
| | | 5 | $24,616 | Corporal in Police Service over 6 years | |
| | | 6 | $23,886 | Corporal in Police Service over 4 years | |
| | | 7 | $22,997 | Corporal in Police Service over 2 years | |
| | | 8 | $22,624 | Upon Appointment to Corporal | |
| Constable | PL12 | 1 | $22,027 | Constable in Police Service over 14 Years | • Constables Qualifying Course<br>• ABCD<br>• Annual Confidence Report [ACR]<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| | | 2 | $21,429 | Constable in Police Service over 12 Years | |
| | | 3 | $20,826 | Constable in Police Service over 10 Years | |
| | | 4 | $20,224 | Constable in Police Service over 8 Years | |
| | | 5 | $19,974 | Constable in Police Service over 6 Years | |
| | | 6 | $19,584 | Constable in Police Service over 4 Years | |
| | | 7 | $19,359 | Constable in Police Service over 2 Years | |
| | | 8 | $18,831 | Upon Appointment to Constable | • Basic Recruits Course & Graduation<br>• Annual Confidence Report [ACR]<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| **Probationer Year 3** | PL13 | 1 | $18,302 | After 2 Year Probation | • Annual Confidence Report [ACR]<br>• Nil Discipline – 1 year<br>• RFL - Pass |

| | | | | | |
|---|---|---|---|---|---|
| **Probationer Year 2** | | 2 | $17,786 | After 1 Year Probation | • Annual Confidence Report [ACR]<br>• Nil Discipline – 1 year<br>• RFL - Pass |
| **Recruit Year 1** | | 3 | $16,760 | Upon Appointment as Recruit for 6 months or appointed as a Police Constable. | |

## 6.0 RESPONSIBILITIES

6.1 All DPCs, Directors, Formation Commanders, OCPDs and Line supervisors are responsible for the timely submission of ACR, SR together with HRM Form Number 13 which is a Supplementary form to the ACR and SR.

6.2 It is the responsibility of DHRM to validate all ACR, Staff Report, Training, Exams, and Discipline reports and make recommendations to CAO on HRM Form number 13.

6.3 CAO is to facilitate approvals of salary progression with the Office of Deputy Commissioner and Commissioner of Police.

6.4 MRR is responsible to authenticate approvals through promulgation in the FRO.

6.5 Force Accountant is responsible for facilitating salary progressions and necessary adjustments.

## 7.0 REVIEW OF POLICY

7.1 This policy document shall be called for review in the event of:

7.1.1 enactment or amendment of a legislation;

7.1.2 order or authorisation by the Commissioner of Police; or

7.1.3 Every three [3] years or as and when necessary.

## 8.0 EFFECTIVE DATE

8.1 This policy shall come into effect with the approval and endorsement by the Commissioner of Police.

HRM FORM 13

(Supplementary form to ACR/Staff Report)

This form is designed to accommodate salary progressions of Regular Officers in the Fiji Police Force

| | |
|---|---|
| (i) Rank/No/Name: | (ii) Station: |
| (iii) Job Title: | (iv) Division: |
| (v) Date Promoted: | (iv) FRO No(Promoted): |
| (vi) Current Salary : | (vii) Salary Band: |

| MQR Items | Yes/No | If NO |
|---|---|---|
| (i) Force Examinations Completed | | |
| (ii) Qualifying Courses Completed | | |
| (iii) RFL Pass | | |
| (iv) Confirmation of Rank | | |

(V) Discipline: _____

(To be filled by Immediate Supervisor)

I recommend / do not recommend for salary progression

Rank/No/Name:.....

Signature:.....Date:.....

(To be filled by Formation Commander)

I recommend / do not recommend for salary progression

Rank/No/Name:.....

Signature:.....Date:.....

DHRM ☐ I, Recommended increase to Grade ....., step .....Salary Point $.....against Grade.....Step.....Salary Point $.....

☐ Not Recommended

Signature: ..... Date: .....

CAO ☐ Recommended ☐ Not Recommended

Signature: ..... Date: .....

DCP ☐ Recommended ☐ Not Recommended

Signature: ..... Date: .....

CP ☐ Approved ☐ Not Approved

Signature: ..... Date: .....

## UNPAD ACTING ALLOWANCE IN 2010 – FORMER SUPERINTENDENT OF CORRECTIONS AKUILA BULIVONO NAMAKADRE.

### BACKGROUND

Before the powers of the Commissioner of Corrections have been stipulated under Section 130 of the 2013 Fiji Constitutions, all powers and administrative functions was under the Public Service Commission through the Discipline Services Commission. This includes the appointment and Acting Appointment of Senior Officers. In 2010, I was on acting appointment to the rank of Superintendent of Corrections for more than 30 days and was entitled with appropriate acting allowance.

### POINT OF CONTENTION

Acting Allowance for all Corrections Officers acting at senior ranks are entitled to 95% of the basic salary of the ranks and position they are acting on if it is more than 30 days. Application of such is normally submitted to the PSC for approval before any acting allowance will be paid. In my case, PSC have approved the payment of acting allowance and have been submitted to the Commissioner of Corrections for payment.

Most importantly, I have performed the duties for the position and was supposed to be paid appropriately in 2011 but it did not eventuate until I resigned in 2016.

### ACCOUNTS OFFICERS ACTIONS

The Accounts Officers Abdul Rasheed (currently with the Ministry of Youth and Sports) and Lusiana Lului calculated my acting allowance which amounted to **$1,900.00** and submitted to former Commissioner Ifereimi Vasu for approval.

### COMMISSIONERS OF CORRECTIONS DECISIONS

a) ***IFEREIMI VASU*** – His decision during that time was he directed the Accounts Officers that they can pay from budgetary savings by the end of 2011. After being told of the decision by former Commissioner, I advised the Acting Accounts Officer Lusiana Lului that acting allowance is normally paid from the Personal Emoluments in Activity 1 and 2 from SEG 1 and not from saving from any other SEGS at the end of the financial year because salary and allowances are normally allocated in those SEGS. After several requests nothing was paid to me until former Commissioner's appointment was revoked on 10 December 2015.

b) ***KAMELI RATUVAKALEVULEVUYA*** – He was the Acting Commissioner of Correction for only 2 months 27 days but I did remind him but did not make any

decision when the current Commissioner Francis Kean was appointed as Commissioner of Corrections.

c) ***FRANCIS KEAN*** – When the current Commissioner took up office on 07 March 2016, I reminded the Senior Accounts Officer, Abdul Rasheed, Assistant Accounts Officer, Lusiana Lului and Superintendent Headquarters, Salote Panapasa to resubmit and brief the new Commissioner on the status of my acting allowance and to seek his approval for payment.

During my resignation from the Service on 15 April 2016, I wrote a letter to the Commissioner that I have paid all my financial outstanding with the Fiji Corrections Service from the FCS Credit Union, Welfare and Mini Mart in full and if they can pay my Acting Allowance which have been long overdue since 2011 amounting to $1,900.00. Unfortunately, this did not eventuate after I have left the service.

**CONCLUSIONS**

I feel that I have been unfairly treated and not appropriately paid with my acting allowance in 2011. I have performed my duties of the higher positions satisfactorily and have been deprived off despite on reminding officers at the Accounts Section, Abdul Rasheed and Lusiana Lului and also Superintendent of Corrections, Salote Panapasa. Also the decision by former Commissioner Ifereimi Vasu is questionable and inappropriate.

Since I did not have any avenues to take up my grievances and perhaps this forum would be the most appropriate and legitimate committee to pursue this issue not only for my benefit but also for the current serving Corrections Officers in the future.

Kindly submitted for information and further deliberations.

**Akuila Bulivore NAMAKADRE**
Former Corrections Officer

**07 FEB 2018**

## 2009 TRISERVICE TEAM FOR THE 2009 JOB EVALUATION EXERCISE (JEE) – ROYAL FIJI MILITARY FORCES, (RFMF) FIJI POLICE FORCE (FPF) AND FIJI CORRECTIONS SERVICE (FCS).

### BACKGROUND

In 2009 the former Commissioner of FCS, Mr Ioane Naivalurua appointed me to lead a team and to be responsible for the formulation of the 2009 JEE for FCS. This team is to work with the Triservice which will comprise of senior personnel's from RFMF and FPF that will be headed by COL Mohammed Aziz and to be based at the Ministry of Defence, Government Buildings Suva.

### TRISERVICE TEAM

Triservice Team for the 2009 JEE:

1. Team Leader - COL Mohammed Aziz
2. RFMF Team - CAPT Ned Taito and Lt Wise
3. FPF Team - INSP Ilaitia L and Sgt Viliame Soko
4. FCS Team - SP Akuila B Namakadre and PCO Jone Biu

### METHODOLOGY

The Triservice team on the first day were brief by the Team Leader on areas to focus on which included the following:

a) Make a comparative analysis of the Triservice salary based on the current rate.
b) Refer to some recommendations that were yet to be implemented from the 2004 JEE
c) Make recommendations for new allowances based on the Triservice working conditions on the different areas of operations in Fiji.
d) Focus on the decision by Cabinet, PSC and the Ministry of Finance (MOF) that have been made from 2004 until 2009 for the review of the 2009 JEE.
e) Focus on the current Cost of Living Adjustments (COLA) provisions set by Government, current GDP and other economic provisions.

### RECOMMENDATIONS

The following recommendations which was made by FCS and I recall was also relative to FPF:

1) Salary adjustments was made for all ranks from PN01
2) Extra Duty Allowance (EDA) of 12.5% of the basic salary to be payable to all officer of FCS from Commissioner (US01) to Corrections Officer Class 'C'(COC) level (PN07) at all times when you are on duty in Fiji or while in oversease.
3) Lodging Allowance (LA) of 20% of the basic salary to be payable to all officer from Commissioner to COC if one is renting outside government quarters
4) All recommendations are to be submitted to PCS and Cabinet for approval.

### BY METHOD OF PAYMENTS MOF BUDGET SECTION

Upon the approval by Cabinet on the 2009 JEE it was then referred to MOF Budget Section for implementation of cabinet decision. The two (2) Desk Officers for the Disciplined Forces who were at the MOF Budget Section in 2009 were Ms Romeena Singh and Ms Kiman Mala. The following payment method was recommended for FCS and perhaps for the FPF as well:

1) Payment of 2009 JEE to be made on the last pay of 2009 and first pay of 2010.

2) Payment of 2009 to be sourced from within the department that is the saving from the 2009 Budget allocation.
3) Salary adjustments, EDA and LA to be appropriately activated and will be accommodated in the 2010 Budget

**CONCLUSION**

FCS have implemented the 2009 JEE as directed by Cabinet and recommended by MOF. It included the payment of EDA and LA to all Senior FCS Officers which included the Commissioner from 2009. The 2009 saving for FCS was soughed out from the saving from Capital Projects and other SEGS from Activity 1 and 2 within the 2009 allocated budget.

That is all.

I am authorising former Police Inspector **KITIONE KULAVERE** to read and produce this documents to the Parliamentary Select Committee who are currently pursuing the JEE issues for the FPF.

For any further clarifications, please do not hesitate to contact me on my mobile **9646210** or e-mail a_bulivono@yahoo.com.au

Thank you.

**Akuila B NAMAKADRE**
Former Deputy Commissioner of Corrections

**05 FEB 2018**

# MINISTRY OF ECONOMY

# MINISTRY OF ECONOMY

P.O. Box 2212, Government Buildings, Suva, Fiji; Tele: (679) 330 7011, Fax: (679) 330 8654
Website: www.economy.gov.fj, Email: EconomyInformation@economy.gov.fj
Ro Lalabalavu House, 370 Victoria Parade, Suva


16 April 2018 ECO 11/61

The Chairman
Standing Committee on Foreign Affairs and Defence
Government Buildings
**Suva**

Dear Chairman

**Re: Invitation to Present to the Standing Committee on Foreign Affairs and Defence**

We refer to and thank you for your 13 April 2018 email and letter on the above subject matter.

Below is the responses to the clarifications in relation to the Job Evaluation Exercise **('JEE')** for the Fiji Police Force **('Force')**:

1. The JEE provision in 2015 Budget was **$28,552,458.** A sum of **$27,018,041** was released to the Force and **$25,789,386.29** was utilized by the Force.

2. A sum of **$27,018,041** was released in three trenches as follows:

    a. Tranche 1 - $16,528,441 in March 2015,
    b. Tranche 2 - $10,154,254 in August 2015 (*of which $6,485,024.79 was provided for Lodging Allowance and $3,669,229.21 is for the shortfall in the JEE payment*) and
    c. Tranche 3 - $335,346 in November 2015.

    The actual payment for the JEE was carried out by the Force and therefore, the Force is in a better position to confirm this.

3. A sum of $25,789,386.29 is recorded as **"JEE – Police Adjustment Pay"** in our general ledger. This is audited and confirms with our record of funds released and that utilized by the Force. Attached is the general ledger of the expenditure recorded for the same.

4. The Ministry of Economy **('MOE')** in its oversight role monitors the accounts and finances at Whole of Government level in accordance with the budgeted funds provided. The implementation of JEE should have been 'thought out' with an approved documentation of the payouts. An internal and external audit focusing on the JEE implementation as a ***'special audit'*** could have been carried out.

5. We reiterate, that matters pertaining to any employee and financial benefit should be handled in a timely manner, subject to the availability of necessary documentations and robust checks and balances are in place. In addition, a clear guideline for any employee financial benefit should have been developed for ease of understanding and reference for all relevant parties.

   Further to this, we refer to the supplementary questions received via emails dated 13/08/2018 and 16/08/2018 respectively. The responses are below:

6. As per Mercer Report recommendations (page 67 and 68 of the report) JEE refers to the base salaries (recommendation number 2). The increment in the base salary consequentially led to the increment in the Extra Duty Allowance (12.5% of the base salary) and the Lodging Allowance (20% of the base salary).

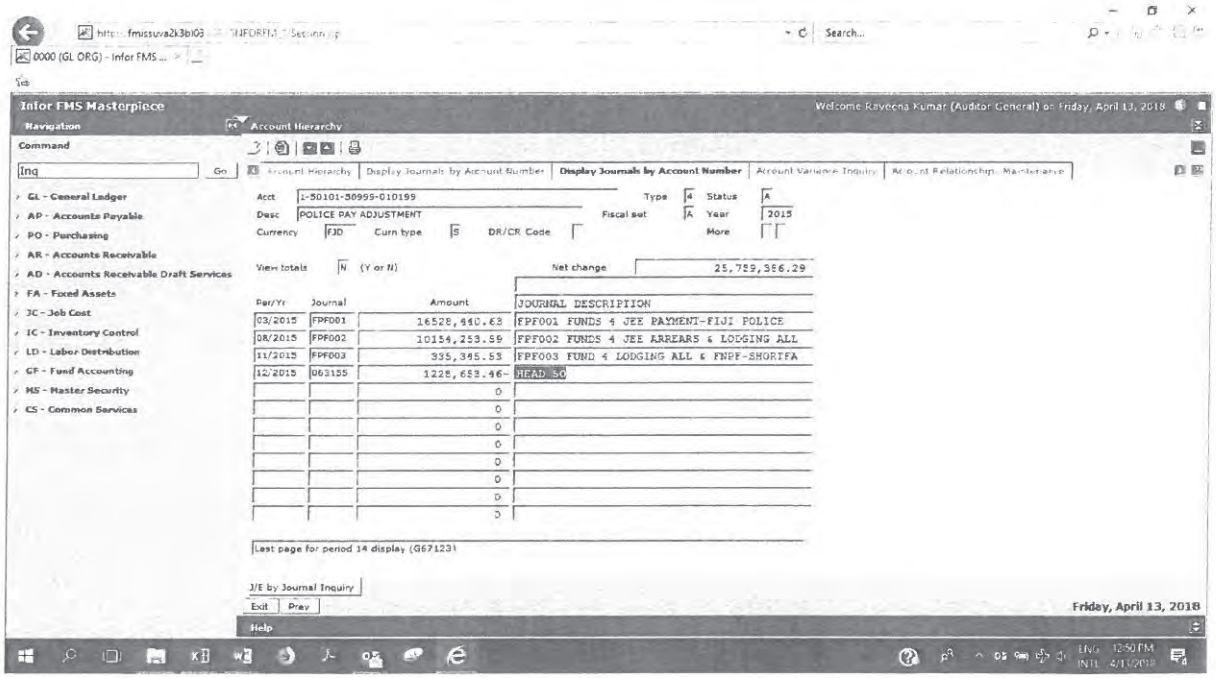
7. We confirm that a sum of **$27,018,041** was released to the Force in year 2015 for the JEE, of which **$25,789,386.29** was utilized by the Force.

Thank you.

Yours sincerely

Makereta Konrote
**Permanent Secretary for Economy**

**Encl.**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Welcome Raveena Kumar (Auditor General) on Friday, April 13, 2018
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Account Hierarchy
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Account Hierarchy
Display Journals by Account Number
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Account Variance Inquiry
Account Relationship Maintenance
GL - General Ledger
AP - Accounts Payable
PO - Purchasing
AR - Accounts Receivable
AD - Accounts Receivable Draft Services
FA - Fixed Assets
JC - Job Cost
IC - Inventory Control
LD - Labor Distribution
GF - Fund Accounting
MS - Master Security
CS - Common Services
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Desc POLICE PAY ADJUSTMENT
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Currency FJD Curn type S DR/CR Code
More
View totals N (Y or N)
Net change 25,755,566.29
Per/Yr Journal Amount JOURNAL DESCRIPTION
03/2015 FPF001 16528,440.63 FPF001 FUNDS 4 JEE PAYMENT-FIJI POLICE
08/2015 FPF002 10154,253.59 FPF002 FUNDS 4 JEE ARREARS & LODGING ALL
11/2015 FPF003 335,345.53 FPF003 FUND 4 LODGING ALL & FNPF-SHORTFA
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# OFFICE OF THE AUDITOR-GENERAL

### 20.2 Statement of Receipts and Expenditure

The Force collected revenue totalling $2,552,320 and incurred expenditure totalling $109,046, in 2015 as provided in the budget. In addition, a sum of $25,466,191 was provided from Head 50 Miscellaneous Budget from the Ministry of Finance to pay the Job Evaluation Exercise arrears.

Total expenditure increased by $6,189,419 or 5% in 2015 compared to 2014. This was mainly due to payment of salary increments to civilian officers and lodging allowance to officers in the grade Pl 04–PL 01 vide Cabinet decision.

## PART B: AUDIT FINDINGS

### 20.4 Anomalies in Underline Accounts

The Force Accountant is responsible for maintaining ledgers and reconciling balances in such ledgers

to ensure the accuracy of financial information and the timeliness of management reports.1

The audit review of the underline accounts noted the following anomalies:

- Variances were noted between the total debit and credit of the Drawings, Inter Departmental
- Clearance (IDC) account and Bank Lodgement Clearance (BLC) Account reconciliation statement and FMIS general ledger. Refer to Table 20.3 for details.

### Recommendations

- The Drawings, IDC and BLC account prepared by the Force should be reconciled to the FMIS general ledger. Any variances noted should be investigated and necessary adjustments made to the relevant records.
- All RFA and Trust Fund reconciliations should be thoroughly scrutinised by the Force Accountant for on a monthly basis.
- The Force Accountant should ensure that debit (overdrawn) balance in Provisional Tax Account is investigated and reconciled regularly.

**Management Comments**

All reconciliations are verified with the opening balances and we will ensure that it reconciles with the FMIS

Ledgers. Adherence will be made that reconciliations are carried out on the FMIS on the monthly reports uploaded by Ministry of Finance. For any errors detected necessary adjustment will be made to correct it.

Currently, monthly reconciliations are prepared and submitted to Ministry of Finance. A dedicated Trust Fund

Account reconciliation clerk has been appointed: therefore we anticipate improvements in future submissions of reconciliations. The carry forward balance in Account Receivable has been written off.

The Provisional Tax reconciliation is also submitted to Ministry of Finance and we will ensure that only Vendors applicable for Provisional tax will be deducted. Force will ensure that the payments are remitted to FRCA in accordance with Provisional tax regulations.

**20.5 Raising of Journal Vouchers**

Only the Recommendations:

- The Drawings, IDC and BLC account prepared by the Force should be reconciled to the FMIS general ledger. Any variances noted should be investigated and necessary adjustments made to the relevant records.
- All RFA and Trust Fund reconciliations should be thoroughly scrutinised by the Force Accountant for on a monthly basis.
- The Force Accountant should ensure that debit (overdrawn) balance in Provisional Tax Account is investigated and reconciled regularly.

**Management Comments**

All reconciliations are verified with the opening balances and we will ensure that it reconciles with the FMIS Ledgers. Adherence will be made that reconciliations are carried out on the FMIS on the monthly reports uploaded by Ministry of Finance. For any errors detected necessary adjustment will be made to correct it.

Currently, monthly reconciliations are prepared and submitted to Ministry of Finance. A dedicated Trust Fund

Account reconciliation clerk has been appointed: therefore we anticipate improvements in future submissions of reconciliations. The carry forward balance in Account Receivable has been written off.

The Provisional Tax reconciliation is also submitted to Ministry of Finance and we will ensure that only Vendors applicable for Provisional tax will be deducted. Force will ensure that the payments are remitted to FRCA in accordance with Provisional tax regulations.

**20.6 Absence without Leave**

No police officer appointed by the Commissioner shall be at liberty to resign or withdraw from the Force without the consent in writing of the Commissioner.

The audit noted that Police Constable 3496 was not entitled to a salary for the period July 2012 to July 2014 as the officer was absent from work without authorisation. This resulted in an overpayment of salaries amounting to $31,937.64. The officer was terminated from the Force on 29th June, 2015.

***The audit noted that Police Constable 3496 was not entitled to a salary for the period July 2012 to July 2014 as the officer was absent from work without authorisation. This resulted in an overpayment ofsalaries amounting to $31,937.64. The officer was terminated from the Force on 29th June, 2015.***

*The absence without leave resulted mainly from the lack of coordination and communication within the Force in monitoring staff movement.*

***The Commissioner should ensure that:***

- ***internal control procedures are strengthened to avoid officers receiving wages/salary when absent from work; and***
- *recovery measures for the overpayment are put in place.*

***Management Comments***

*The Fiji Police Force has control mechanism in place to monitor and track individual officer who are absent from work. The Station Diary and Daily Deployments records are available at every Police Station to record the attendance and movement of staff on a daily basis. For Civilian officers at Headquarters, the attendance register is kept in addition to the station diary and deployment record. The Force also has a policy in place on procedure on reporting Absent without Leave, disciplinary offence for Absent without Leave, Daily Manpower Template In relation to recovery, the Job Evaluation Exercise payment has been forfeited and the ex-officer is evading Police.*

***20.7 Delayed Capital Projects***

*Proper planning and feasibility study needs to be carried out for all capital projects to ensure that projects are completed on time and according to the predetermined design, specification and within budget.*

*The Force was allocated a budget (revised) of $4,085,873 for Capital Construction in 2015. The audit noted that only $459,628 or 11% was utilised. This was mainly attributed to the following:*

- *The projects were not thoroughly assessed at the preliminary stage. Discussion held with the Manager Procurement confirmed that Engineer Estimate A was used for the budget projection of capital construction. As a result, the budget was insufficient as the actual construction cost was more that the budgeted amount.; and*
- *The capital construction which involved a substantial sum of public funds was not put out for public tender. The audit noted that from the planning stage, the Force had intended to engage Ministry of Infrastructure and Transport. The Force therefore requested for a Waiver of Tender for which one request was approved while the other requests were declined by the Minister of Finance later in the year.*

| Item No. | Questions | Audit Comments |
|---|---|---|
| 1. | Brief overview of the audit exercise for the Fiji Police Force Job Evaluation Exercise pay out for 2004 – 2017. | |
| 2. | In 2015 a sum of $25,446,191 was provided from Head 50 to pay for the JEE arrears. Please explain. | 1) Cabinet decision No. 50 dated 18/03/15. Approved JEE arrears and salary shortfall to Fiji Police amounting to **$16,528,440.63**. This to be sourced from 2015 budgetary allocation with MoF and to be effected in Pay 07 on 02/04/15.<br><br>2) Cabinet decision No. 157 dated 04/08/15 approved the following:<br>• Payment of JEE variation to Police Officers who had missed out and were short paid in the last payment in April 2015<br>• Payment of lodging allowance for Officers in the grade PL04 – PL01 at the rate of 20% of basic salary with effect from 01/03/2009.<br>• Contingency fund of $507,712 to meet any shortfall and be kept by MoF.<br>• Amount approved to be disbursed - **$10,489,599.12** |
| 3. | In 2004 Cabinet gave a directive for the Ministry of Finance to pay the Fiji Police Force JEE, how much was this amount? | According to the cabinet decision dated 13/12/04, Cabinet approved the implementation of the Job Evaluation Exercise Report recommendations for Police, Prison and RFMF officers. The amount to be paid before the end of 2004 as the first phase of the implementation was $14,816,271. This amount was for the three disciplined forces. |
| 4. | The Fiji Police Force JEE was based on the Mercer JEE Report 2004, please provide a copy of this report and recommendations. | Please find attached copy of the report that was forwarded by the Fiji Police Force. |
| 5. | For the period 2004-~~2017~~ 2018 what are some of the | **Audit finding** - Funds used was not fully acquitted |

- 1/8/16 - 31/7/17 - FY 2017
1/8/17 - 31/7/18 FY 2018

| Item No. | Questions | Audit Comments |
|---|---|---|
| | audit discrepancies or audit issues highlighted by the AG's report? | **Result** – A revised acquittal report was submitted and reviewed and thus issue was resolved and not reported.<br><br>**Audit finding** - Cheques not disbursed due to difficulty in locating officers, discrepancies in bank accounts and payment to invalid/inactive bank accounts<br><br>**Result** – subsequent audit check noted that replacement cheques were issued for those payments that were earlier invalid. |
| 6. | Lesson Learnt | |
| 7. | Way Forward | OAG will audit JEE payment for 2017 |

(Issue best practice guidelines for payment
- Reduce time lag for payment
- Allocate budget
- Allow for more time to make payments
  - reduce risk of error + omission
  - reduce fraud risk.
- Engage MOE IA or Dept' IA functions to verify before payments are made.
- Computerise JEE, introduce scanning movement and do not shred data.

COPY

THIS DOCUMENT IS THE PROPERTY OF THE CABINET

C.P. (2004) 24th Meeting

Date 13/12/04

PM 905

CABINET DECISION

Extract from Minutes of Meeting held on

Monday 13th December, 2004 at 9.00am

626. **Implementation of Job Evaluation Exercise Report for the Disciplined Services** CP(04)543

Cabinet approved:

(i) the immediate implementation of the Job Evaluation Report (JER) recommendations for Police, Prisons and RFMF officers;

(ii) that RFMF personnel in the ranks of Private, Lance Corporal, Corporal, Sergeant, Staff Sergeant, 2nd Lieutenant and Colonel be awarded the recommended 2004, 2005 and 2006 increases as one payment in 2004; and

(iii) that the amount of $14,816,271 payable as the first phase of the Disciplined Services JER implementation including (ii) above, be paid before the end of 2004.

[ Jowasa Volavola ]
Secretary to the Cabinet

COPY






**OFFICE OF THE PRIME MINISTER**

# MEMORANDUM

From: Permanent Secretary, Office of the Prime Minister — Date: 05/02/2018

To: Office of the Auditor General — File: 02/01/20/23

Re: **Office of the Prime Minister – Audited Financial Statements for the year ended 31 July 2017**

---

**Attention: Moshin Ali**

We refer to and thank you for your 30 January 2018 letter. We request that the following be addressed prior to the signing of the accounts:

1. We do not have any Finance (Amendment) Instructions 2016. Audited financial statement provided for signing and the draft audit report makes reference to these in many places. It is Finance (Amendment) Instructions 2017;

2. Finance (Amendment) Instructions 2017 is effective from 01 August 2017 and

3. Note 5(ii) – Carry-over of appropriations be reverted to the note that was provided. Please note, the budget allocation is for "Small Grant ***Projects***" and not "Small Grants **Scheme**".

For any further clarifications, please do not hesitate to contact the undersigned.

Yours sincerely

Akash Sharma
*for* **Permanent Secretary**.

All correspondences to be addressed to The Permanent Secretary, Office of the Prime Minister
P O Box 2353, Government Buildings, Suva, Fiji Fax: (679) 3211273 Phone: (3307806)

# PARLIAMENT

REPUBLIC OF FIJI

## STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE

**Ref : Parl 6/16** **Date: 1st February, 2018**

Auditor General
Office of the Auditor-General
Level 8
Ratu Sukuna House
Mac Arthur Street
Suva.

Dear Sir,

**Re : Invitation to Present to the Standing Committee on Foreign Affairs and Defence**

Pursuant to Section 109(2)(e) of the Standing Orders of the Parliament of Fiji the Standing Committee on Foreign Affairs and Defence has been tasked by Parliament to examine the Petition to Review and Redress the Vast Anomaly present in the recent Police Back Pay-Out of 2015.

The Committee is in its final phase of this review and is due to table its reports on its next sitting.

The Committee requests your attendance [1] (refer to footnote) on Tuesday 6th February 2018, 9.30am at the Parliament precinct to inform the Honourable Members on the content of the of the outcomes of the Fiji Police Force Job Evaluation Exercise Pay-Out of 2004; 2005; 2006; 2009; 2012; 2014; 2015 and 2017.

After the submission there will be a question and answer session to facilitate the compilation of the Committee report based on the following issues:

1. Provide a brief overview on the audit exercise for the Fiji Police Force Job Evaluation Exercise Pay-out for 2004-2017?
2. In 2015 a sum of $25,446,191 was provided from Head 50 Miscellaneous Budget from the Ministry of Finance to pay the Job Evaluation Exercise (JEE) Arrears, please explain?

[1] The Standing Committee has the same powers of summons as the High Court to summon any person to appear before it to give evidence or provide information. This is stipulated in Section 74 of the Constitution and in the Parliament Standing Orders 112.

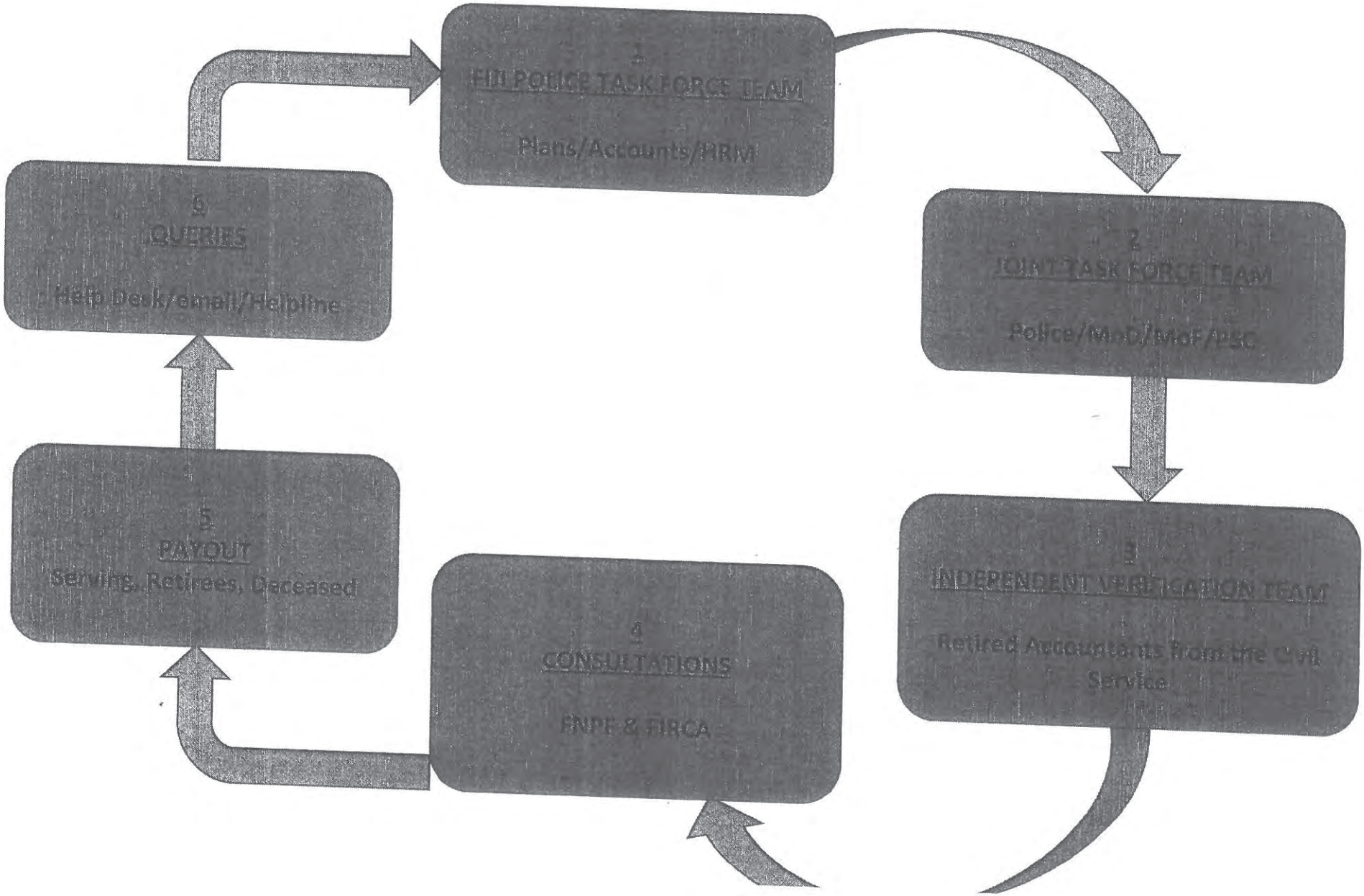
3. In 2004 Cabinet gave a directive for the Ministry of Finance to pay the Fiji Police Force JEE, how much was this amount?
4. The Fiji Police Force JEE payment was based on the Mercer JEE Report 2004, please provide a copy of this report and recommendations?
5. For the period 2004-2017 what are some of the audit discrepancies or audit issues highlighted by the Auditor-General's Report?
6. Lesson learnt
7. Way forward

Grateful for confirmation of your attendance and assistance through our secretariat or email address jacob.abraham@govnet.gov.fj or mobile telephone contact 8938386.

Yours Faithfully,

Hon. Netani Rika
**CHAIRMAN**

# 2015 FPF JEE TASK FORCE PROCESSES



Received 2/2/18

# PARLIAMENT

REPUBLIC OF FIJI

## STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE

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5. For the period 2004-2017 what are some of the audit discrepancies or audit issues highlighted by the Auditor-General's Report?
6. Lesson learnt
7. Way forward

Grateful for confirmation of your attendance and assistance through our secretariat or email address jacob.abraham@govnet.gov.fj or mobile telephone contact 8938386.

Yours Faithfully,

Hon. Netani Rika
**CHAIRMAN**

# MERCER REPORT

# JOB EVALUATION REVIEW 2003-FIJI POLICE FORCE

March 2004

# Supplementary Report

# Job Evaluation Review 2003

## Fiji Police Force

MERCER

Human Resource Consulting

MMC Marsh & McLennan Companies

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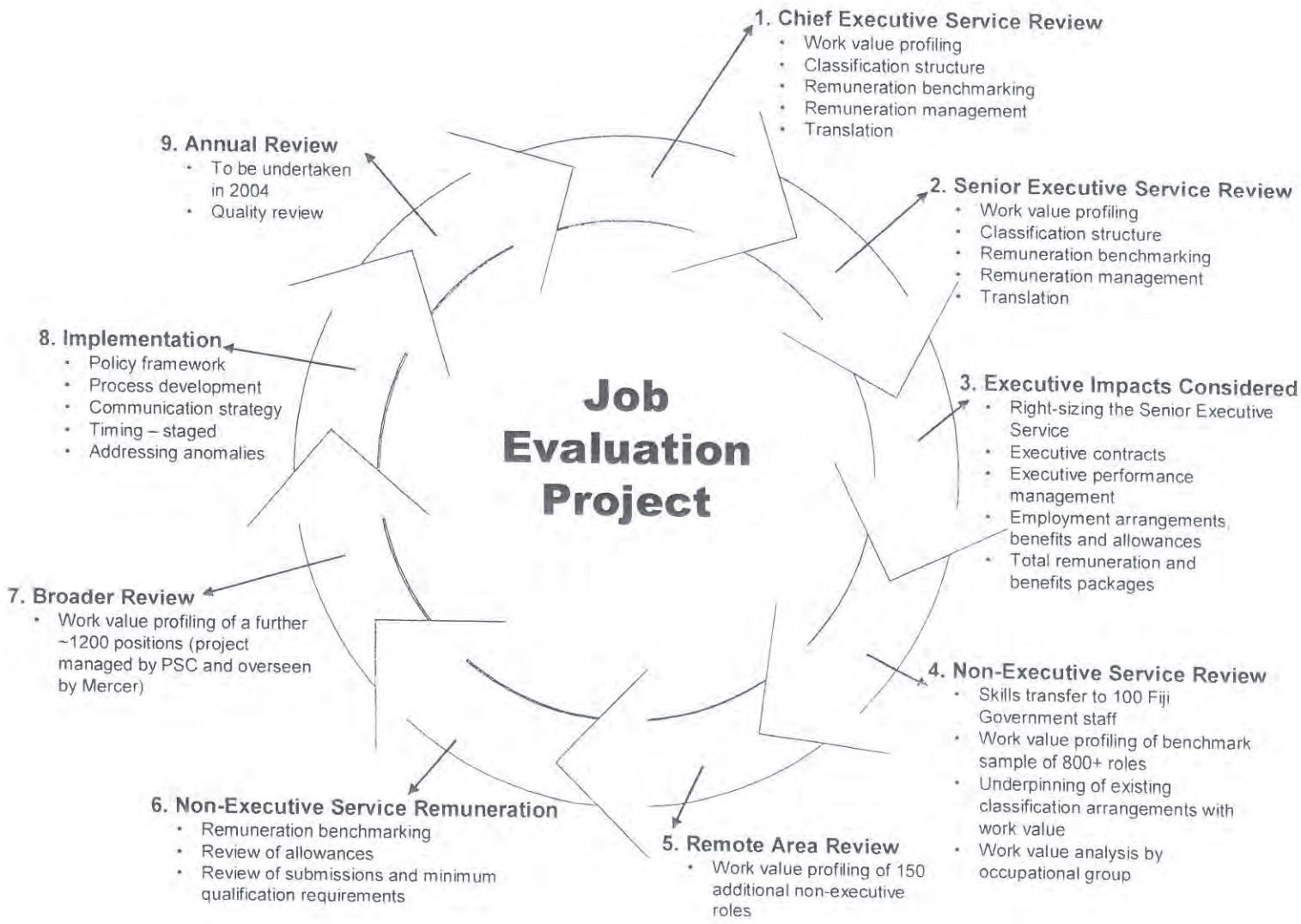
## Approach and Process

Mercer Human Resource Consulting (Mercer) was engaged in March 2003 to undertake a Job Evaluation Exercise for the Fiji Public Service (established, unestablished and disciplined posts), and recommend any changes considered necessary to improve the current arrangements.

Initial project planning envisaged that the Disciplined Services Review (Police, RFMF & Prison Officers) would follow the Senior Executive Service Review, and precede the review of the wider Public Service. Subsequently, however, Mercer was asked to reschedule the Disciplined Services Review to coincide with the latter.

The following model shows the phases of the whole Job Evaluation Project, and what is involved at each stage.


Job Evaluation Project
1. Chief Executive Service Review
• Work value profiling
• Classification structure
• Remuneration benchmarking
• Remuneration management
• Translation
2. Senior Executive Service Review
• Work value profiling
• Classification structure
• Remuneration benchmarking
• Remuneration management
• Translation
3. Executive Impacts Considered
• Right-sizing the Senior Executive Service
• Executive contracts
• Executive performance management
• Employment arrangements, benefits and allowances
• Total remuneration and benefits packages
4. Non-Executive Service Review
• Skills transfer to 100 Fiji Government staff
• Work value profiling of benchmark sample of 800+ roles
• Underpinning of existing classification arrangements with work value
• Work value analysis by occupational group
5. Remote Area Review
• Work value profiling of 150 additional non-executive roles
6. Non-Executive Service Remuneration
• Remuneration benchmarking
• Review of allowances
• Review of submissions and minimum qualification requirements
7. Broader Review
• Work value profiling of a further ~1200 positions (project managed by PSC and overseen by Mercer)
8. Implementation
• Policy framework
• Process development
• Communication strategy
• Timing – staged
• Addressing anomalies
9. Annual Review
• To be undertaken in 2004
• Quality review

In the course of the wider review, five Working Papers have been considered by the Steering Group, covering the core elements of the project:

- Working Paper 1 Classification Frameworks and Structures
- Working Paper 2 Location Allowances
- Working Paper 3 Pay/Remuneration Positioning and Benchmarking
- Working Paper 4 Cross-service and Occupational Relativities
- Working Paper 5 Other Allowances and Practices.

This report draws on the content of these previous papers, and applies their methodology and findings to the unique situation of the Fiji Police Force.

# Terms of Reference

As part of the 2003 Job Evaluation Exercise, the Secretary for the Public Service and the Permanent Secretary for Justice authorised a set of Terms of Reference for the Disciplined Services, dated 19 February 2003:

**2003 JOB EVALUATION EXERCISE**

**TERMS OF REFERENCE**

**FOR THE DISCIPLINED SERVICES**

1. *Cabinet, at its meeting on 22nd January, 2002 and vide Decision No. 37, had approved in principal, the conduct of a job evaluation exercise for all established and unestablished posts in the Public Service, subject to the preparation of appropriate Terms of Reference; and*
2. *Cabinet also decided that the Ministry of Home Affairs and Immigration is to have an input in the preparation of the Terms of Reference, specific to the areas of concern to the Disciplined Services.*
3. *The Public Service Commission and the Ministry of Home Affairs have met on a number of occasions to discuss issues of concern relating to the pay and terms and conditions for the Police, Prison and Military occupational groups and have agreed to jointly prepare the Terms of Reference specific to these groups for the Job Evaluation Exercise for inclusion in a Cabinet Paper to Cabinet for its consideration.*
4. *The Terms of Reference for the Job Evaluation Exercise referred to in paragraph 3 shall include inter-alia the following:*

*(a)* ***Review of existing occupational classifications/groups***

*(i)* *Review the existing occupational classifications and groups and gradings within the Police, Prison and Military positions and recommend any changes considered necessary to reclassify and/or regroup posts and/or to create additional classifications, groups, or grades so that every post is placed in the classification, group or grade most closely related to the nature of the duties required to be performed.*

*(ii)* *In reviewing or determining groups within occupational classifications and the placing of posts within classifications, the existing classifications and occupational groups should be retained as far as is possible, consistent with the need to avoid the grouping of posts into a common classification where the nature of duties, qualifications or skills required are not related or comparable.*

*(b)* ***Evaluation of Posts***

*(i)* *Undertake an evaluation of all posts in each Occupational Group and place each post in an appropriate classification, grade or level.*

*(ii)* *Each post shall be assessed and graded on the basis described below, having regard to the cumulative responsibilities and duties of the post. In framing its recommendations on job values, regard shall therefore be made on:-*

- *The degree or level of responsibility attached to each post;*
- *Qualifications and training required for the position;*
- *Degree or level of skill required for the position.*
- *Working conditions*

*(c)* ***Responsibilities and Skills***

*(i)* *In the placing of each post into the appropriate classification, grade or level, due regard will be taken of the degree of skills, level of responsibility, education, training, qualification and experience required for appointment to the job.*

*(d)* ***Minimum Qualification Requirement [MQR]***

*(i)* *Review the existing minimum qualification requirement [MQR] for appointment and promotion to each grade within an occupational group.*

*(e)* ***Allowances***

*(i)* *Examine and review the existing rates of all types of work related allowances and recommend any new ones with a view to recommending appropriate rates and formulae/basis for establishing and reviewing such allowances.*

*(f)* ***Incentives***

*(i)* *Recommend a minimum and maximum salary rate for each grade and incremental steps within the grade, mindful of existing incentive and appraisal system.*

*(ii)* *In framing recommendation on salary rates, particular regard shall be made on:*

- *Salary levels and other conditions of employment.*
- *The extent to which relativities should be considered between salary levels obtainable in the Public Service.*
- *In determining salary rates, attention to be paid to addressing salary levels of those on lower salaries.*

*(iii) **Scarce Skills***

*(a)* *To make recommendations to meet particular retention/recruitment/posting difficulties, on the basis of location, function or skills.*

*(b)* *To review and recommend incentives, post allowances, qualification allowances and travel insurance cover for rural and remote postings and make appropriate recommendations.*

*(iv) **Salary Recommendations***

*(a)* *Recommend a minimum and maximum salary rate for each grade and incremental steps within the grade that will facilitate movement through the steps based on the performance appraisal system.*

*(b)* *In framing recommendations on salary rates, particular regard shall be made on:*

- *Salary levels and other conditions of employment applying generally to industries, commerce and other professions throughout Fiji.*
- *The extent to which relativities should be considered between salary levels obtainable in the Public Service and the Private Sector. In this regard, particular attention shall be paid to determining adequate salary levels for occupations not generally found in the private sector.*

5. *For the purposes of these Terms of Reference, the following definitions shall apply for the term used herein:*

- ***Responsibility:** shall mean the cumulative functions of a post that must necessarily and regularly be discharged if the holder of the post is to adequately perform the duties attached to it.*
- ***Working Conditions:** shall include the normal hours generally worked in the service including risk involved with the nature of their work locally and any requirement to be available for on-call and/or liability to shift work, night-work, weekend or public holiday duty, overtime, etc. shall be separately assessed for remuneration.*
- ***Minimum Qualification Requirement:** shall mean minimum entry qualifications for appointment and promotion to each level or grade in an occupational class and further qualifications required for progression from one level or grade to another.*
- ***Allowances:** shall refer to all work related allowances.*
- ***Existing Occupational Classifications, Groups and Gradings:** to include the classifications, groups and gradings of posts currently in existence and those already approved in principle by the Public Service Commission.*
- ***Police Officers:** shall refer to the following categories of Officers – Commissioner, Assistant Commissioner, Senior Superintendent, Superintendents, Assistant Superintendents, Inspectors, Sergeants, Corporals, Police Constables, Special Constabulary and Police Trainees [Recruits].*
- ***Prison Officers:** shall refer to the following categories of Officers – Commissioner, Assistant Commissioner, Superintendent, Assistant Superintendent of Prisons, Chief Prison Officer [Above Bar], Principal Prison Officer [Below Bar], Prison Officer Class A [Sergeant Major], Prison Officer Class B [Sergeant],Corporal, Prison Officer Class C and Prison Night Guard.*
- ***Military Officers:** shall refer to the following categories of Officers – Commander, Brigadier, Colonel, Lieutenant Colonel, Major, Captain, Lieutenant, 2nd Lieutenant, Warrant Officer (1), Warrant Officer (2), Staff Sergeant, Sergeant, Corporal, Lance Corporal and Privates. The Military Officers' rank shall also refer to its equivalent in the Naval Officers' rank.*

6. *There shall be a single job evaluation exercise based on the Terms of Reference.*

7. *The effective date for the implementation of the recommendations of the Job Evaluation Report shall be 01/01/2004.*

## Submission by the Fiji Police Force

A comprehensive and well-thought out submission was made to the review by the Fiji Police. The following is a summary of the recommendations made in the several papers that were presented:

### Issues Relevant to Regular Police Officers

- *The current rank classification with PSC should be reverted to the old one as follows:*

| *From* | *To* |
|---|---|
| *Senior Superintendent* | *Senior Superintendent* |
| *Superintendent Grade I* | *Superintendent* |
| *Superintendent Grade II* | *Asst. Superintendent* |
| *Senior Sergeant* | *Inspector* |
| *Sergeant* | *Sergeant* |
| *Senior Constable* | *Corporal* |
| *Constable* | *Constable* |

- *In our grade structure we propose that the title of Deputy Commissioner (US02) be re-introduced and made available in the Upper Salary grade.*
- *In our grade structure we recommend that Police Recruits be graded separately (PL07) and receive a reduced rate of remuneration to reflect their status as trainees, and the provision of board and lodging.*
- *To facilitate greater movements from lower to higher grades, we propose the following:*

***Police Grade (PL0)***

| *New Grade* | *New Title* | *Current Title* | *Ministry* | *Department* | *Old Grade* |
|---|---|---|---|---|---|
| *PL07* | *Police Recruits* | *Police Constables* | *Home Affairs* | *Police* | *PL08* |
| *PL06* | *Police Constables* | *Corporals* | *Home Affairs* | *Police* | *PL07* |
| *PL05* | *Corporals* | *Sergeants* | *Home Affairs* | *Police* | *PL06* |
| *PL04* | *Sergeants* | *Inspectors* | *Home Affairs* | *Police* | *PL05* |
| *PL03* | *Inspectors* | *Assistant Superintendents* | *Home Affairs* | *Police* | *PL04* |
| *PL02* | *Assistant Superintendents* | *Superintendents* | *Home Affairs* | *Police* | *PL03* |
| *PL01* | *Superintendents* | *Senior Superintendents* | *Home Affairs* | *Police* | *PL02* |

***Upper Salary (US)***

| *New Grade* | *New Title* | *Current Title* | *Ministry* | *Department* | *Old Grade* |
|---|---|---|---|---|---|
| *US04* | *Senior Superintendents* | *Assistant Commissioners* | *Home Affairs* | *Police* | *PL01* |
| *US03* | *Assistant Commissioners* | *None* | *None* | *None* | *None* |
| *US02* | *Deputy Commissioner* | *None* | *None* | *None* | *None* |

- *We recommend that Inspectors now be designated as gazetted officer, and therefore entitled to the privileges available to all gazetted officers.*

- *We recommend that the following be the Minimum Qualification Requirement for the Regular Police Officers:*

| ***Rank*** | ***Grade*** | ***MQR*** |
|---|---|---|
| *Recruit Constable* | *PL07* | *A pass in Fiji School Leaving Certificate, Form 7 or equivalent. Between 18-28 years of age. Pass all Recruit Interviews and Tests.* |
| *Constable* | *PL06* | *Minimum of 3 years service. Pass Constable Qualifying Course. Pass Required Fitness Level Test (RFL)* |
| *Corporal* | *PL05* | *Minimum of 5 years service. Pass Corporal's Qualification Course. Pass ABCD Exams. Pass RFL Test. Nil Disciplinary Record over last 18 months.* |

| ***Rank*** | ***Grade*** | ***MQR*** |
|---|---|---|
| *Sergeant* | *PL04* | *Confirmed in the rank of Corporal. Pass X1, X2, Y, Z Exams. Pass Sergeant Qualifying Course. Pass RFL Test. Minimum of 10 years service. Nil Disciplinary Record over 18 months. Consistent good performance.* |
| *Inspector* | *PL03* | *Confirmed in the rank of Sergeant. Pass F (i)(ii)(iii) and G Exams. Pass Inspector Qualifying Course. Pass RFL Test. Consistent Good Performance. Minimum of 10 years service. Nil Disciplinary record for last 18 months.* |
| *Asst Superintendent* | *PL02* | *Confirmed in the rank of Inspector. Pass Superintendent Qualifying Course. Tertiary Qualification. Minimum of 13 years service. Pass RFL Test. Nil Disciplinary record for last 18 months. Consistent good performance.* |
| *Superintendent* | *PL01* | *Confirmed in the rank of ASP. Tertiary Qualification. Minimum of 15 years service. Consistent good performance. Nil Disciplinary record for last 18 months.* |
| *Senior Superintendent* | *US04* | *Confirmed in the rank of Superintendent. Minimum of 18 years service. Consistent Good Performance* |

- *The Fiji Police Force to provide each serving Police Officer adequate accommodation vide the provision of Force maintained Quarters. Where Police Quarters are not adequate or not in sufficient number to accommodate officers serving in the district. housing allowances be provided in as follows:*

    *1. Sergeant, Corporal, Constable and Recruit Constable - $300.00 per month*

*The Housing Allowances to replace Lodging Allowances that are currently paid out.*

- *In the event that housing allowances, as stipulated above, are not favoured then the current Lodging Allowances be changed as follows:*

| | | |
|---|---|---|
| *I. Deputy Commissioner* | - | *$600.00 per month* |
| *II. SSP/SP* | - | *$500.00 per month* |
| *III. ASP/IP* | - | *$400.00 per month* |
| *IV. Subordinates* | - | *$300.00 per month* |

- *A three-part skills allowance should be used to compensate three classes of scarce or specialist skills. Actual amounts are defined under the following allowance details:*

*1. **Trades Allowance** – payable to any qualified tradesperson who is substantially utilizing that skill in the course of their work. It should, at the discretion of the Commissioner, also be extended to cover those specific skills of particular value to the service, but which may not be supported by a formal qualification. Examples include Dog Handlers, Photographers, Mechanics, Band Members, Breathalizer Operator, Carpenters and etc. - $1,000 per annum.*

*2. **Specialist Allowance** – we recommend that allocation of this allowance be at the discretion of the Commissioner. This allowance is for those who utilize, in the course of their work, a skill at a level more advanced than Trades and requiring a course of advanced study either within or outside of the service. Some examples include: Fingerprint expert, Academy Instructor, Armourers, Prosecutors, Licensed Boat Operators, IT and etc. This allowance is also appropriate to compensate a post holder who has responsibilities, which are in excess of those typically performed by other similarly ranked officers. - $1,500 per annum.*

*3. **Expert Allowance** – we recommend that the Police Force have provision to make this allowance available, at t he discretion of the Commissioner, to professionally qualified experts such as Accountants, Lawyers, Forensic Officers and etc. The provision may help in retaining officers with such expertise appropriate for the force. - $2,000 per annum.0*

*4. **Graduate Allowance** – we recommend that the Police Force also have allowance provision for any other graduates from tertiary institutions whose qualification may not fall under any of the above categories. The provision will address the problem of brain drain. - $1,500 per annum.*

*We recommend that the Commissioner be given the authority to identify and approve actual posts for which the allowance is appropriate, and to decide which of the four levels is most appropriate, given the above criteria.*

- *That the allocation of kerosene be discontinued and the median market value (retail rate) of kerosene, water and electricity should be assessed and the after tax equivalent either be built into the salary of those entitled to receive them or paid to them as an allowance on either fortnightly or monthly basis.*

- *A Remote Posting or Isolation Allowance is recommended to be payable at specified locations and at rates determined on the basis of the locality's size, and its distance from the nearest Township. Also taken into account will be any special isolating factor s and the availability of certain services in the locality.*

- *A list of locations to be eligible for the allowance to be determined and approved by the Commissioner. The range to be:*

  i. *Mainland (Viti Levu & Vanua Levu)* - *$500 to $1,000 p.a.*

  ii. *Other Outer Islands* - *$1,000 to $1,500 p.a.*

- *That a new Child Development Allowance be established and payable to all Officers who will be posted to locations (with Remote Posting Allowance). A list of locations to be eligible for the allowance to be determined and approved by Commissioner. The range to be:*

  i. *Mainland (Viti Levu & Vanua Levu)* - *$350 to $500 p.a.*

  ii. *Other Outer Islands* - *$600 to $900 p.a.*

- *To compensate the families of the Police Officers in their life threatening situations we recommend that a Family Allowance be introduced and payable to the Police Officers at all ranks in the following manner:*

i. *Gazetted Officers* - *$750 p.a.*

ii. *Subordinates* - *$600 p.a.*

- *That payment of transfer allowances is payable to all Police Officers on transfer, irrespective whether it is self initiated or directed by management.*

- *That the current rate of transfer allowances be increased from; $165 (single) to $380 and $342.08 (married) to $690 taking into account inflations.*

- *An Insurance Cover be paid by the Force for the transportation of personal belongings of any transferee; to compensate any damage to any of the items and the amount of the cover be equivalent to the total value of all the personal effects – determined by valuation.*

- *It is recommended that all officers who will be involved in any Special Operations to be paid with an allowance of $15 per day in addition to any other allowances for subsistence and meals. The Special Operations and all those involved are to be approved by the Commissioner.*

- *It is recommended that Meal Allowance be increased to $10 to commensurate with inflation.*

- *That any Officer who accumulates his/her unused annual and sick leave at the end of the year should be compensated with cash subject to the following:*

    i. *That the maximum number of annual leave days to be compensated is five (5) days.*

    ii. *That the maximum number of sick leave days to be compensated is five (5) days.*

- *It is recommended that an allowance known as "Disturbance Allowance" be paid to any Officer who is on transfer based on the following rates:*

    i. *Gazetted Officer* - *$600*

ii. *Subordinate Officer (Married)* - *$500*

iii. *Subordinate Officer (Single)* - *$200*

- *That all officers rostered for shift work to be paid with a Shift Allowance of $10 per shift; and the Chief Administration Officer (CAO) in consultation with the Divisional and Formation commanders is to approve payments of the allowances on fortnightly basis. However, Divisional and Formation commanders must furnish CAO with the list of rostered officers, detailing the days/time and bearing his approval.*

- *It is recommended that the ranks of Commissioner, Deputy Commissioner and Assistant Commissioners to be paid with Entertainment Allowance as follows:*

i. *Commissioner* - *$300 per month*

ii. *Deputy Commissioner* - *$200 per month*

iii. *Assistant Commissioners* - *$100 per month*

- *That Police Officers required to use their private motor vehicles on official business shall be paid a motor vehicle allowance at rates specified below, subject to the following:*

  - *Police Officer should obtain the prior approval of the Commissioner from the outset for the use of private vehicles and this approval is renewed whenever the officer changes his/her vehicle.*

  - *Commissioner should determine maximum mileage claim for each rank.*

  - *The current rates of motor vehicle allowance be increased to commensurate with prevailing inflation, as follows:*

    - *Vehicles below 1300 cc* - *30 cents per km*

    - *Vehicles over 1300 cc* - *40 cents per km*

- *Extra Duty Allowance (EDA) be increased (from 12.5%) to 25% of base salary.*
- *CID Allowance be increased to $50 per month.*
- *The Plain Clothes Allowance be increased to $50 per month.*
- *The Special Branch Allowance be increased to $50 per month.*
- *If the Trades Allowance ... is not accepted then Dog Handlers Allowance should be increased to $50 per month.*
- *Re-Enlistment Bonus be increased to four months of Annual Salary.*
- *It is recommended that this Job Evaluation to seek full approval of PSC for additional 1,000 Police Officer positions to ease the shortage of manpower it currently face.*

## Issues Relevant to Special Constables

- *Special Constables should be granted an entitlement of ten working days annual leave in every twelve months of continuous service.*
- *Special Constables be granted entitlement of sixteen (16) working days sick leave in a year but upon production of sick sheet issued by a registered medical practitioner.*
- *Women Special Constables be entitled up to eighty four (84) days maternity leave covering the ante and post natal periods but they must be employed for a period of not less than six months. Other normal maternity leave conditions applicable to the Regular Police Women be extended to them too.*
- *Special Constables be entitled to three (3) days bereavement leave in a year upon the death of a spouse, parent, child, brother or sister and production of satisfactory evidence of the death.*

- *Special Constables may be authorized by Commissioner to take leave without pay for not more than twelve (12) months on local or overseas studies or for any other good reason.*

- *A Special Constable who is required to perform a duty at an outstation requiring absence from his/her usual place of residence for one or more nights be entitled to these allowances:*

  - *If accommodation is provided - $10 per night*

  - *If accommodation is not provided - $20 per night*

- *A Special Constable to be entitled to $5 Meal Allowance as follows:*

  - *If required to continue work for more than two hours following termination of his/her normal shift or recalled to work a full shift;*

  - *If required to continue working after qualifying for the initial meal allowance – an additional meal allowance for each five hours continuous work after meal break;*

  - *In the case of a day worker – if directed to work after 6.30 pm or on a Saturday or Sunday and not given prior notice of the need to attend work.*

- *A Special Constable required to work behind his or her normal eight (8) hours be entitled to compensatory time-off to be approved by his/her immediate supervisor.*

- *An SC who either requested or commanded for transfer be entitled for transfer allowance, disturbance allowance, transportation of personal belongings and its insurance during movement. Rates be in line with the regular officers.*

- *It is also recommended that the following allowances be extended to the SC should they be approved to the Regular Officers:*

  - *Family Allowance*

- *Special Operations Allowance*
- *Scarce Skills Retention Allowance*
- *Remote Posting or Isolation Allowance.*

## Issues Relevant to Civilian Staff

- *It is recommended that a Consolidated Allowance is paid to the civilian staffs who are recruited to the Police Force at the rate of $500 to $1,000 per annum progressively depending on the level of the staff. The allowance is only payable during their term of service in the Police Force.*
- *It is recommended that upgrading of civilian positions in the Police Force be looked at in conjunction with the upgrading of police salary grades with the view to maintain the equivalence.*
- *It is recommended that all existing allowances payable to the Civilian Staff be reviewed in accordance with the current rate of inflations.*

# Implications for Remuneration of the Nature of Police Service

## The Nature of Service in the Police

The legal relationship between members of the Police and the Fiji State differs from that of any other State servant. In strict legal terms they are not employees, and there is no contract of employment. Members of the Police swear to uphold the law and keep the peace, rather than make an agreement to provide specified services in return for stated levels of reward, as employees do.

The nature of this relationship has implications for many areas of the Police lifestyle and among them the way in which levels of remuneration are determined. The Government has an overarching responsibility to act fairly to its employees, but this responsibility has added force in respect of the Police because of their constitutional importance in the Fijian polity. Sadly, providing fair pay and conditions to members of the Police can easily become a casualty of competing priorities and more vocal pressure groups.

The special relationship between each sworn member of the Police and the State is mandated by the unique role that Fiji requires of the organisation. There are a number of consequent demands on Police members:

- Liability for involvement in difficult and at times dangerous operations

- Subjection to Police discipline
- Restrictions on individual action and choice
- Liability for long and/or irregular working hours
- Requirement to maintain minimum physical fitness standard.

Mercer believes that their unique relationship with the State, the additional demands placed on Police, and the absence of effective union representation, justify implementation of special remuneration arrangements for the Police. These factors are also strong arguments in favour of instituting a robust process for ongoing remuneration reviews and updating in the years to come.

Mercer proposes the following methodology to embody them in Police remuneration.

## A Methodology for Paying the Police

Police remuneration in peacetime should be determined by the following process.

1. **Work Value Comparison.** Using the outcome of the 2003 Job Evaluation Exercise, comparisons can be made to the remuneration of similar sized positions in the public and private sectors in Fiji. This will allow judgements to be made as to appropriate pay rates for different levels in the Police to ensure consistency with the community.

2. **Specialist Roles.** Peripheral roles in the Police such as lawyers and doctors should be linked for pay to their civilian counterparts in jobs of similar size.

3. **Extra Duties Allowance.** Given the unique nature of the Police lifestyle and the commitment made by members, the additional Extra Duties Allowance above civilian comparator salaries is justified. Many disciplined organisations around the world use this approach. The "X Factor" allowance (as it is known in military circles in the United Kingdom) can be either a fixed percentage of

base salary, or a fixed amount, and is normally consolidated into salary, becoming taxable and subject to superannuation contributions as well. Extra Duties Allowance should continue to be added to the salaries of all sworn Police staff.

4. **Payment for Hardship.** A range of targeted allowances (such as Remote Posting Allowance) should be used to compensate for their *actual* occurrence.

5. **Other Allowances and Practices.** Other Public Service allowances and practices, such as those for long term transfer in location, travelling expenses, service in remote areas etc., should be implemented as appropriate. Many of these policies and practices are already in use in the Police, but their use needs to be updated, and in places extended.

# Police Job Evaluation Exercise

## Methodology

Mercer used its Mercer Cullen Egan Dell (MCED) Job Evaluation system as the basis for the job evaluation review. An outline of the MCED methodology is attached at **Appendix A**.

For the Police, the project involved several steps:

- The Acting Commissioner and other senior officers were interviewed by a Mercer consultant, both in general about the Police and its operations, and specifically about their own roles.
- These senior roles were evaluated using the MCED system, and peer reviewed by a Principal Consultant.
- Several Police officers were trained in the MCED methodology and process, and these officers participated in four weeks of panel evaluations facilitated by Mercer consultants.
- One Police officer was given advanced training as an MCED facilitator.

- This officer participated in the facilitation of a further round of evaluation panels to expand the range of Police roles in the benchmark sample.
- At several points in the process the evaluations were moderated using a series of quality checks, to ensure their internal consistency and their comparability with other jobs evaluated in the Public Service, and in Mercer's wider database.

In total, 138 Police roles were assessed. The distribution of the benchmarks by rank was as follows:

**Table One: Police Benchmark Sample by Rank**

| Rank | Class/Grade | Sample |
|---|---|---|
| Civilian | Various | 30 |
| Constable | PL07 | 34 |
| Corporal | PL06 | 25 |
| Sergeant | PL05 | 17 |
| Inspector | PL04 | 12 |
| Assistant Superintendent | PL03 | 6 |
| Superintendent | PL02 | 5 |
| Senior Superintendent | PL01 | 5 |
| Assistant Commissioner | US04 | 3 |
| Commissioner | US01 | 1 |
| **TOTAL** | | 138 |

Final evaluations for these roles are listed in **Appendix B**.

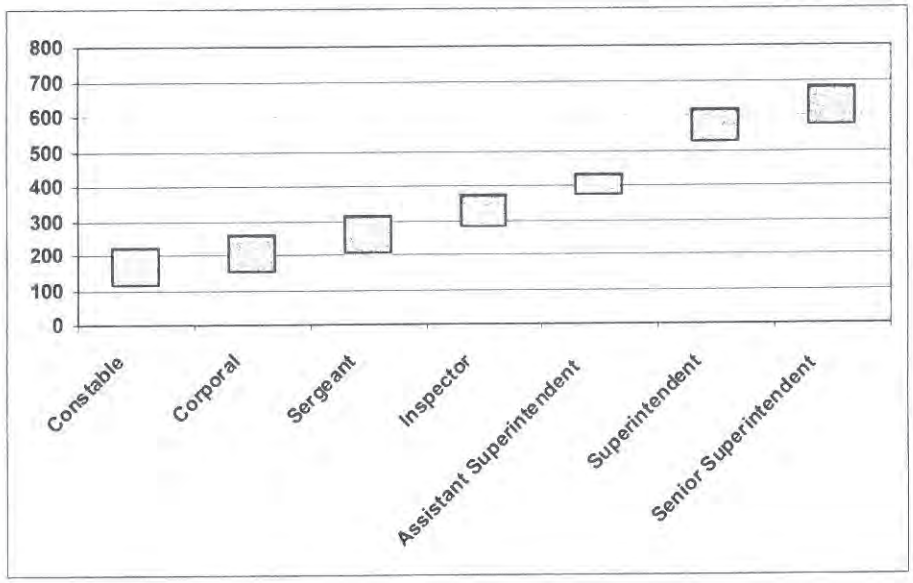
## Findings

Statistics by rank drawn from the Police evaluations are as follows:

**Table Two: Statistics from Police Job Evaluation Exercise (MCED Points)**

| | | Minimum | Q1 | Median | Average | Q2 | Maximum | Inter Quartile Range |
|---|---|---|---|---|---|---|---|---|
| Constable | PL07 | 116 | 162 | 162 | 163.2 | 170 | 222 | 8 |
| Corporal | PL06 | 149 | 200 | 200 | 202.0 | 218 | 258 | 18 |
| Sergeant | PL05 | 206 | 230 | 243 | 259.1 | 286 | 311 | 56 |
| Inspector | PL04 | 283 | 314.75 | 344 | 337.5 | 360.5 | 375 | 46 |
| Assistant Superintendent | PL03 | 374 | 412 | 412 | 408.8 | 412 | 431 | 0 |
| Superintendent | PL02 | 523 | 533 | 575 | 564.0 | 575 | 614 | 42 |
| Senior Superintendent | PL01 | 575 | 614 | 614 | 632.6 | 680 | 680 | 66 |

This distribution is shown graphically in the following chart:




The analysis reveals:

- There are substantial overlaps in work value in the benchmark sample between Constable and Corporal, and between Corporal and Sergeant. This feature points to the need for a review of the ranking of posts at junior level to ensure that the established ranks truly represent the contribution that the respective roles are making to the organisation.

- There is a gap in work value of over 100 MCED points between Assistant Superintendent and Superintendent in the benchmark sample. This may indicate a substantial difference in contribution by these roles, but it could also be the result of the benchmark selection.

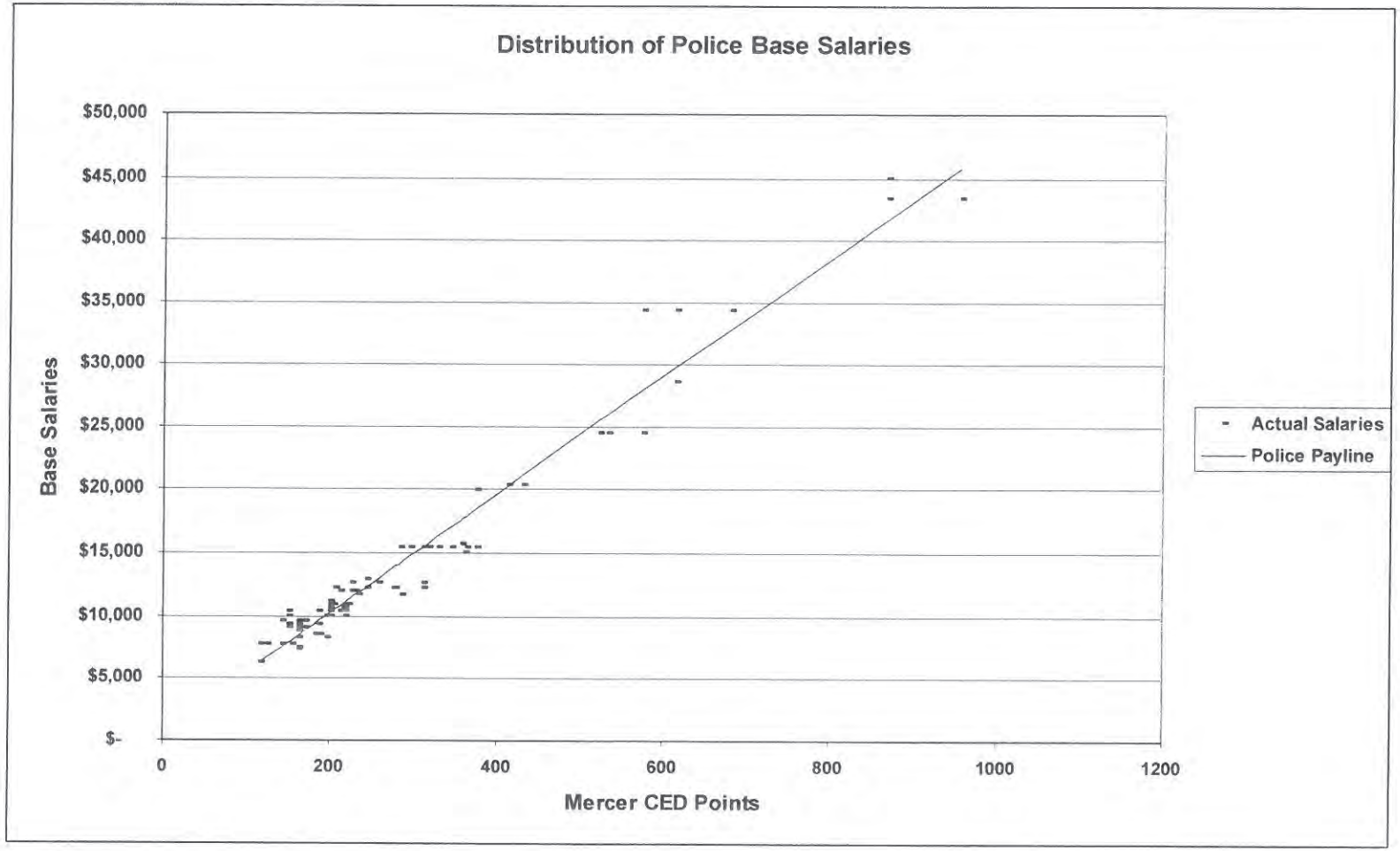
# Comparisons to Other Markets

## Distribution of Police Base Salaries

The Terms of Reference require a comparison of Police remuneration against both the public and private sectors. Mercer has also included a comparison to police in Australia and New Zealand.

The chart on the following page shows the scattergram of base salaries for the Police benchmark sample (sworn roles only), against work value. A trendline has been superimposed.

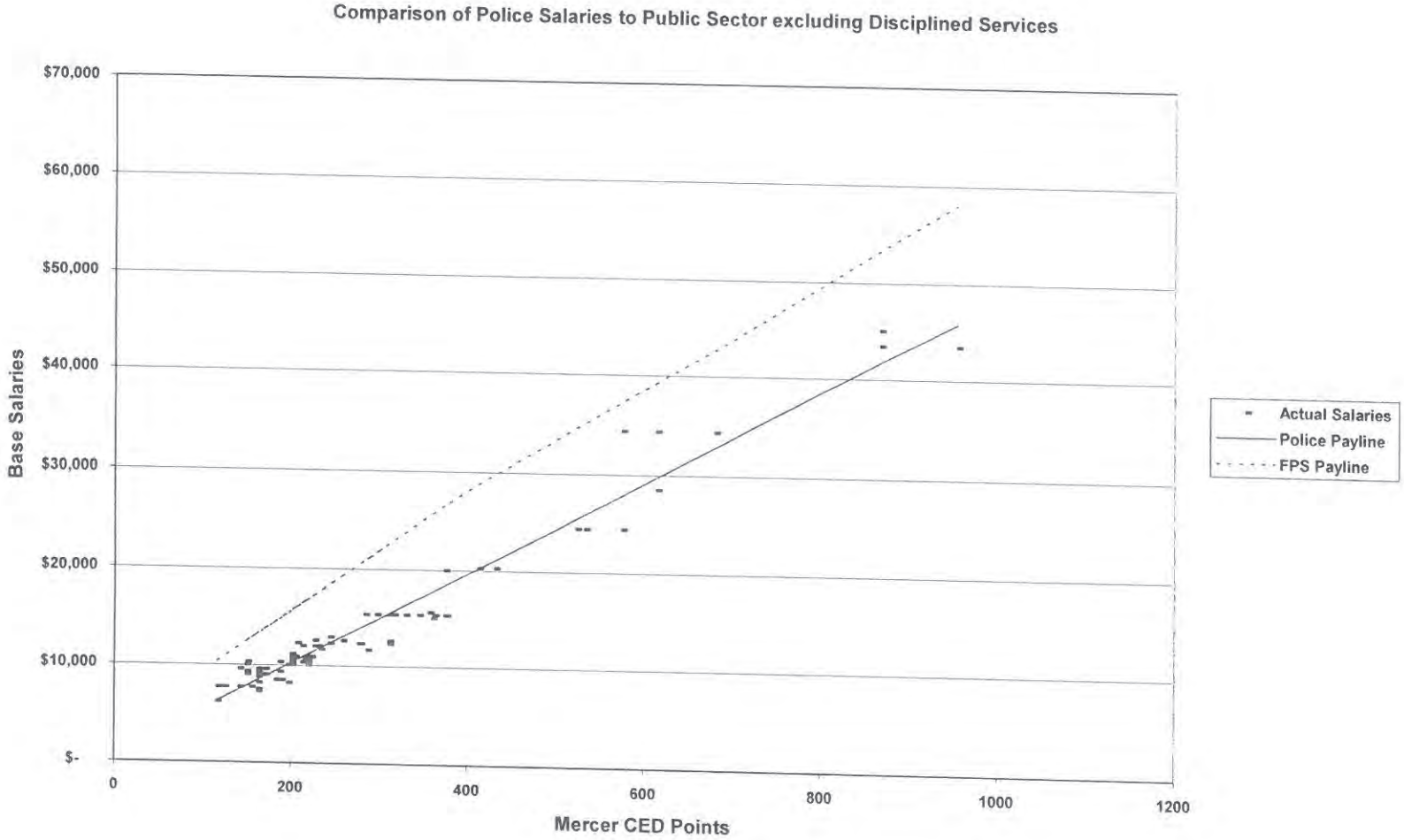
Note: Throughout this chapter, Extra Duty Allowance (12.5% of Base Salary) has been excluded to ensure consistency of approach.




The chart justifies the concern indicated in the Terms of Reference that the review should focus particularly on salaries at lower levels – a substantial number of the sample have salaries below $10,000 – and this is even more obvious when comparisons are made to the Public Service and the Private Sector.

## Comparison to the Public Service

This chart illustrates the relationship between Police salaries and those of the non-Disciplined Service Public Service.



The chart shows how far Police base salaries are behind their confreres in the Public Service. This table shows the average shortfall of Police salaries in the benchmark sample against jobs of similar work value in the wider Public Service.

**Table Three: Average Gap between POLICE Salaries and Those in the Non-Disciplined Public Service**

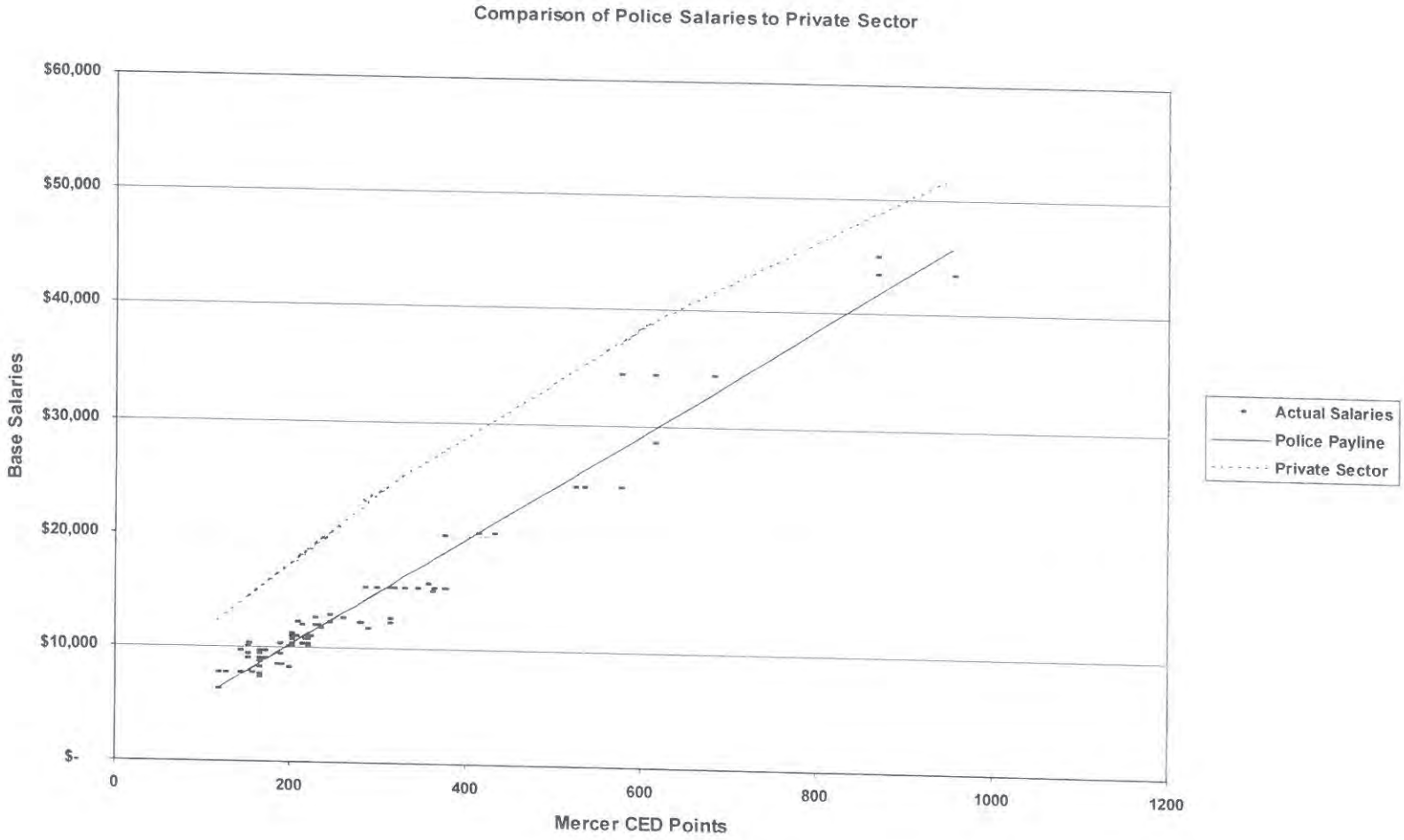
| Rank | Grade | Comparison to Public Sector Salaries |
|---|---|---|
| Constable | PL07 | -33% |
| Corporal | PL06 | -33% |
| Sergeant | PL05 | -36% |
| Inspector | PL04 | -36% |
| Assistant Superintendent | PL03 | -29% |
| Superintendent* | PL02 | -31% |
| Senior Superintendent* | PL01 | -14% |
| Assistant Commissioner^ | US04 | -20% |

* *Small samples may affect outcome.*

This comparison reveals a significant equity issue between members of the Police – particularly at operational levels – and their counterparts in the wider Public Service. The effect of this comparison, made on the basis of Base Salaries alone, may be mitigated to some extent by the use of allowances such as Extra Duties Allowances, but even if this is taken into account, the problem of inadequate pay in the Fiji Police Force remains.

## Comparison to the Private Sector

This chart compares Police salaries to those in the Private Sector:



Police salaries are again shown to be well behind Private Sector jobs of similar work value, as this table shows.

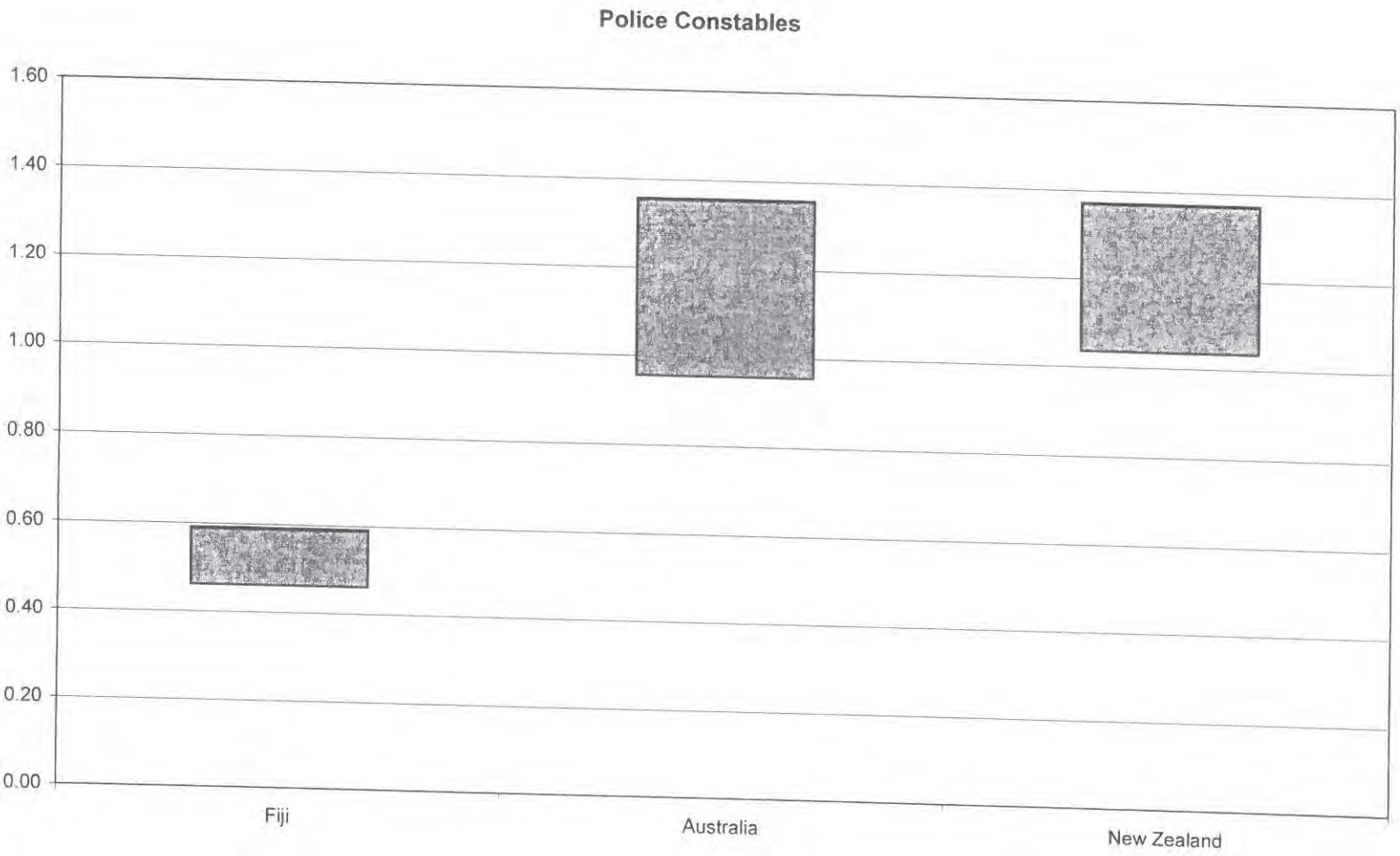
**Table Four: Average Gap between Police Salaries and Those in the Private Sector**

| Rank | Grade | Comparison to Private Sector Salaries |
|---|---|---|
| Constable | PL07 | -41% |
| Corporal | PL06 | -40% |
| Sergeant | PL05 | -41% |
| Inspector | PL04 | -40% |
| Assistant Superintendent | PL03 | -30% |
| Superintendent* | PL02 | -31% |
| Senior Superintendent* | PL01 | -13% |
| Assistant Commissioner^ | US04 | -11% |

* *Small samples may affect outcome.*

## Comparison to the Relative Position of Police in Other Economies

This chart shows illustrates the comparative economic position of Police Constables in the Fijian, Australian and New Zealand economies. The chart shows an average Base Salary range for a Police Constable in each country as an index of the respective Average Weekly Earnings.




In Australia and New Zealand, a Police Constable's Base Salary is typically above the Average Weekly Earnings, while in Fiji, a similar role is paid less than 60% of the Average Weekly Earnings.

# Towards a New Salary Structure

## "Best Practice" Salary Structures

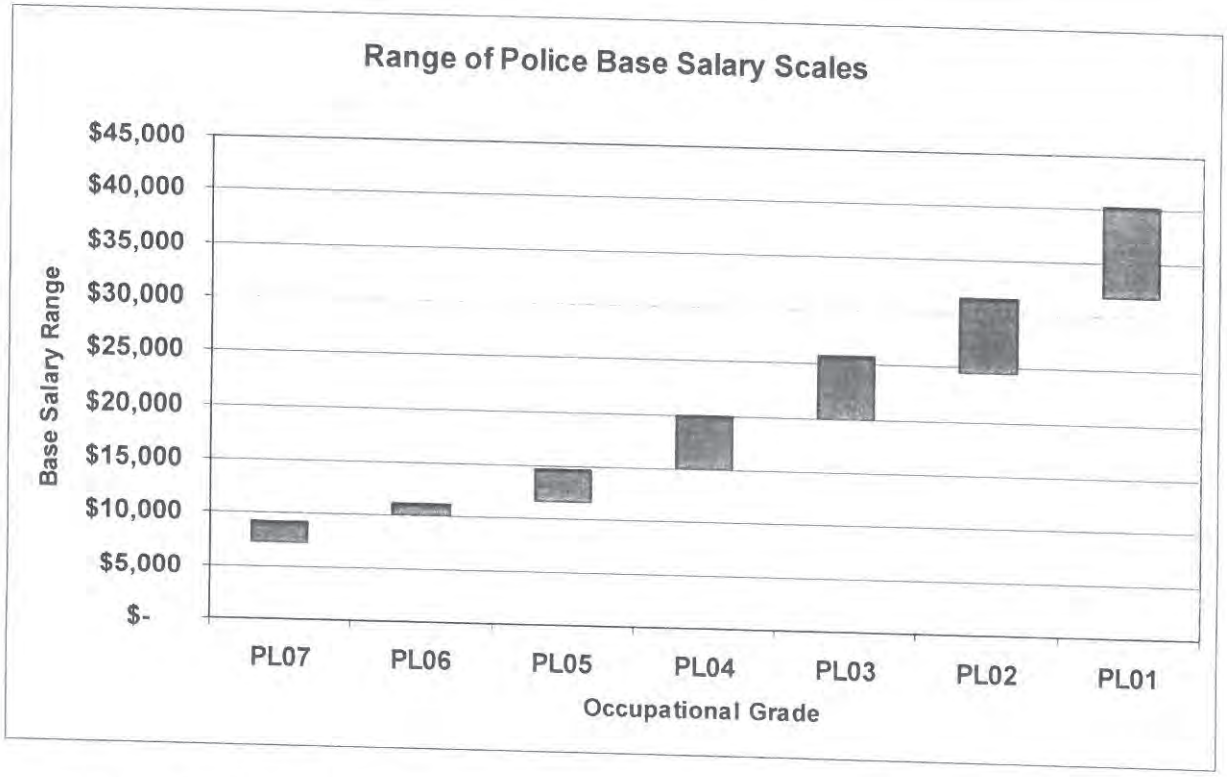
Salary structures need to balance a number of factors, including these:

- Providing a hierarchy of pay levels that recognises increasing work value and has face validity to the workforce;
- Allowing enough levels of sufficient size for staff to feel that their growth in expertise is matched by tangible rewards;
- Giving substantial pay increases for career progression, for example from worker to team leader, or from team leader to manager; and
- Ensuring management has flexibility to reward outstanding performers without discouraging others.

## Designing a Value-Adding Salary Scale

The current salary scales in the Police are similar in structure to those of the Public Service. Clearly they do not meet the needs of the Fiji Police in terms of dollar values, but it is also arguable that the structure does not match the organisation's typical career structure.

This chart shows the minimum and maximum salary levels for each Police grade in the most recent scale.




These rates do not include the 12.5% Extra Duty Allowance. There are several points to note about this scale:

- With the exception of the PL02/PL03 interface, there is no overlap between the grades, i.e., every Sergeant is paid more in Base Salary than any Corporal.

- The range between the minimum and maximum in any grade is narrow. Most grades have a range of only 25% on average around the grade midpoint. The exception is the Corporal grade (PL06) which has a range of only 10% (±5%) around the midpoint. The consequence of these restricted ranges with anything up to 12 steps in a grade is to make increments very small. At Constable, Corporal and Sergeant grades, increments are between $200 and $300 – before tax. At gazetted officer level increments are more sensible.

- The salary structure does not reflect the typical career progression of Police, allowing for normal variation in time in rank.

## Police Submission on Classification and Grading

The Police Submission to the Job Evaluation Exercise raised five issues in relation to classification:

- It was proposed that Police should revert formally to rank classifications which preceded a 1997 review and which have in fact continued in common parlance. In addition it was recommended that a new Recruit Constable pay grade should be introduced. On this basis the rank structure and associated pay scales would be:

| Rank | Title |
|---|---|
| PL01 | Senior Superintendent |
| PL02 | Superintendent |
| PL03 | Assistant Superintendent |
| PL04 | Inspector |
| PL05 | Sergeant |

| Rank | Title |
|---|---|
| PL06 | Corporal |
| PL07 | Constable |
| PL08 | Recruit Constable |

Mercer has no objection to these proposals.

- The Submission also recommended the re-introduction of a Deputy Commissioner role. It is understood this proposal is already under action separately.

- Following the 1997 change in titles, Inspectors "feel alienated by being designated neither subordinate nor gazetted officers". Although outside the Terms of Reference for the Job Evaluation Exercise, Mercer believes the proposal would have no "downside", and should be implemented.

- The submission proposed grade increases for each rank level, in order to "facilitate sufficient upward movement from lower to higher grades". Provided rational pay scales can be implemented following this review, Mercer believes that the attraction of this option will have been removed.

## Minimum Qualifications Required

The Police Submission proposed a new set of Minimum Qualifications Required (MQR) for entry to each rank. These appear sensible and should be implemented by rank.

The scale put forward in the proposal has however included the upgraded grade increases which Mercer does not believe are necessary. With this exception Mercer supports the MQR recommendations.

## Compensating for the Unique Police Lifestyle

The Police Submission made several proposals to compensate Police for the arduousness and hardships of their lifestyle. Among these acknowledged difficulties are: hostile and at times life-threatening situations, long and unpredictable hours of work, and a range of family problems caused by the Police way of life.

For a number of years Police have been paid an Extra Duty Allowance (EDA), comprising a 12.5% loading on Base Salary. Mercer believes this allowance continues to be justified, and should continue to be paid on updated salary scales. Continuation of the EDA removes justification for the proposal to institute a Shift Allowance.

It was also proposed in the Police Submission that the rate of EDA should be increased to 25%. No justification was offered for this increase. Given a move to market level salaries, an increase in EDA would be difficult to justify.

## Taking Account of Qualifications and Skill

Certain Police officers special duties, and through training or otherwise have acquired additional skills. Examples of such skills are:

- Fingerprint experts;
- Dog Handlers;
- CID officers; and
- Special Branch officers.

The Police Submission sought three levels of skill allowance (Trade, Specialist and Expert Allowances) as are currently provided in the Public Service, plus an annual allowance for officers with university degrees.

In general following a job evaluation exercise, extra skill allowances are unwarranted, because the additional expertise has already been taken account of during the evaluation process. For this reason Mercer has recommended the removal of skill allowances in the Public Service.

Mercer acknowledges that in the Police with its rank-based (rather than role-based) salaries, additional skill allowances, though potentially cumbersome administratively, may be the best way to compensate staff for their additional skills. However, the additional payments should be tied to performance of specified roles, so that, for example, a qualified Dog Handler who is promoted to Station Sergeant in a remote location will not continue to receive the Dog Handler allowance.

The Police also employ a range of specialist officers. These officers (usually non-sworn) should be paid rates that accord with what is earned by other members of their profession elsewhere in the Public Service.

Accordingly Mercer supports:

- Paying appropriate skill-based allowances to qualified staff, while they are in roles which require them to exercise their skill; and
- Paying specialist officers salaries which are commensurate with those of members of their respective professions in civilian jobs of similar work value.

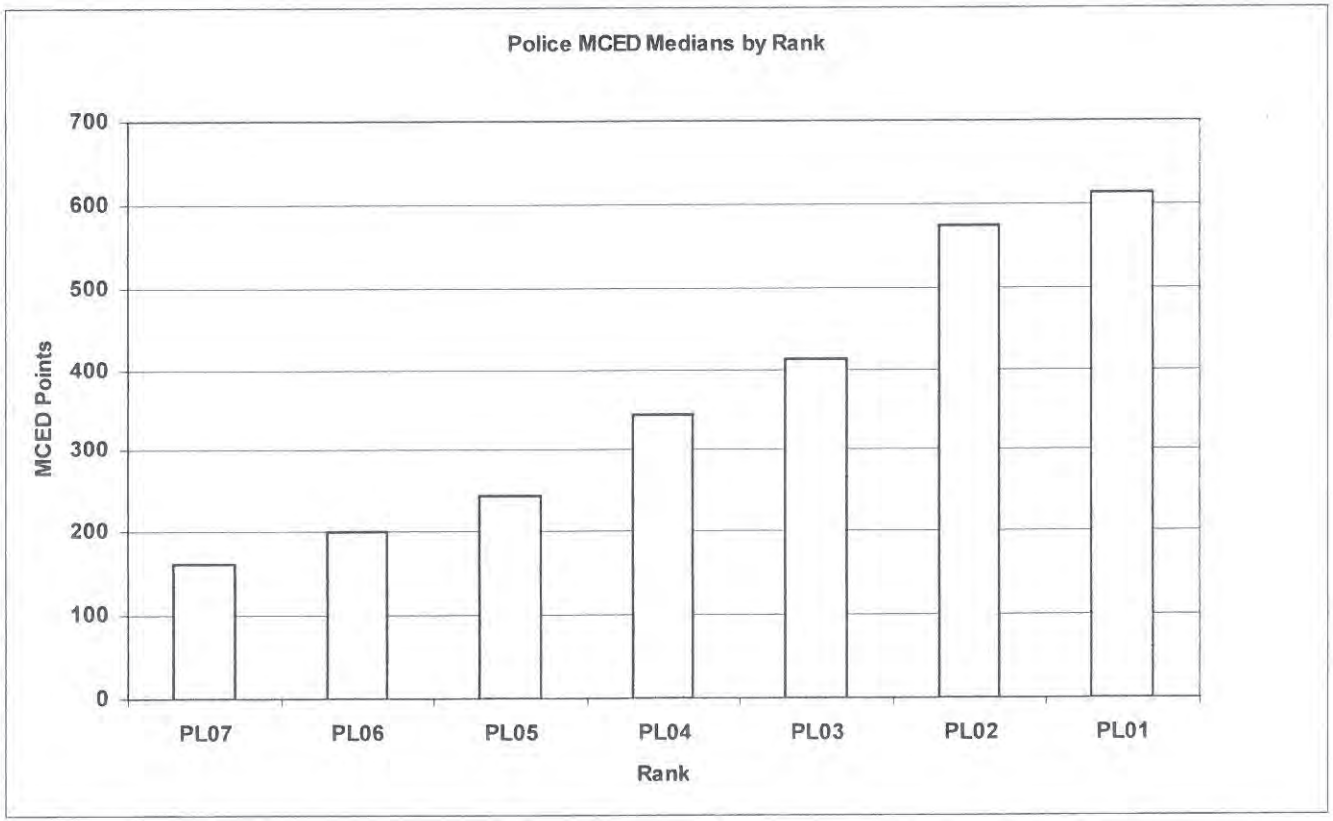
## Implementing a New Salary Structure

Mercer believes that Police salaries should be competitive with those of the Public Service. In determining salary rates, the Terms of Reference for the Job Evaluation Exercise require Mercer to pay particular attention to addressing salary levels of those on lower salaries.

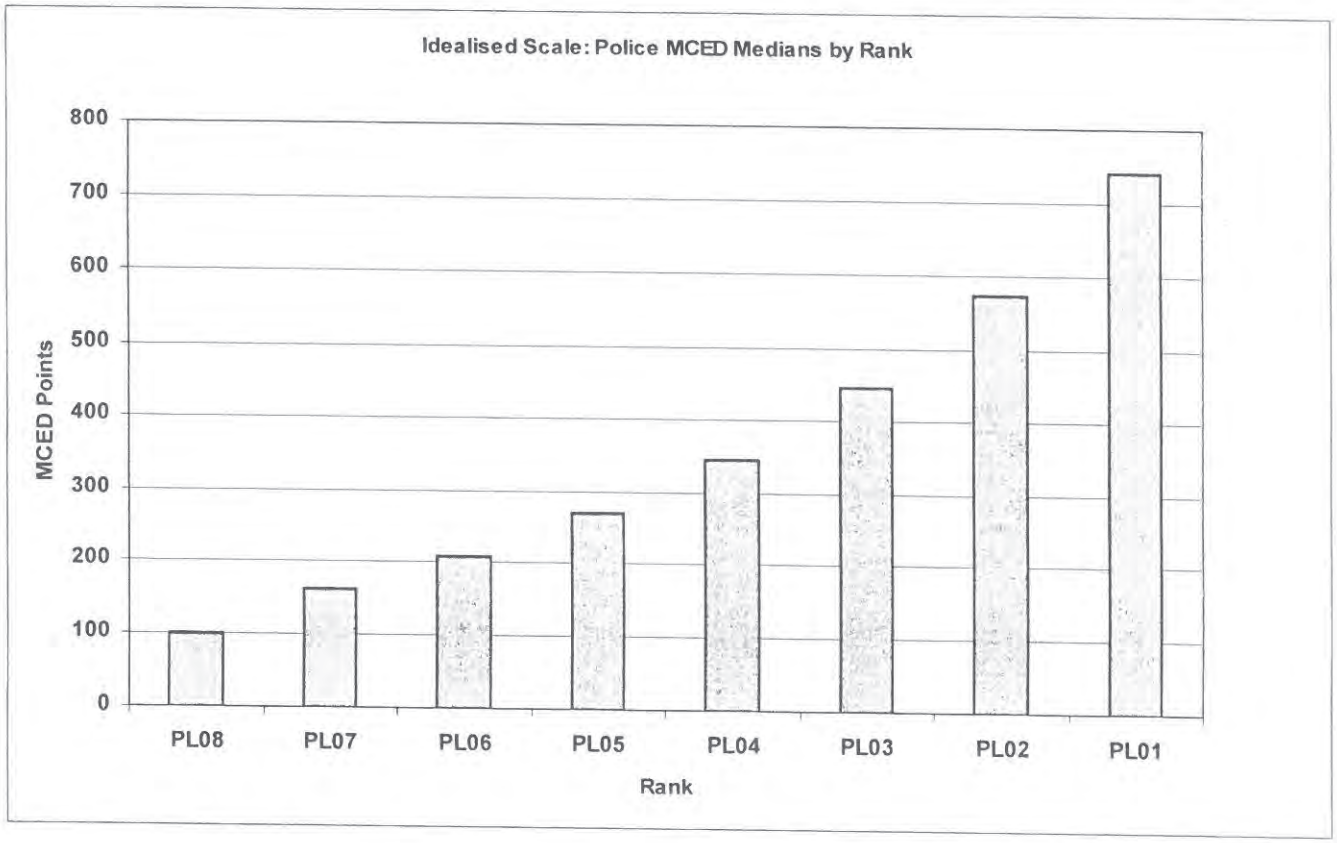
Based on our analysis of the outcome of the Job Evaluation Exercise, salary increases are strongly justified for most ranks in the Police.

## Proposed New Salary Scales

The job evaluation exercise undertaken in the Fiji Police showed a reasonable spread of median work value among the sample of jobs, on differentiated by rank. Using median work values overcomes the problem of overlaps discussed earlier, and is usually a reliable basis for setting salaries. Only the PL01 grade appears out of kilter with the substantive pattern of increasing work value from rank to rank.



Mercer proposes that the Police use a salary scale based on an idealised rank progression. The following chart shows such a distribution, using exponential growth based on two actual median Mercer CED points: PL07 = 162 points and PL02 = 575 points:




Note: As requested by the Police submission, a "Recruit" Grade PL08 has been added to the salary scales, with an estimated median work value of 100 Mercer CED points. Using this distribution, Mercer proposes the following salary scales to remove the most serious inequities that current exist in comparison to the wider Public Service:

| Grade | Salary Point | Current Salary | Proposed Salary |
|---|---|---|---|
| **PL01** | **01** | 40,185 | 49,024 |
| | **02** | 38,471 | 48,099 |
| | **03** | 36,942 | 47,174 |
| | **04** | **35,546** | **46,249** |
| | **05** | 34,300 | 45,324 |
| | **06** | 33,060 | 44,399 |
| | **07** | 31,823 | 43,474 |
| **PL02** | **01** | 31,422 | 39,398 |
| | **02** | 29,931 | 38,655 |
| | **03** | 28,519 | 37,911 |
| | **04** | **27,294** | **37,168** |
| | **05** | 26,272 | 36,425 |
| | **06** | 25,495 | 35,681 |
| | **07** | 24,464 | 34,938 |
| **PL03** | **01** | 25,754 | 34,175 |
| | **02** | 24,721 | 33,565 |
| | **03** | 23,770 | 32,955 |
| | **04** | 22,843 | 32,345 |
| | **05** | 22,232 | 31,734 |
| | **06** | 21,722 | 31,124 |
| | **07** | **21,319** | **30,514** |
| | **08** | 20,931 | 29,903 |
| | **09** | 20,584 | 29,293 |
| | **10** | 20,274 | 28,683 |
| | **11** | 19,960 | 28,073 |

| Grade | Salary Point | Current Salary | Proposed Salary |
|---|---|---|---|
| PL04 | 01 | 19,953 | 27,788 |
| | 02 | 19,095 | 27,291 |
| | 03 | 18,202 | 26,795 |
| | 04 | 17,520 | 26,299 |
| | 05 | 17,200 | 25,803 |
| | 06 | 16,882 | 25,307 |
| | 07 | **16,560** | **24,810** |
| | 08 | 16,240 | 24,314 |
| | 09 | 15,939 | 23,818 |
| | 10 | 15,639 | 23,322 |
| | 11 | 15,337 | 22,825 |
| | 12 | 15,017 | 22,329 |
| PL05 | 01 | 14,717 | 22,315 |
| | 02 | 13,893 | 21,717 |
| | 03 | 13,187 | 21,119 |
| | 04 | 12,864 | 20,521 |
| | 05 | **12,540** | **19,924** |
| | 06 | 12,232 | 19,326 |
| | 07 | 11,923 | 18,728 |
| | 08 | 11,617 | 18,131 |
| PL06 | 01 | 11,097 | 17,099 |
| | 02 | 10,831 | 16,615 |
| | 03 | **10,562** | **16,131** |
| | 04 | 10,280 | 15,647 |
| | 05 | 10,001 | 15,163 |

| Grade | Salary Point | Current Salary | Proposed Salary |
|---|---|---|---|
| PL07 | 01 | 9,280 | 14,769 |
| | 02 | 9,004 | 14,373 |
| | 03 | 8,726 | 13,978 |
| | 04 | 8,446 | 13,582 |
| | **05** | **8,163** | **13,187** |
| | 06 | 7,928 | 12,791 |
| | 07 | 7,698 | 12,395 |
| | 08 | 7,472 | 12,000 |
| | 09 | 7,236 | 11,604 |
| PL08 | 01 | | 9,836 |
| | 02 | | 9,557 |
| | **03** | | **9,279** |
| | 04 | | 9,001 |
| | 05 | | 8,722 |

Notes: 1. Lines in bold type are points at which the new salary is calculated from the idealised median Mercer CED work value.

2. As requested by the Police submission, a "Recruit" Grade PL08 has been added to the salary scales.

## Transitional Arrangements

Even where issues of equity (as in the case of Police lower ranks) demand substantial pay increases, the budgetary consequences have to be affordable. There is, for example, little point in paying higher salaries, if running the Police becomes seriously constrained because money has had to be transferred to the salary budget out of operations. However justified increases are on an individual basis, they have to be affordable in the aggregate.

Other Mercer clients have dealt with this problem by staggering implementation. Substantial increases can if necessary be phased in over several years. The following chart shows a transition planned over the three years 2004 to 2006:

| | Current Base Salaries | | Proposed Salary Scales | | |
|---|---|---|---|---|---|
| Grade | Salary Point | Salary | WEF 1.1.04 | WEF 1.1.05 | WEF 1.1.06 |
| PL01 | 01 | 40,185 | 43,102 | 46,107 | 49,024 |
| | 02 | 38,471 | 41,648 | 44,922 | 48,099 |
| | 03 | 36,942 | 40,318 | 43,797 | 47,174 |
| | 04 | **35,546** | **39,078** | **42,717** | **46,249** |
| | 05 | 34,300 | 37,938 | 41,686 | 45,324 |
| | 06 | 33,060 | 36,802 | 40,657 | 44,399 |
| | 07 | 31,823 | 35,668 | 39,629 | 43,474 |
| PL02 | 01 | 31,422 | 34,054 | 36,766 | 39,398 |
| | 02 | 29,931 | 32,810 | 35,776 | 38,655 |
| | 03 | 28,519 | 31,618 | 34,812 | 37,911 |
| | 04 | **27,294** | **30,553** | **33,910** | **37,168** |
| | 05 | 26,272 | 29,622 | 33,074 | 36,425 |
| | 06 | 25,495 | 28,857 | 32,320 | 35,681 |
| | 07 | 24,464 | 27,920 | 31,481 | 34,938 |
| PL03 | 01 | 25,754 | 28,533 | 31,396 | 34,175 |
| | 02 | 24,721 | 27,639 | 30,646 | 33,565 |
| | 03 | 23,770 | 26,801 | 29,924 | 32,955 |
| | 04 | 22,843 | 25,979 | 29,209 | 32,345 |
| | 05 | 22,232 | 25,368 | 28,599 | 31,734 |
| | 06 | 21,722 | 24,825 | 28,022 | 31,124 |
| | 07 | **21,319** | **24,353** | **27,480** | **30,514** |
| | 08 | 20,931 | 23,892 | 26,943 | 29,903 |
| | 09 | 20,584 | 23,458 | 26,419 | 29,293 |
| | 10 | 20,274 | 23,049 | 25,908 | 28,683 |
| | 11 | 19,960 | 22,637 | 25,396 | 28,073 |

| | Current Base Salaries | | Proposed Salary Scales | | |
|---|---|---|---|---|---|
| Grade | Salary Point | Salary | WEF 1.1.04 | WEF 1.1.05 | WEF 1.1.06 |
| PL04 | 01 | 19,953 | 22,539 | 25,202 | 27,788 |
| | 02 | 19,095 | 21,800 | 24,587 | 27,291 |
| | 03 | 18,202 | 21,038 | 23,959 | 26,795 |
| | 04 | 17,520 | 20,417 | 23,402 | 26,299 |
| | 05 | 17,200 | 20,039 | 22,964 | 25,803 |
| | 06 | 16,882 | 19,662 | 22,526 | 25,307 |
| | **07** | **16,560** | **19,282** | **22,088** | **24,810** |
| | 08 | 16,240 | 18,904 | 21,650 | 24,314 |
| | 09 | 15,939 | 18,539 | 21,218 | 23,818 |
| | 10 | 15,639 | 18,174 | 20,786 | 23,322 |
| | 11 | 15,337 | 17,808 | 20,354 | 22,825 |
| | 12 | 15,017 | 17,430 | 19,916 | 22,329 |
| PL05 | 01 | 14,717 | 17,224 | 19,807 | 22,315 |
| | 02 | 13,893 | 16,475 | 19,135 | 21,717 |
| | 03 | 13,187 | 15,805 | 18,502 | 21,119 |
| | 04 | 12,864 | 15,391 | 17,994 | 20,521 |
| | **05** | **12,540** | **14,977** | **17,487** | **19,924** |
| | 06 | 12,232 | 14,573 | 16,985 | 19,326 |
| | 07 | 11,923 | 14,169 | 16,482 | 18,728 |
| | 08 | 11,617 | 13,766 | 15,981 | 18,131 |
| PL06 | 01 | 11,097 | 13,077 | 15,118 | 17,099 |
| | 02 | 10,831 | 12,739 | 14,706 | 16,615 |
| | **03** | **10,562** | **12,400** | **14,293** | **16,131** |
| | 04 | 10,280 | 12,051 | 13,876 | 15,647 |
| | 05 | 10,001 | 11,704 | 13,459 | 15,163 |

| | Current Base Salaries | | Proposed Salary Scales | | |
|---|---|---|---|---|---|
| Grade | Salary Point | Salary | WEF 1.1.04 | WEF 1.1.05 | WEF 1.1.06 |
| PL07 | 01 | 9,280 | 11,091 | 12,958 | 14,769 |
| | 02 | 9,004 | 10,776 | 12,602 | 14,373 |
| | 03 | 8,726 | 10,459 | 12,245 | 13,978 |
| | 04 | 8,446 | 10,141 | 11,887 | 13,582 |
| | 05 | **8,163** | **9,821** | **11,529** | **13,187** |
| | 06 | 7,928 | 9,533 | 11,186 | 12,791 |
| | 07 | 7,698 | 9,248 | 10,845 | 12,395 |
| | 08 | 7,472 | 8,966 | 10,506 | 12,000 |
| | 09 | 7,236 | 8,678 | 10,163 | 11,604 |
| PL08 | 01 | | 7,325 | 8,599 | 9,836 |
| | 02 | | 7,118 | 8,356 | 9,557 |
| | 03 | | **6,911** | **8,112** | **9,279** |
| | 04 | | 6,703 | 7,869 | 9,001 |
| | 05 | | 6,496 | 7,626 | 8,722 |

## Review of Allowances

In reviewing allowances, there are several issues to consider:

- What to do with the present allowances, and in particular how to deal with Ration and Lodging Allowances;
- Compensating for work involving adverse or unusually disagreeable working conditions;
- Remuneration strategies to encourage retention of scarce and vulnerable skills in the Police; and
- Taking over provisions already in use in the Fiji Public Service, such as Disturbance Allowance to cover the incidental costs of relocating.

### Ration Allowance

Ration Allowance, as the name suggests, was intended to compensate staff for the need to provide food for themselves. For most Police the allowance is not highly visible, as it is paid as part of salary, and the amounts involved are not large. It is understood that

the circumstances which led to the creation of this allowance have largely been overtaken by the major organisational development that has occurred in recent years in the Police.

Further, once Police salaries are competitive with the Public Service based on a job evaluation methodology, there will be no convincing argument for retaining this allowance as an addition to salary.

## Lodging Allowance

Lodging Allowance is payable to Police who are not provided with institutional quarters, at the rate of $50.00 per month for Gazetted Officers and Inspectors, and 20% of basic salary for Subordinates. Lodging Allowance is treated in all respects as if it were salary, being subject to both tax and superannuation deductions.

It is clear from the Police Submission that housing is a serious issue for the Police and the cause of considerable difficulty for individual Police and for the Force as a whole. This experience is consistent with the experience of other disciplined services both in Fiji and elsewhere. Achieving even approximate equity across barrack accommodation and service housing has been a thankless and almost impossible task.

The Police Submission proposed the implementation of a new $300.00 Housing Allowance for Sergeants and below, and went on to suggest substantially increased Lodging Allowances for all ranks as an alternative.

This issue requires more detailed study than it has been possible to undertake as part of the Job Evaluation Exercise, and there are also strong links to actions elsewhere in the Public Sector. Mercer believes the issues to be considered include:

- As a salary related allowance, is Lodging Allowance an outdated provision?
- Should the Police maintain any responsibility to house it members once they are being paid market salaries?
- If so, how far should that responsibility go, and how should it be expressed in policy & practice?

- Should housing policy differentiate between urban, rural and remote postings, and between staff who are single, married, and married with children?

- How can issues of equity among Police members be maintained, e.g., between a single Constable living in barracks, a married Constable with children living in a married quarter, a Constable who rents accommodation for his family outside the barracks, and a Constable who lives with his wife's family?

## Working in Adverse Conditions

The Police Submission argues that in circumstances such as Special Operations there is a need to recognise and compensate for the additional hardship that Police undergo. Mercer believes there should also be provision for allowance payments to be made on occurrence when work is undertaken in hazardous, uncomfortable, unduly arduous or otherwise adverse conditions for extended periods. Such provisions should be consistent with those in the wider Public Service.

## Retention Allowance

From time to time organisations suffer shortages of staff in particular skill areas.

Some organisations have used a retention allowance – a payment to workers in scarce or critical skill areas – to encourage them to stay. Issues with retention payments are:

- They are inevitably short-term solutions, which can give a breathing space while the organisation puts in place longer-term strategies, such as a recruitment drive or an enhanced training programme.

- They are known to cause resentment among other workers in areas that are either not in short supply or not mission-critical.

- They are expensive.

- They are not always effective, and sometimes have unexpected results.

Mercer recommends that the facility for declaring a Retention Allowance should be provided for the Police, but that the decision to do so should be made outside the Police.

## Linking to FPS Allowance and Expense Provisions

The Fiji Police use a range of allowances which have been drawn from the Public Service. Among these allowances are:

- "Good Employer" Provisions, such as Maternity Leave & Allowance
- Allowances to cover expenses incurred in the course of authorised duty, such as Transfer, Subsistence, Hotel and Meal Allowances; and
- Acting Allowance.

Paradoxically, other allowances, such as Remote Posting Allowance and Sevusevu Allowance, do not appear to have been passed on.

Mercer recommends that, once allowances in the Public Service have been reviewed, Police should link their policy to those which are appropriate. In some circumstances the governing policy may need modification to meet the unique needs of the Police.

## Analysis of the Police Submission

The Police Submission was wide-ranging, and raised many issues, some outside Mercer's Terms of Reference. This chapter of the report addresses each recommendation in the Police Submission, and explains Mercer's view and any action recommended in each case.

| Police Submission | Mercer Comment |
|---|---|
| *The current rank classification should revert to the old (pre-1997) one.* | Agreed |
| *The post of Deputy Commissioner (US02) should be re-established.* | Agreed. Understood to be already under action. However, with the introduction of the SES, the US02 classification will disappear. |
| *Police Recruits should be graded separately (PL07) and receive a reduced rate of remuneration to reflect their status as trainees, and the provision of board and lodging.* | Agreed. |

| Police Submission | Mercer Comment |
|---|---|
| *To facilitate greater movements from lower to higher grades, each Police rank should be upgraded to the next highest level, e.g., Constable to PL06, Inspectors to PL03, Senior Superintendents to US04, etc* | Following the Job Evaluation Exercise, this proposal should be unnecessary. With the introduction of the SES, the US04 classification will disappear. |
| *Inspectors should be designated as gazetted officers, and therefore entitled to the privileges available to all gazetted officers.* | Outside TOR, but appears sensible. |
| *New schedule of MQR for each Regular Officer rank* | Agreed, but by rank, not with grade increases included in submission table. |
| *The Fiji Police Force to provide each serving Police Officer adequate accommodation vide the provision of Force maintained Quarters. Where Police Quarters are not adequate or not in sufficient number to accommodate officers serving in the district, housing allowances be provided in as follows:*<br><br>*I. Sergeant, Corporal, Constable and Recruit Constable - $300.00 per month*<br><br>*The Housing Allowances to replace Lodging Allowances that are currently paid out.* | Needs further study before decision. |

| Police Submission | Mercer Comment |
|---|---|
| *In the event that housing allowances, as stipulated above, are not favoured then the current Lodging Allowances be changed as follows:*<br><br>*I. Deputy Commissioner - $600.00 per month*<br><br>*II. SSP/SP - $500.00 per month*<br><br>*III. ASP/IP - $400.00 per month*<br><br>*IV. Subordinates - $300.00 per month* | As above, needs further study. |
| *A three-part skills allowance should be used to compensate three classes of scarce or specialist skills.* | In principle such allowances should be unnecessary following the Job Evaluation Exercise. However, for specialist Police skills such as Dog Handler, CID, Fingerprinting, etc, allowances may be needed in a rank-based remuneration structure. Actual amounts need further discussion.<br><br>Remuneration for Specialist Officers (lawyers, scientists, etc) should be linked to respective professional roles in the Public Service at similar work value. |
| *The Police Force should have allowance provision for any other graduates from tertiary institutions whose qualification may not fall under any of the other skill allowance categories.* | Disagree. No adequate justification offered for this allowance. |

| Police Submission | Mercer Comment |
|---|---|
| *That the allocation of kerosene be discontinued and the median market value (retail rate) of kerosene, water and electricity should be assessed and the after tax equivalent either be built into the salary of those entitled to receive them or paid to them as an allowance on either fortnightly or monthly basis.* | Allowances of this kind should be absorbed into the payment of market level salaries. |
| *A Remote Posting or Isolation Allowance is recommended to be payable at specified locations and at rates determined on the basis of the locality's size, and its distance from the nearest Township. Also taken into account will be any special isolating factor s and the availability of certain services in the locality.*<br><br>*A list of locations to be eligible for the allowance to be determined and approved by the Commissioner. The range to be:*<br><br>*Mainland (Viti Levu & Vanua Levu)* - *$500 to $1,000 p.a.*<br><br>*Other Outer Islands* - *$1,000 to $1,500 p.a.* | Police should adopt the Location Allowance provision that has been recommended for the whole of the Public Service. |
| *That a new Child Development Allowance be established and payable to all Officers who will be posted to locations (with Remote Posting Allowance). A list of locations to be eligible for the allowance to be determined and approved by Commissioner. The range to be:*<br><br>*Mainland (Viti Levu & Vanua Levu)* - *$350 to $500 p.a.*<br><br>*Other Outer Islands* - *$600 to $900 p.a.* | As above, Police should coordinate their allowances with Public Service Location Allowances. |

| Police Submission | Mercer Comment |
|---|---|
| *To compensate the families of the Police Officers in their life threatening situations we recommend that a Family Allowance be introduced and payable to the Police Officers at all ranks in the following manner:*<br><br>*Gazetted Officers - $750 p.a.*<br><br>*Subordinates - $600 p.a.* | Disagree. Allowances should be provided either on an on occurrence basis, or (as for Service Allowance) to compensate for a liability accepted by an individual. The families of Police do not easily fit either category. |
| *That payment of transfer allowances is payable to all Police Officers on transfer, irrespective whether it is self initiated or directed by management.* | Agree. Payment of Transfer Allowance should be based on the nature of the relocation, not on whether it was directed or self-initiated. |
| *That the current rate of transfer allowances be increased from $165 (single) to $380, and $342.08 (married) to $690 taking into account inflation.* | Police Transfer Allowance should be linked to Public Service rates. |
| *An Insurance Cover be paid by the Force for the transportation of personal belongings of any transferee; to compensate any damage to any of the items and the amount of the cover be equivalent to the total value of all the personal effects – determined by valuation.* | Agree. Insurance of effects is a legitimate expectation of a person transferring on an organisation's business. The amount of cover and method of valuation should be addressed with a professional insurance broker during implementation. |

| Police Submission | Mercer Comment |
|---|---|
| *It is recommended that all officers who will be involved in any Special Operations to be paid with an allowance of $15 per day in addition to any other allowances for subsistence and meals. The Special Operations and all those involved are to be approved by the Commissioner.* | Agree. The nature of Special Operations needs greater definition before the allowance is approved. |
| *It is recommended that Meal Allowance be increased to $10 to commensurate with inflation.* | Police Meal Allowance should be linked to Public Service rates. |
| *That any Officer who accumulates his/her unused annual and sick leave at the end of the year should be compensated with cash subject to the following:*<br><br>*That the maximum number of annual leave days to be compensated is five (5) days.*<br><br>*That the maximum number of sick leave days to be compensated is five (5) days.* | Disagree. Annual leave is designed to preserve work-life balance, and it should not be traded away. Similarly, sick leave days should not be available for cashing up. |
| *It is recommended that an allowance known as "Disturbance Allowance" be paid to any Officer who is on transfer based on the following rates:*<br><br>*Gazetted Officer - $600*<br><br>*Subordinate Officer (Married) - $500*<br><br>*Subordinate Officer (Single) - $200* | Police allowances should be linked to Public Service rates. |

| Police Submission | Mercer Comment |
|---|---|
| *That all officers rostered for shift work to be paid with a Shift Allowance of $10 per shift; and the Chief Administration Officer (CAO) in consultation with the Divisional and Formation commanders is to approve payments of the allowances on fortnightly basis. However, Divisional and Formation commanders must furnish CAO with the list of rostered officers, detailing the days/time and bearing his approval.* | Disagree. Far better given the nature of Police work to pay a consolidated rate which covers shift, overtime, night and weekend rates. |
| *It is recommended that the ranks of Commissioner, Deputy Commissioner and Assistant Commissioners to be paid with Entertainment Allowance as follows:*<br>*Commissioner - $300 per month*<br>*Deputy Commissioner - $200 per month*<br>*Assistant Commissioners - $100 per month* | Insufficient justification offered in the Submission. Needs further discussion. |

| Police Submission | Mercer Comment |
|---|---|
| *That Police Officers required to use their private motor vehicles on official business shall be paid a motor vehicle allowance at rates specified below, subject to the following:* | Agree. Rates to be linked to Public Service. |
| *Police Officer should obtain the prior approval of the Commissioner from the outset for the use of private vehicles and this approval is renewed whenever the officer changes his/her vehicle.* | |
| *Commissioner should determine maximum mileage claim for each rank.* | |
| *The current rates of motor vehicle allowance be increased to commensurate with prevailing inflation, as follows:* | |
| *Vehicles below 1300 cc - 30 cents per km* | |
| *Vehicles over 1300 cc - 40 cents per km* | |
| *Extra Duty Allowance (EDA) be increased (from 12.5%) to 25% of base salary.* | Insufficient justification. Continue at the current percentage. |
| *CID Allowance be increased to $50 per month.* | Agreed. Updating recommended by the Cost of Living increase since the last review. |
| *The Plain Clothes Allowance be increased to $50 per month.* | Agreed. See above. But not payable with either CID or Special Branch Allowances. |

| Police Submission | Mercer Comment |
|---|---|
| *The Special Branch Allowance be increased to $50 per month.* | Agreed. See above. |
| *If the Trades Allowance ... is not accepted then Dog Handlers Allowance should be increased to $50 per month.* | Agreed. See above. |
| *Re-Enlistment Bonus be increased to four months of Annual Salary.* | Unsure whether Re-Enlistment Bonus should continue to be paid. Needs further discussion. |
| *It is recommended that this Job Evaluation to seek full approval of PSC for additional 1,000 Police Officer positions to ease the shortage of manpower it currently face.* | Outside TOR! |
| *Special Constables should be granted an entitlement of ten working days annual leave in every twelve months of continuous service.* | Agree. However, if Special Constables are given similar conditions of service to the Regular Force, the issue arises whether it continues to be sensible to maintain the distinction. |
| *Special Constables be granted entitlement of sixteen (16) working days sick leave in a year but upon production of sick sheet issued by a registered medical practitioner.* | Agree. See comment above. |
| *Women Special Constables be entitled up to eighty four (84) days maternity leave covering the ante and post natal periods but they must be employed for a period of not less than six months. Other normal maternity leave conditions applicable to the Regular Police Women be extended to them too.* | Agree. See comment above. |
| *Special Constables be entitled to three (3) days bereavement leave in a year upon the death of a spouse, parent, child, brother or sister and production of satisfactory evidence of the death.* | Agree. See comment above. |

| Police Submission | Mercer Comment |
|---|---|
| *Special Constables may be authorized by Commissioner to take leave without pay for not more than twelve (12) months on local or overseas studies or for any other good reason.* | Agree. See comment above. |
| *A Special Constable who is required to perform a duty at an outstation requiring absence from his/her usual place of residence for one or more nights be entitled to these allowances:*<br>*If accommodation is provided - $10 per night*<br>*If accommodation is not provided - $20 per night* | Agree. Rates to be consistent with Regular Force and Public Service. |
| *An SC who either requested or commanded for transfer be entitled for transfer allowance, disturbance allowance, transportation of personal belongings and its insurance during movement. Rates be in line with the regular officers.* | Agree. |

| Police Submission | Mercer Comment |
|---|---|
| *A Special Constable to be entitled to $5 Meal Allowance as follows:*<br><br>*If required to continue work for more than two hours following termination of his/her normal shift or recalled to work a full shift;*<br><br>*If required to continue working after qualifying for the initial meal allowance – an additional meal allowance for each five hours continuous work after meal break;*<br><br>*In the case of a day worker – if directed to work after 6.30 pm or on a Saturday or Sunday and not given prior notice of the need to attend work.* | Agree to conditions, but why $5.00, when Regular Force Meal Allowance is proposed to be $10.00? Rates for both should be linked to Public Service rates. |
| *A Special Constable required to work behind his or her normal eight (8) hours be entitled to compensatory time-off to be approved by his/her immediate supervisor.* | Outside TOR. |
| *It is also recommended that the following allowances be extended to the SC should they be approved to the Regular Officers:*<br><br>*Family Allowance*<br><br>*Special Operations Allowance*<br><br>*Scarce Skills Retention Allowance*<br><br>*Remote Posting or Isolation Allowance.* | Comment above regarding the future role of Special Constables applies. |

| Police Submission | Mercer Comment |
|---|---|
| *It is recommended that a Consolidated Allowance is paid to the civilian staffs* | Insufficient justification offered. Civilian staff should receive pay and conditions indistinguishable from the remainder of the Public Service. |
| *who are recruited to the Police Force at the rate of $500 to $1,000 per annum progressively depending on the level of the staff. The allowance is only payable during their term of service in the Police Force.* | |
| *It is recommended that upgrading of civilian positions in the Police Force be looked at in conjunction with the upgrading of police salary grades with the view to maintain the equivalence.* | Not applicable. |
| *It is recommended that all existing allowances payable to the Civilian Staff be reviewed in accordance with the current rate of inflation.* | All allowances for civilian staff should be as paid in the rest of the Public Service. |

## Outstanding Issues

In response to Mercer's draft report, Police raised a number of issues which warrant further discussion during the implementation process:

| Issue | Mercer Comment |
|---|---|
| Future of Police Upper Salary Range positions | In the wider Fiji Public Service, US posts have been reviewed as part of the Job Evaluation Exercise, and most have been |

| Issue | Mercer Comment |
|---|---|
| | subsumed into a new Senior Executive Service. Where appropriate, senior Police roles should be treated similarly. |
| Police recruits should be graded separately. | Agreed, and implemented in proposed salary scales. |
| Police ranks should be upgraded, e.g., Constable from PL07 to PL06, etc | This should be unnecessary following the Job Evaluation Exercise and implementation of new salary scales. |
| Review of allowances associated with living conditions, e.g., Ration Allowances and housing arrangements | Housing is an urgent issue for the whole of the Fiji Public Service, and should be addressed under the authority of the Public Service Commission. |
| Skill and specialist allowances need further review | Review by a Disciplined Services working party (Police, Prisons and RFMF) under the authority of the Ministry of Home Affairs could be a productive approach to this issue. In time, if/when a Disciplined Services Remuneration Commission is established, it should be their responsibility to set both policy and rates for such allowances. |
| Use of Retention Allowances to retain graduate police officers. | Retention Allowances are generally effective only as short tem measures to overcome actual or potential high turnover among key staff. In the longer term effective remuneration and salary policies should be designed to compensate graduate police officers appropriately, if they represent a key resource for the Police. |
| A Child Development Allowance should be established. | This is an issue for all Public Service employees in remote areas, and should be resolved by a Service-wide policy. Mercer has made no recommendation for a Child Development Allowance at this stage. |

| Issue | Mercer Comment |
|---|---|
| A Family Allowance should be introduced. | This policy should be unnecessary once more realistic salary levels are available to police officers. |
| Transfer Allowance rates need an immediate increase | Police Transfer Allowance should continue to be linked to the rates in the wider Public Service. |
| Insurance of family belongings during transfer from one location to another should be at public expense. | Omitted in error from specific recommendations in draft report. Now included in Mercer's recommendations. |
| Meal Allowance rates need an immediate increase. | Police Meal Allowance should continue to be linked to the rates in the wider Public Service. |
| Disturbance Allowance should be paid to officers on transfer. | Police Disturbance Allowance is an issue for the whole of the Fiji Public Service, and should be addressed under the authority of the Public Service Commission. |
| Police officers should be paid Shift Allowances, as used to be paid to nurses. | Where shift work, overtime and weekend work is frequent as in the case of police officers, a consolidated salary is preferable in principle, because of reduced administration costs. |
| Entertainment Allowance should be paid to senior police officers. | Rates and eligibility for Entertainment Allowance should be reviewed by the Ministry of Home Affairs in consultation with the Public Service Commission. |
| Extra Duty Allowance should be increased from 12.5% of salary to 25% of salary. | This issue needs further study following collation of evidence of typical "Extra Duty" work patterns. |
| Re-Enlistment Bonus should continue to be paid to induce officers to re-enlist. | No further comment. |

| Issue | Mercer Comment |
| --- | --- |
| A Consolidated Allowance should be paid to civilian staff while they serve with Police. | Disagree. Civilian staff should receive pay and conditions indistinguishable from the remainder of the Public Service. |

## Maintaining Equity and Competitiveness in the Future

Another disciplined service, the RFMF, submitted a proposal for the establishment of a Remuneration Tribunal to determine their remuneration in the future. Arguments advanced in support of the proposal included ensuring that disciplined service pay is aligned with the wider industrial framework, and also that the special features of the disciplined services would continue to be recognised.

Mercer believes there are strong arguments in favour of this proposal, and also in favour of extending the jurisdiction of such a Tribunal to the Police and the Prison Officers as well.

Independent bodies are widely used to determine the remuneration of specialist groups. In the United Kingdom an independent body has fixed armed forces pay for many years, based on job evaluation outcomes. In Fiji the Higher Salaries Commission acts as an independent arbiter of remuneration for a number of statutory and other senior roles in Government.

Accordingly Mercer recommends that a Disciplined Services Remuneration Tribunal should be established to determine future remuneration, not just for the RFMF, but for the whole of the Disciplined Services Group, i.e., for Police and Prison Officers as well.

## Recommendations

Based on the Job Evaluation Exercise in the Police, Mercer makes the following recommendations:

1. The structure of Police salary scales should be reviewed to ensure that the number and level of steps provided matches the normal range of career patterns occurring in the organisation.

2. Police Base Salaries should be determined at rates commensurate with FPS jobs of similar work value.

3. Base salary increases should be granted to Police members as needed to achieve recommendation (2), if necessary through a planned transition over time. However, attention to the operational rank levels of Inspector and below is needed immediately.

4. The allocation of posts to Corporal and Constable rank should be reviewed, to remove the current anomaly in overlapping work value at these rank levels.

5. The pre-1997 Police rank structure (informally still in use through the Force) should be formally re-established. The rank of Inspector should be re-established as a gazetted rank.

6. Extra Duties Allowance should continue to be paid at the current percentage of Base Salary.

12.5%.

7. Skill allowances currently in place, such as Dog-Handler Allowance and CID Allowance, should be updated by the increase in the Cost of Living since the last date on which they were reviewed.

8. Specialist officers should be paid salaries which are commensurate with those of members of their respective professions in jobs of similar work value in the Public Service. Where such officers are sworn Police officers, Extra Duty Allowance should be paid in addition.

9. Police recruits should be graded separately from trained Constables in a new grade PL08.

10. Minimum Qualifications Requirements for each Police rank should be implemented as proposed in the Police Submission.

11. The current Ration Allowance should be abolished. Lodging Allowance and other housing arrangements for Police should be the subject of further review.

12. The allocation of kerosene should be discontinued, and its value absorbed in the payment of updated Base Salaries.

13. Where Public Service allowances (such as Location Allowance) are relevant to the Police but have not previously been used by Police, these should be implemented following this review. Where allowances (such as Transfer Allowances) are common to both Police and the Public Service, Police policy and rates should match those in the Public Service.

14. Where Police are transferred from a post in one location to a post in another location, the costs of travel and transfer of personal and household effects for the officer's immediate family should be at public expense. Insurance of effects during the transfer should also be at public expense.

15. When Police are involved in Special Operations, they should be paid a daily Special Operations Allowance, at the Commissioner's discretion.

16. Special Constables should be subject to the same conditions of service and allowances as Regular Force Constables.

17. Rates of pay and allowance for civilian employees of the Police should align with those of the Public Service.

12. The facility for declaring a Retention Allowance should be available to the Police, but the decision to use Retention Allowance in a specific case should be made outside the Police.

13. A Disciplined Services Remuneration Commission should be established to determine future remuneration for the RFMF, Police and Prison Officers.

Appendix A

# The Mercer Cullen Egan Dell Job Evaluation System

# Cullen Egan Dell Job Evaluation System

Job Evaluation is a method for assessing the work value of jobs. It provides a systematic defensible approach for the grading of positions within a job classification system. Therefore, it provides a sound basis for salary administration and human resource management.

The Cullen Egan Dell Job Evaluation System is designed to measure the relative size of positions. It measures the major components of job worth to achieve this. This well established method examines the complexity of job demands of individual positions in a way that allows a systematic and analytical comparison of positions. Information used in the job evaluation process may come from interviews with incumbents or managers, from specifically designed questionnaires completed by job incumbents and/or from position descriptions.

In conducting evaluations (whether it be in a particular organisation or according to a set of generic position descriptions), a position is measured in terms of the actual requirements of the job, rather than the experience or skills possessed by the particular incumbent of the position.

The Cullen Egan Dell Job Evaluation System expresses the worth of a position in work value points. These points are determined by assessing eight subfactors which are based on a systems approach to understanding jobs. This approach considers all jobs in terms of:

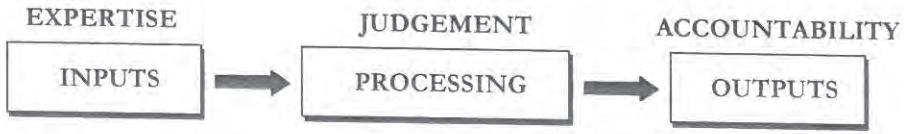
- the inputs required for the position
- the processes involved in carrying out the functions of the job
- the outputs required for the position

The eight Cullen Egan Dell sub-factors form three primary factors:

↓ the **required inputs**, defined in terms of the skills, knowledge and experience needed to do the job. This is referred to as **EXPERTISE**.

↓ The **processing components of the job**, defined in terms of the complexity of tasks, and the requirement for resolving problems. This is referred to as **JUDGEMENT**.

↓ The **outputs from the job**, defined in terms of the impact, influence and independence of the position. This is referred to as **ACCOUNTABILITY**.




In the evaluation process for each job, assessments are made for each of the eight sub-factors. These sub-factors are:

**Expertise**

↖ Knowledge and Experience

↖ Breadth

↖ Interpersonal Skills

### Judgement

- Job Environment
- Reasoning

### Accountability

- Independence and Influence
- Impact
- Involvement

Each subfactor typically has from three to eight levels. The definitions for each level determine how the position is rated on each sub-factor.

In a job evaluation exercise, each position's requirements are compared with detailed, standard definitions to find the level of each subfactor which most accurately describes the characteristics of the job.

Once each subfactor has been assessed, work value points can be determined. Mathematically derived points charts are used to assign numerical points to factors. The total of the points assigned for all factors is the work value score for the position: it indicates the relative size of the job in terms of intrinsic work value.

# Cullen Egan Dell
# JOB EVALUATION FACTORS

## EXPERTISE FACTOR

The expertise factor measures the requirements of the position for education, training and work experience, the diversity of individual tasks as well as interpersonal skills.

### Knowledge & Experience

This subfactor measures the education, training and work experience requirements of the position. As knowledge is the result of education and training and experience, both the nature and extent of knowledge are considered.

When evaluating a position, we consider the training and experience required to do the job. This does not necessarily reflect the training and experience of the current job holder.

### Breadth

This aspect of expertise measures the diversity of functions performed by the position. It considers not only the breadth of knowledge requirements for the position, but also the impact of various environmental influences on the position. Such influences may include geographic considerations or the variety and nature of product/services and suppliers/clients. The breadth subfactor also considers the need to integrate diverse or related activities.

### Interpersonal Skills

This subfactor measures the position's requirement for skill in managing people and in negotiations. It is NOT meant to be a measure of the amount of interpersonal skills possessed by any incumbent, but rather is concerned with the people management, persuasive and negotiating skills required to achieve the position objectives.

## JUDGEMENT FACTOR

The judgement factor evaluates reasoning components of a job, focusing on the task definition and complexity, the constraining within which employees need to resolve problems and other thinking challenges of the position.

### Job Environment

Job environment identifies the clarity, objectives, guidelines and policies as well as the nature and variety of tasks, steps, processes, methods or activities in the work performed. It measures the degree to which a position holder must vary the work and develop new techniques.

### Reasoning

This facet of judgement focusses on the requirements in the position for reasoning, analysis and creativity. Its emphasis is on the need for analysing and solving problems.

## ACCOUNTABILITY FACTOR

This factor evaluates the nature of the position's authority and involvement in managing the organisation's resources. It includes the influence of the position's advice and accountability for results of decisions.

### Impact

This subfactor is measured in terms of the resources for which the position is primarily held accountable or the impact made by the policy advice or service given. It may be measured in monetary terms or on a policy/advice significance scale.

### Independence & Influence

This subfactor focusses on the position's level of accountability and independence in the commitment of resources, provision of advice or delivery of services. The requirement for acting as a spokesperson for the organisation is also considered. The extent of accountability is considered in conjunction with the position impact measure chosen.

### Involvement

The involvement subfactor is concerned with the nature of the position's accountability for the management of, or influence over, organisation resources. For example, one consideration might be whether the position has accountability for a particular resource fully delegated to it or shared with other positions.

Appendix B

# Police Job Evaluation Results

**REPUBLIC OF FIJI**

**2003 JOB EVALUATION EXERCISE**

**POLICE FORCE EVALUATIONS**

| JOB CODE | POSITION TITLE | IMPACT | EXPERTISE | | JUDGEMENT | | ACCOUNTABILITY | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| US01 | Commissioner | $53 M OPR/CAP Expenditure | G-5-e | 541 | F-5 | 505 | F-4d | 541 | 1587 |
| US04 | ACP Operations | $35 M OPR/CAP Expenditure | F+4+d+ | 309 | E-5- | 289 | E4-d | 356 | 954 |
| US04 | Asst Commissioner of Police (Cri | ADVICE | F+4d | 309 | E-5- | 289 | E+2+d | 269 | 867 |
| US04 | ACP Prof Stds Div & Proscecut. S | ADVICE | F+4d | 309 | E-5- | 289 | E+2+d | 269 | 867 |
| US04 | Chief Administration Officer | $53 M OPR/CAP Expenditure | F+4d- | 269 | E-4+ | 246 | E-4c | 269 | 784 |
| PL01 | Divis Police Commander (Sth) | ADVICE | F4d | 269 | D+4+ | 177 | E2d | 234 | 680 |
| PL01 | Div MGR Pol Ops | ADVICE | F4d | 269 | D+4+ | 177 | E2d | 234 | 680 |
| PL01 | Director Special Branch | ADVICE | F3+d | 203 | D+4+ | 177 | E2d | 234 | 614 |
| PL01 | Dir Major Investigations | ADVICE | F3+d | 203 | D+4+ | 177 | E2d | 234 | 614 |
| PL02 | Director Prosecution Services | ADVICE | F3+d | 203 | D+4+ | 177 | E2d | 234 | 614 |
| LG03 | Principal Legal Ad | ADVICE | F3+d | 203 | D4+ | 169 | E2-d | 203 | 575 |
| PL01 | Director Operations Supt Divisio | ADVICE | F3+d | 203 | D4+ | 169 | E-2-d | 203 | 575 |
| PL02 | Director Training | ADVICE | F3+d | 203 | D4+ | 169 | E2-d | 203 | 575 |
| PL02 | Director Traffic Control | ADVICE | F-3+d | 203 | D4+ | 169 | E2-d | 203 | 575 |
| SC01 | Principal Scientific Officer | ADVICE | F-3d | 177 | D4+ | 169 | E2-d | 203 | 549 |

**REPUBLIC OF FIJI**

**2003 JOB EVALUATION EXERCISE**

**POLICE FORCE EVALUATIONS**

| JOB CODE | POSITION TITLE | IMPACT | EXPERTISE | | JUDGEMENT | | ACCOUNTABILITY | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| PL02 | Div. Mgr Police Ops | ADVICE | E+3+d | 177 | D4 | 153 | E-2-d | 203 | 533 |
| PL02 | Mgr Major Fraud Squad | ADVICE | F-3d | 177 | D4+ | 169 | E-1+d | 177 | 523 |
| AC01 | Director Finance | ADVICE | F 3- d- | 177 | D 4- | 134 | E- 2- d | 203 | 514 |
| EP03 | Principal Engineer Communication | ADVICE | F-3c+ | 177 | D-4 | 144 | E-1+d | 177 | 498 |
| IT03 | Manager M.Information | ADVICE | E+ 3 c+ | 153 | D- 4 | 144 | E- 1+ d | 177 | 474 |
| PL03 | Div Prosecuting Officer(S/E) | ADVICE | E+3d- | 153 | D-4 | 144 | D+1+d | 134 | 431 |
| ED2A | Mngr Work Based Learning | ADVICE | E+ 3 d- | 153 | D- 4- | 125 | D+ 1 D | 134 | 412 |
| PL03 | Div Mngr Traffic Control | ADVICE | E+ 3 d | 153 | D- 4- | 125 | D+ 1 d | 134 | 412 |
| PL03 | Manager (Special Crime) West | ADVICE | E+ 3 d- | 153 | D- 4- | 125 | D+ 1 d | 134 | 412 |
| PL03 | Mngr (Special Crime SC20) S/E | ADVICE | E+ 3 d- | 153 | D- 4- | 125 | D+ 1 d | 134 | 412 |
| PL03 | Station Officer/Lautoka Police S | ADVICE | E+3c+ | 153 | D-4- | 125 | D1+d | 134 | 412 |
| SC02 | Senior Scientific Officer | ADVICE | E3-c | 134 | D-4- | 125 | D+1+d | 134 | 393 |
| PL04 | Firearms & Explosives Officer | SERVICE | E3c+ | 134 | D-4- | 125 | D1d | 116 | 375 |
| PL03 | O/C Police Band | ADVICE | E3-c+ | 134 | D-3+ | 106 | D+1d | 134 | 374 |
| PL04 | Counter Intel Officer | ADVICE | E 3- c | 134 | D-3+ | 106 | D+ 1 d | 134 | 374 |

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**2003 JOB EVALUATION EXERCISE**

**POLICE FORCE EVALUATIONS**

| JOB CODE | POSITION TITLE | IMPACT | EXPERTISE | | JUDGEMENT | | ACCOUNTABILITY | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| AC02 | Snr Accts Officer | ADVICE | E 3- c- | 134 | C+ 4- | 94 | D+ 1 d | 134 | 362 |
| PL04 | Snr Investigator (IP) | ADVICE | E 3- c+ | 134 | C+ 4- | 94 | D+ 1+ d | 134 | 362 |
| SS03 | Counsellor | SERVICE | E3-c+ | 134 | C+4- | 94 | D1d | 134 | 362 |
| PL04 | Manager Welfare & Insurance Unit | ADVICE | E3c- | 134 | D-4- | 125 | D-1d | 101 | 360 |
| PL04 | Station Officer | SERVICE | E-3c+ | 134 | D-3+ | 106 | D-1+d | 116 | 356 |
| ED2A | Curriculum Writer | ADVICE | E 3- c+ | 134 | C+ 3+ | 76 | D+ 1+ d | 134 | 344 |
| PL04 | Research Officer | ADVICE | E 3- c+ | 134 | C+ 4- | 94 | D 1d | 116 | 344 |
| SS02 | Manager Media & Comm Relations | ADVICE | E3c+ | 134 | C+4- | 94 | D1d | 116 | 344 |
| PL04 | Senior Investigator | ADVICE | E-3-c+ | 116 | C+4- | 94 | D+1+d | 134 | 344 |
| PL04 | Div.Admin.Officer-Western Divisi | SERVICE | E3c+ | 134 | C+4- | 94 | D-1d | 101 | 329 |
| LG05 | Legal Officer | ADVICE | E3-c | 134 | C+3+ | 76 | D1d | 116 | 326 |
| PL04 | Staff Officer to Asst. Comm.Crim | SERVICE | E 3- c | 134 | C+ 4- | 94 | D- 1c+ | 88 | 316 |
| PL04 | Officer In Charge | SERVICE | E 3- c+ | 116 | C+ 4- | 94 | D- 1 d | 101 | 311 |
| PL05 | Crime Officer Namaka PS | SERVICE | D+3-c+ | 116 | C+4- | 94 | D-1d | 101 | 311 |
| PL05 | Station Officer/Kadavu Police St | SERVICE | E-3-c+ | 116 | C+4- | 94 | D-1d | 101 | 311 |

**REPUBLIC OF FIJI**

**2003 JOB EVALUATION EXERCISE**

**POLICE FORCE EVALUATIONS**

| JOB CODE | POSITION TITLE | IMPACT | EXPERTISE | | JUDGEMENT | | ACCOUNTABILITY | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| PL05 | Station Officer/ Nabouwalu PS | SERVICE | E-3-c+ | 116 | C+4- | 94 | D-1d | 101 | 311 |
| PL05 | Station Officer/Rotuma PS | SERVICE | E-3-c+ | 116 | C+4- | 94 | D-1d | 101 | 311 |
| PL04 | Traffic Officer (Inspector) | SERVICE | E-2+c+ | 101 | C+4- | 94 | D-1d | 101 | 296 |
| PL05 | Welfare & Insurance Officer | SERVICE | D+3-c+ | 116 | C+4- | 94 | D-1c | 76 | 286 |
| PL04 | Special Branch Officer | SERVICE | E2+c | 101 | C+4- | 94 | D-1c+ | 88 | 283 |
| PL05 | Station Officer (Sgt) Nabouwalu | S | D+3-c | 101 | C+3+ | 76 | D-1d | 101 | 278 |
| PL05 | Operations Support Sergeant | SERVICE | E-3-c | 116 | C+4- | 94 | C+1c+ | 66 | 276 |
| PL06 | Supervisor Policy & Projects | Service | E-3-c+ | 116 | C+3+ | 76 | C+1c | 66 | 258 |
| PL05 | Stat. Sergeant | SERVICE | D+3-c+ | 116 | C+3+ | 76 | C+1c+ | 66 | 258 |
| PL05 | Crime Officer | SERVICE | E- 2+c+ | 101 | C+ 3+ | 76 | C+ 1 c+ | 66 | 243 |
| PL05 | Crime Sgt | SERVICE | E- 2+c+ | 101 | C+ 3+ | 76 | C+ 1 c+ | 66 | 243 |
| PL05 | Senior Investigator (SC) | SERVICE | E- 2+c+ | 101 | C+ 3+ | 76 | C+ 1 c+ | 66 | 243 |
| PL05 | Armourer | SERVICE | D+3-c | 101 | C3 | 66 | C+1c+ | 66 | 233 |
| SC03 | Scientific Officer | SERVICE | E-2+c+ | 101 | C3+ | 72 | C1c | 58 | 231 |
| PL05 | Snr Lecturer (SGT) | SERVICE | D+2+c+ | 88 | C+3+ | 76 | C1c+ | 66 | 230 |

**REPUBLIC OF FIJI**

**2003 JOB EVALUATION EXERCISE**

**POLICE FORCE EVALUATIONS**

| JOB CODE | POSITION TITLE | IMPACT | EXPERTISE | | JUDGEMENT | | ACCOUNTABILITY | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| PL05 | Sgt Special Branch | SERVICE | D+2c | 88 | C3+ | 72 | C+1c | 66 | 226 |
| PL05 | Sgt Traffic Unit Supervisor | SERVICE | D+2c | 88 | C3+ | 72 | C+1c | 66 | 226 |
| PL07 | Unit Supervisor Management Info. | Service | D+2c+ | 88 | C+3+ | 76 | C1c | 58 | 222 |
| PL06 | Lecturer | SERVICE | D+2c+ | 88 | C3+ | 72 | C1c | 58 | 218 |
| AC03 | Accounts Officer | SERVICE | E- 2+ c | 88 | C 3+ | 72 | C 1 c | 58 | 218 |
| PL06 | Analyst Planner (Traffic) | SERVICE | D+2c | 88 | C3+ | 72 | C1c | 58 | 218 |
| PL06 | Crime Corporal | SERVICE | D+2c | 88 | C3+ | 72 | C1c | 58 | 218 |
| PL06 | Detective Corporal | SERVICE | D+2c | 88 | C3+ | 72 | C1c | 58 | 218 |
| PL06 | Lecturer | SERVICE | D+2c | 88 | C3+ | 72 | C1c | 58 | 218 |
| PL06 | Unit Supervisor | SERVICE | D+2c | 88 | C3+ | 72 | C1c | 58 | 218 |
| PL06 | Asst Co-ord WBL | SERVICE | D+2c | 88 | C+3 | 69 | C1c | 58 | 215 |
| PL05 | Personal Police Officer | SERVICE | D+ 2+ c | 88 | C 3 | 66 | C 1+ c | 58 | 212 |
| PL06 | Instructor | SERVICE | D+2c | 88 | C3 | 66 | C1c | 58 | 212 |
| PL05 | Project Officer,OPS.Support Unit | SERVICE | D2c- | 76 | C3+ | 72 | C1c | 58 | 206 |
| PL06 | Post Officer (Cpl) Dreketi | S | D=2c | 76 | C-3 | 62 | C+1c+ | 66 | 204 |

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**2003 JOB EVALUATION EXERCISE**

**POLICE FORCE EVALUATIONS**

| JOB CODE | POSITION TITLE | IMPACT | EXPERTISE | | JUDGEMENT | | ACCOUNTABILITY | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| PL06 | Shift Supervisor. | SERVICE | D-2+c | 76 | C3 | 66 | C1c | 58 | 200 |
| PL06 | Corporal Vunidawa | S | | 76 | C3 | 66 | C1c | 58 | 200 |
| PL06 | Corporal (Special Branch) | SERVICE | D+ 2 c- | 76 | C3 | 66 | C 1 c | 58 | 200 |
| PL06 | Instructor | SERVICE | D-2+c | 76 | C3 | 66 | C1c | 58 | 200 |
| PL06 | Project Officer | SERVICE | D+ 2 c- | 76 | C 3 | 66 | C 1 c | 58 | 200 |
| PL06 | Project Officer | SERVICE | D+2-c | 76 | C3 | 66 | C1c | 58 | 200 |
| PL06 | Tech Support Officer | SERVICE | D2c- | 76 | C3 | 66 | C1c | 58 | 200 |
| PL06 | Shift Supervisor Namaka PS | SERVICE | D2+c | 76 | C3 | 66 | C1c | 58 | 200 |
| PL06 | Shift Supervisor Vatukoula PS | SERVICE | D2+c | 76 | C3 | 66 | C1c | 58 | 200 |
| PL07 | Field Officers-Korotasere P/Post | Service | D2-c | 76 | C-3 | 62 | C1c | 58 | 196 |
| PL07 | Field Officers-Keiyasi P/Post | Service | D2-c | 76 | C-3 | 62 | C1c | 58 | 196 |
| PL06 | Fire Arms Off. (Cpl) | SERVICE | D2c | 76 | C-3 | 62 | C1c | 58 | 196 |
| PL07 | Field Officers-Lomaloma Police Post | Service | D2-c | 76 | C-3 | 62 | C1c | 50 | 188 |
| PL07 | Field Officers -Rabi Police Post | Service | D2-c | 66 | C-3 | 62 | C1c | 58 | 186 |
| PL06 | Cpl Traffic Unit Supervisor | SERVICE | D-2-c | 66 | C-3 | 62 | C1c | 58 | 186 |

**REPUBLIC OF FIJI**

**2003 JOB EVALUATION EXERCISE**

**POLICE FORCE EVALUATIONS**

| JOB CODE | POSITION TITLE | IMPACT | EXPERTISE | | JUDGEMENT | | ACCOUNTABILITY | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| PL06 | Cpl Special Branch | SERVICE | D-2-c | 66 | C-3 | 62 | C1c | 58 | 186 |
| PL06 | Cpl Traffic Unit Supervisor | SERVICE | D-2-c | 66 | C-3 | 62 | C1c | 58 | 186 |
| PL07 | Dog Handler-Namaka Police Station | Service | D-2b+ | 66 | C3- | 58 | C1c | 58 | 182 |
| AC04 | Asst Accts Officer | SERVICE | D 2 c- | 76 | C- 3- | 54 | C- 1 c | 50 | 180 |
| ES05 | Supervisor Mech&Elec | SERVICE | D 2 c- | 76 | c-3- | 54 | C- 1- c | 50 | 180 |
| PL07 | Field Officers Taveuni Police Station | Service | D-2-c | 66 | C-3- | 54 | C-1c | 50 | 170 |
| PL07 | Field Officers-Tavua Police Station | Service | D-2-c | 66 | C-3- | 54 | C-1c | 50 | 170 |
| PL07 | Field Officers-Nausori Police Station | Service | D-2-c | 66 | C-3- | 54 | C-1c | 50 | 170 |
| PL07 | Field Officers Lautoka Police Station | Service | D-2-c | 66 | C-3- | 54 | C-1c | 50 | 170 |
| PL07 | Police Constable Tukavesi | S | | 58 | C-3- | 54 | C1c | 58 | 170 |
| PL07 | Field Officer | SERVICE | C+2-c | 58 | C-3- | 54 | C1c | 58 | 170 |
| PL07 | Field Operative-Special branch-Labasa | Service | C+2c | 66 | C-2+ | 46 | C-1c | 50 | 162 |
| PL07 | Operations Support Constable | SERVICE | C+2+c | 66 | C3- | 58 | B1c | 38 | 162 |
| PL07 | Field Operative | SERVICE | C+2+c | 66 | C3- | 58 | B+1c | 38 | 162 |

**REPUBLIC OF FIJI**

**2003 JOB EVALUATION EXERCISE**

**POLICE FORCE EVALUATIONS**

| JOB CODE | POSITION TITLE | IMPACT | EXPERTISE | | JUDGEMENT | | ACCOUNTABILITY | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| PL07 | Field Officers-Nadi Airport | Service | C+1+c | 58 | C-3- | 54 | C-1c | 50 | 162 |
| PL07 | Field Officer | SERVICE | C+2c- | 58 | C-3- | 54 | C-1c | 50 | 162 |
| PL07 | Police Officer - Constable | SERVICE | C+2c- | 58 | C-3- | 54 | C-1c | 50 | 162 |
| PL07 | Field Officer | SERVICE | C+2-c | 58 | C-3- | 54 | C-1c | 50 | 162 |
| PL07 | Field Officer | SERVICE | C+2-c | 58 | C-3- | 54 | C-1c | 50 | 162 |
| PL07 | Field Officer | SERVICE | C+2-c- | 58 | C-3- | 54 | C-1c | 50 | 162 |
| PL07 | Field Officer | SERVICE | C+2-c- | 58 | C-3- | 54 | C-1c | 50 | 162 |
| PL07 | Field Officer | SERVICE | C+2-c- | 58 | C-3- | 54 | C-1c | 50 | 162 |
| PL07 | Field Officer | SERVICE | C+2-c- | 58 | C-3- | 54 | C-1c | 50 | 162 |
| PL07 | Field Operative | SERVICE | C+2c- | 58 | C-3- | 54 | C-1c | 50 | 162 |
| PL07 | Field Operative | SERVICE | C+ 2 c- | 58 | C-3- | 54 | C-1c | 50 | 162 |
| PL07 | Field Officer- Nadawa Police Post | Service | C+2-c | 58 | C-2+ | 46 | C-1c | 50 | 154 |
| PL06 | Police Officer - Special Sergean | SERVICE | C2c | 58 | C-3- | 54 | B1c | 38 | 150 |
| PL07 | Field Officer Traffic | SERVICE | C+1+c- | 58 | B+3- | 41 | C-1c | 50 | 149 |
| SS05 | Clerical Officer | SERVICE | C2c- | 58 | B+3- | 41 | C1i+ | 50 | 149 |

## REPUBLIC OF FIJI

## 2003 JOB EVALUATION EXERCISE

## POLICE FORCE EVALUATIONS

| JOB CODE | POSITION TITLE | IMPACT | EXPERTISE | | JUDGEMENT | | ACCOUNTABILITY | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| PL06 | Crime Stoppers | SERVICE | C+2c- | 58 | B+3- | 41 | C-1c | 50 | 149 |
| PL07 | Crime Stoppers | SERVICE | C+2+c- | 58 | B+3- | 41 | C-1c | 50 | 149 |
| PL07 | Driver Transport Pool | Service | C+2-b+ | 50 | B+3- | 41 | C-1c | 50 | 141 |
| PL07 | Driver-Div.Pol.Comm/S | Service | C+1+b+ | 50 | B+3- | 41 | C-1c | 50 | 141 |
| PL07 | Support Staff | SERVICE | C2c- | 58 | B+2+ | 33 | B1i+ | 33 | 124 |
| SS05 | Typist (2) | SERVICE | C2-b+ | 50 | B2 | 29 | C-1i | 38 | 117 |
| SS05 | Typist (2) | SERVICE | C2-b+ | 50 | B2 | 29 | C-1i | 38 | 117 |
| PL07 | Support Staff | SERVICE | C2-b+ | 50 | B+2+ | 33 | B1i+ | 33 | 116 |
| PL07 | Special Constable Saqani | S | | 50 | B+2+ | 33 | B=1i+ | 33 | 116 |
| TG05 | Domestic Officer | SERVICE | C2-b+ | 50 | B+2+ | 33 | B+1i+ | 33 | 116 |
| ES05 | Tech Officer | SERVICE | C- 2 b+ | 50 | B 2+ | 31 | B 1 i+ | 33 | 114 |
| ES06 | Foreman | SERVICE | B+ 2 c- | 44 | B 2+ | 31 | B 1- i | 25 | 100 |
| ES06 | Foreman | SERVICE | B+ 2 c- | 44 | B 2+ | 31 | B 1- i | 25 | 100 |
| TG06 | Domestic Assistant | SERVICE | B2-b | 50 | A+2- | 18 | B-1-i | 25 | 93 |
| ES05 | Technical Assistant | SERVICE | B+ 2- c- | 38 | B 2 | 29 | B-1- i | 25 | 92 |

**REPUBLIC OF FIJI**

**2003 JOB EVALUATION EXERCISE**

**POLICE FORCE EVALUATIONS**

| JOB CODE | POSITION TITLE | IMPACT | EXPERTISE | | JUDGEMENT | | ACCOUNTABILITY | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| ES05 | Technical Assistant | SERVICE | B+ 2- c- | 38 | B 2 | 29 | B-1- i | 25 | 92 |
| ES05 | Technical Assistant | SERVICE | B+ 2- c- | 38 | B 2 | 29 | B-1- i | 25 | 92 |
| ES05 | Technical Assistant | SERVICE | B+ 2- c- | 38 | B 2 | 29 | B-1- i | 25 | 92 |
| ES05 | Technical Assistant | SERVICE | B+ 2- c- | 38 | B 2 | 29 | B-1- i | 25 | 92 |

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# INDEPENDENT
# AND
# EXTERNAL TASKFORCE REPORTS

# FIJI POLICE FORCE

# 2003 JOB EVALUATION EXERCISE (JEE)

# 2014 TASK FORCE REPORT

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## INTRODUCTION

The Ministry of Immigration, National Security and Defence through the Honorable Minister's directive, have coordinated an immediate fact finding investigation to establish the statement perceived on the lapse of implementation of the 2003 Job Evaluation Exercise to Police Officers.

The request for payment of the 2003 JEE emanated from the outcome of an internal enquiry into the issue by the Commissioner of Police which was conveyed to the office of the Hon. Minister.

A Task Force was then convened, which comprises of senior representatives from key stakeholders namely the Public Service Commission as Chair, Ministry of Finance Budget Division, Payroll and ITC link, the Fiji Police Force and Ministry of Defence as Secretariat.

The Task Force was to conduct the review on the following Terms of Reference (TOR);

- To establish the alleged shortfall of the 24% JEE being outstanding payment to the Fiji Police Force in view of the 30% JEE approved by Cabinet for the Disciplined Forces;
- To critically analyse findings of the Fiji Police Force in comparison with the Police salary structures and pay slips as per annexures sample evidence provided by them
- To compare analysis of salary with other Disciplined Forces based on their respective pay slips and salary structure;
- To ascertain and make recommendations to the Minister for Finance via Minister for Defence on optional remedy of payment in respect to the outstanding JEE for Police i.e. up salary by 24% in 2015 or better still up salary by 12% in 2015 and remaining 12% in 2016; and
- To ascertain and consider backdating payment of JEE arrears to 2010 as a consequence of the options

## OBJECTIVE AND INVESTIGATION METHODS

The objective of the exercise was to establish the alleged non implementation of the 12% or 24%, 2003 JEE for the Fiji Police Force.

Considering the complexity of the task, it was prudent that the exercise be conducted scrupulously to avoid any risk or overlook any possible discrepancies which may result in inaccurate reporting at the expense of government.

The method used to determine the allegations are:-

1. Comparative analysis – Data, Program and actuals;
2. Discussion and Review of Assessment trends;
3. Reconciliation of Figures; and
4. Drawing of conclusions as a team.

The tools used for the exercise are listed as follows;

1. Authority Documents (Cabinet Paper, PSC Circulars);
2. Pay Roll System (Police, Finance, ITC);
3. Manual Salary Files (Police); and
4. Excel Power Point Spread Sheet

## FACT FINDING ANALYSIS

The task force members have an obligation to address these employee issues pursuant to the terms dictated by the TOR through the Permanent Secretary for Immigration, National Security and Defence. In doing so, the taskforce is mindful of the purpose of its engagement and to avail all proofs to support or advise otherwise the expectations of government in resolving the issue.

The task force appreciates the presentation by members from the Fiji Police Force which is based on the initial findings as a starting point whilst drawing in other investigatory salary issues in order to generate the necessary outcome. The presence of some senior Police Officers in the forum from key point areas, who are also familiar with the development since the rolling out of JEE in 2004, offer much assistance to this assigned responsibility.

In discussing Police Force report, it seems that the report focuses on a much lesser spectrum than the actual which is relatively different in terms of capturing the whole data analysis required for the program. Outcomes of this could be the result of the lack of consultation and proper reconciliation that distracts focus area of the investigation.

The 1st result of the JEE analysis presented to the Task Force, reflected a misrepresentation of salary figures incorporated from the salary slips of officers from 2003.

This proved irreconcilable with the salary scales from the PSC salary table reflected in the PSC Circulars.

The Task Force then created a fresh new investigatory spread sheet with all the authority for payment instructions (PSC Circular) linking with the loading aspects from the payroll system from Finance.

The 1st spread sheet covers all payments over the years from 2002 such as the Salary Scale Progression Payment (SSPP), Merit Pay, and COLA until, 2013, but without incorporating the JEE Phase1-3. The spread sheet result when compared to the existing basic salary proved less with the actuals received.

However, the 2nd spread sheet incorporating the JEE Phase 1-3, results in a square off salary figure with the actuals, but with very minimum variations which the Police Force needs to determine. The Task Force concluded and agreed that the disparity is not directly linked to the subject of JEE.

Further, manual checking systems was also conducted randomly on some existing officers salary slips to track the trend year by year from 2002 – 2014. The result remains the same with the 2nd spread sheet, confirming that the 2003 JEE was incorporated into the Police Officers basic salary from the date of issue of the PSC Circulars, in which the Ministry of Finance accordingly uploaded it, in the payroll system.

On the above findings, the Taskforce Team, unanimously agreed and concluded that the 2003 JEE for the Police Force has been squarely implemented and incorporated into the Police Officers basic salary.

## ARISING ISSUES

Throughout the deliberation and investigation conducted by the task force, authorization reference seems heavily reliance on an assumed proper record; however salary data analysed proved otherwise.

The comparison of salary structure with the other two (2) Discipline Forces relating to JEE is irrelevant in this instance as the result of the analysis proved conclusive of payment. Furthermore the implementations were conducted on different payment mode and timeframe.

It is to be noted that the phase out of 6 % payment annually from 2004 - 2006 did not affect much change to the basic salary, in comparison to a one backdated payment or 18%, which was unclear, as most were expecting a hefty pay-out similar to the other two Disciplinary Forces.

## RECOMMENDATION AND CONCLUSION

The team recommends the consistent fortnightly pay-roll reconciliation be conducted and correct advice be sought from the Accounts Section to avoid amplified unfounded claims which can result in loss of government funds or subject to other investigatory actions.

Additionally, there are other issues that are irrelevant to the 30% JEE brought up at the discussion that can be referred directly to the Ministry.

Task Force Chairperson

31.10.2014.
Date

Secretariat

31.10.2014
Date

**REFERENCE**

Task Force Working Sheet 1

Task Force Working Sheet 2

Random Inspection Results

# 1st Spread Sheet

FIJI POLICE FORCE

| Salary Grade | Salary Point | Salary Scale 2002 | SALARY SCALE 2003 | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | 1% | Salary Slip as at 30 Dec 03 | 1% Merit Payment | Revised Salary | 3% | Revised Salary |
| | | | PSC 47/03 | | PSC 02/04 | | PSC 51/05 | |
| PL 01 | | | | | | | | |
| SSP | 1 | $40,173 | $406 | $40,579 | $406 | $40,985 | $1,230 | $42,214 |
| | 2 | $38,459 | $388 | $38,848 | $388 | $39,236 | $1,177 | $40,413 |
| | 3 | $36,931 | $373 | $37,304 | $373 | $37,677 | $1,130 | $38,808 |
| | 4 | $35,535 | $359 | $35,894 | $359 | $36,253 | $1,088 | $37,341 |
| | 5 | $34,290 | $346 | $34,636 | $346 | $34,983 | $1,049 | $36,032 |
| | 6 | $33,050 | $334 | $33,384 | $334 | $33,718 | $1,012 | $34,729 |
| | 7 | $31,813 | $321 | $32,134 | $321 | $32,456 | $974 | $33,429 |
| PL 02 | 1 | $31,412 | $317 | $31,730 | $317 | $32,047 | $961 | $33,008 |
| SP | 2 | $29,922 | $302 | $30,225 | $302 | $30,527 | $916 | $31,443 |
| | 3 | $28,491 | $288 | $28,778 | $288 | $29,066 | $872 | $29,938 |
| | 4 | $27,286 | $276 | $27,562 | $276 | $27,837 | $835 | $28,672 |
| | 5 | $26,264 | $265 | $26,529 | $265 | $26,794 | $804 | $27,598 |
| | 6 | $25,488 | $257 | $25,745 | $257 | $26,002 | $780 | $26,782 |
| | 7 | $24,456 | $247 | $24,703 | $247 | $24,951 | $749 | $25,699 |
| PL 03 | 1 | $25,766 | $260 | $26,026 | $260 | $26,286 | $789 | $27,075 |
| ASP | 2 | $24,713 | $250 | $24,963 | $250 | $25,212 | $756 | $25,969 |
| | 3 | $23,763 | $240 | $24,003 | $240 | $24,243 | $727 | $24,970 |
| | 4 | $22,836 | $231 | $23,067 | $231 | $23,298 | $699 | $23,997 |
| | 5 | $22,226 | $225 | $22,450 | $225 | $22,675 | $680 | $23,355 |
| | 6 | $21,715 | $219 | $21,934 | $219 | $22,154 | $665 | $22,818 |

| 3% | Revised Salary | Awards 52 - 57 WEF 01.01.04 | Revised Salary | 2% Merit | Revised Salary | 2005 IRF 4% = 2% PAY 22/06 | Revised Salary | 2005 IRF 4% = 2% PAY 25/06 | Revised Salary |
|---|---|---|---|---|---|---|---|---|---|
| PSC 2/06 | | PSC 13/06 | | PSC 32/06 | | PSC 41/06 | | | (WEF 01.01.05) |
| $1,266.43 | $43,480.88 | | $43,480.88 | $869.62 | $44,350.50 | $887.01 | $45,237.51 | $887.01 | $46,124.52 |
| $1,212.39 | $41,625.55 | | $41,625.55 | $832.51 | $42,458.06 | $849.16 | $43,307.23 | $849.16 | $44,156.39 |
| $1,164.23 | $39,971.78 | | $39,971.78 | $799.44 | $40,771.21 | $815.42 | $41,586.64 | $815.42 | $42,402.06 |
| $1,120.23 | $38,461.20 | | $38,461.20 | $769.22 | $39,230.43 | $784.61 | $40,015.04 | $784.61 | $40,799.65 |
| $1,080.96 | $37,112.94 | | $37,112.94 | $742.26 | $37,855.19 | $757.10 | $38,612.30 | $757.10 | $39,369.40 |
| $1,041.87 | $35,771.03 | | $35,771.03 | $715.42 | $36,486.45 | $729.73 | $37,216.18 | $729.73 | $37,945.91 |
| $1,002.88 | $34,432.31 | | $34,432.31 | $688.65 | $35,120.96 | $702.42 | $35,823.37 | $702.42 | $36,525.79 |
| $990.25 | $33,998.44 | | $33,998.44 | $679.97 | $34,678.41 | $693.57 | $35,371.98 | $693.57 | $36,065.55 |
| $943.28 | $32,386.04 | | $32,386.04 | $647.72 | $33,033.76 | $660.68 | $33,694.43 | $660.68 | $34,355.11 |
| $898.14 | $30,836.22 | | $30,836.22 | $616.72 | $31,452.94 | $629.06 | $32,082.00 | $629.06 | $32,711.06 |
| $860.17 | $29,532.50 | | $29,532.50 | $590.65 | $30,123.15 | $602.46 | $30,725.62 | $602.46 | $31,328.08 |
| $827.94 | $28,426.09 | | $28,426.09 | $568.52 | $28,994.62 | $579.89 | $29,574.51 | $579.89 | $30,154.40 |
| $803.47 | $27,585.95 | | $27,585.95 | $551.72 | $28,137.66 | $562.75 | $28,700.42 | $562.75 | $29,263.17 |
| $770.97 | $26,469.99 | | $26,469.99 | $529.40 | $26,999.39 | $539.99 | $27,539.38 | $539.99 | $28,079.37 |
| $812.25 | $27,887.21 | | $27,887.21 | $557.74 | $28,444.96 | $568.90 | $29,013.85 | $568.90 | $29,582.75 |
| $779.07 | $26,747.92 | | $26,747.92 | $534.96 | $27,282.88 | $545.66 | $27,828.53 | $545.66 | $28,374.19 |
| $749.10 | $25,718.95 | | $25,718.95 | $514.38 | $26,233.33 | $524.67 | $26,757.99 | $524.67 | $27,282.66 |
| $719.90 | $24,716.50 | | $24,716.50 | $494.33 | $25,210.83 | $504.22 | $25,715.04 | $504.22 | $26,219.26 |
| $700.65 | $24,055.62 | | $24,055.62 | $481.11 | $24,536.74 | $490.73 | $25,027.47 | $490.73 | $25,518.21 |
| $684.55 | $23,502.95 | | $23,502.95 | $470.06 | $23,973.01 | $479.46 | $24,452.47 | $479.46 | $24,931.93 |

| 2007 5% Reduction | Revised Salary | 1% Restoration of Salary WEF PAY 5/07 | Revised Salary | 2% Restoration of Salary WEF Pay 14/08 | Revised Salary | 2% FINAL Restoration of Salary WEF Pay 25/08 | Revised Salary |
|---|---|---|---|---|---|---|---|
| PSC 07/07 | | PSC 43/07 | | PSC 12/08 | | PSC 52/08 | |
| $2,306.23 | $43,818.29 | $438.18 | $44,256.48 | $885.13 | $45,141.61 | $902.83 | $46,044.44 |
| $2,207.82 | $41,948.57 | $419.49 | $42,368.05 | $847.36 | $43,215.41 | $864.31 | $44,079.72 |
| $2,120.10 | $40,281.96 | $402.82 | $40,684.78 | $813.70 | $41,498.47 | $829.97 | $42,328.44 |
| $2,039.98 | $38,759.66 | $387.60 | $39,147.26 | $782.95 | $39,930.21 | $798.60 | $40,728.81 |
| $1,968.47 | $37,400.93 | $374.01 | $37,774.94 | $755.50 | $38,530.44 | $770.61 | $39,301.05 |
| $1,897.30 | $36,048.61 | $360.49 | $36,409.10 | $728.18 | $37,137.28 | $742.75 | $37,880.03 |
| $1,826.29 | $34,699.50 | $347.00 | $35,046.50 | $700.93 | $35,747.43 | $714.95 | $36,462.38 |
| $1,803.28 | $34,262.27 | $342.62 | $34,604.90 | $692.10 | $35,296.99 | $705.94 | $36,002.93 |
| $1,717.76 | $32,637.35 | $326.37 | $32,963.73 | $659.27 | $33,623.00 | $672.46 | $34,295.46 |
| $1,635.55 | $31,075.51 | $310.76 | $31,386.26 | $627.73 | $32,013.99 | $640.28 | $32,654.27 |
| $1,566.40 | $29,761.67 | $297.62 | $30,059.29 | $601.19 | $30,660.48 | $613.21 | $31,273.69 |
| $1,507.72 | $28,646.68 | $286.47 | $28,933.15 | $578.66 | $29,511.81 | $590.24 | $30,102.05 |
| $1,463.16 | $27,800.01 | $278.00 | $28,078.01 | $561.56 | $28,639.57 | $572.79 | $29,212.36 |
| $1,403.97 | $26,675.40 | $266.75 | $26,942.15 | $538.84 | $27,480.99 | $549.62 | $28,030.61 |
| $1,479.14 | $28,103.62 | $281.04 | $28,384.65 | $567.69 | $28,952.35 | $579.05 | $29,531.39 |
| $1,418.71 | $26,955.48 | $269.55 | $27,225.04 | $544.50 | $27,769.54 | $555.39 | $28,324.93 |
| $1,364.13 | $25,918.53 | $259.19 | $26,177.71 | $523.55 | $26,701.27 | $534.03 | $27,235.29 |
| $1,310.96 | $24,908.30 | $249.08 | $25,157.38 | $503.15 | $25,660.53 | $513.21 | $26,173.74 |
| $1,275.91 | $24,242.30 | $242.42 | $24,484.72 | $489.69 | $24,974.41 | $499.49 | $25,473.90 |
| $1,246.60 | $23,685.33 | $236.85 | $23,922.19 | $478.44 | $24,400.63 | $488.01 | $24,888.64 |

| | 42501 | | | 52138 | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Implementation of IEE Phase IV WEF 01.01.09 31.12.09 = 6% PSC 80/10 | Revised Salary | 3% Increase Across board PSC 80/11 | Revised Salary | Implementation of IEE Phase V WEF = 6% PSC 80/11 | Revised Salary | Upgrade of Salaries PSC 87/12 | Revised Salary PL08 | Payrise for All Civil Servants PSC 77/13 | Revised Salary | | |
| $2,762.67 | $48,807.10 | $1,464.21 | $50,271.32 | $2,928.43 | $53,199.74 | | | $2,659.99 | $55,859.73 | | |
| $2,644.78 | $46,724.51 | $1,401.74 | $48,126.24 | $2,803.47 | $50,929.71 | | | $2,546.49 | $53,476.20 | | |
| $2,539.71 | $44,868.15 | $1,346.04 | $46,214.19 | $2,692.09 | $48,906.28 | | | $3,423.44 | $52,329.72 | | |
| $2,443.73 | $43,172.54 | $1,295.18 | $44,467.71 | $2,590.35 | $47,058.07 | | | $3,294.06 | $50,352.13 | | |
| $2,358.06 | $41,659.11 | $1,249.77 | $42,908.89 | $2,499.55 | $45,408.43 | | | $3,632.67 | $49,041.11 | | |
| $2,272.80 | $40,152.83 | $1,204.58 | $41,357.42 | $2,409.17 | $43,766.58 | | | $3,501.33 | $47,267.91 | | |
| $2,187.74 | $38,650.12 | $1,159.50 | $39,809.62 | $2,319.01 | $42,128.63 | | | $3,370.29 | $45,498.92 | $6,639.08 | 52138 |
| $2,160.18 | $38,163.11 | $1,144.89 | $39,308.00 | $2,289.79 | $41,597.79 | | | $3,327.82 | $44,925.61 | | |
| $2,057.73 | $36,353.19 | $1,090.60 | $37,443.79 | $2,181.19 | $39,624.98 | | | $3,170.00 | $42,794.97 | | |
| $1,959.26 | $34,613.52 | $1,038.41 | $35,651.93 | $2,076.81 | $37,728.74 | | | $3,018.30 | $40,747.04 | | |
| $1,876.42 | $33,150.11 | $994.50 | $34,144.61 | $1,989.01 | $36,133.62 | | | $3,613.36 | $39,746.98 | | |
| $1,806.12 | $31,908.17 | $957.25 | $32,865.41 | $1,914.49 | $34,779.90 | | | $3,477.99 | $38,257.90 | | |
| $1,752.74 | $30,965.11 | $928.95 | $31,894.06 | $1,857.91 | $33,751.97 | | | $3,375.20 | $37,127.16 | | |
| $1,681.84 | $29,712.45 | $891.37 | $30,603.82 | $1,782.75 | $32,386.57 | | | $3,238.66 | $35,625.23 | | |
| $1,771.88 | $31,303.28 | $939.10 | $32,242.37 | $1,878.20 | $34,120.57 | | | $3,412.06 | $37,532.63 | | |
| $1,699.50 | $30,024.42 | $900.73 | $30,925.16 | $1,801.47 | $32,726.62 | | | $3,272.66 | $35,999.28 | | |
| $1,634.12 | $28,869.41 | $866.08 | $29,735.49 | $1,732.16 | $31,467.66 | | | $3,146.77 | $34,614.42 | | |
| $1,570.42 | $27,744.16 | $832.32 | $28,576.49 | $1,664.65 | $30,241.14 | | | $3,024.11 | $33,265.25 | | |
| $1,528.43 | $27,002.33 | $810.07 | $27,812.40 | $1,620.14 | $29,432.54 | | | $2,943.25 | $32,375.80 | | |
| $1,493.32 | $26,381.96 | $791.46 | $27,173.42 | $1,582.92 | $28,756.34 | | | $2,875.63 | $31,631.97 | | |

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|---|---|---|---|---|---|---|---|---|
| | 7 | $21,312 | $215 | $21,528 | $215 | $21,743 | $652 | $22,395 |
| | 8 | $20,925 | $211 | $21,137 | $211 | $21,348 | $640 | $21,988 |
| | 9 | $20,578 | $208 | $20,786 | $208 | $20,994 | $630 | $21,624 |
| | 10 | $20,267 | $205 | $20,472 | $205 | $20,677 | $620 | $21,297 |
| | 11 | $19,954 | $202 | $20,155 | $202 | $20,357 | $611 | $20,968 |
| PL 04 | 1 | $19,947 | $201 | $20,148 | $201 | $20,350 | $610 | $20,960 |
| IP | 2 | $19,089 | $193 | $19,282 | $193 | $19,475 | $584 | $20,059 |
| | 3 | $18,197 | $184 | $18,380 | $184 | $18,564 | $557 | $19,121 |
| | 4 | $17,514 | $177 | $17,691 | $177 | $17,868 | $536 | $18,404 |
| | 5 | $17,195 | $174 | $17,369 | $174 | $17,542 | $526 | $18,069 |
| | 6 | $16,877 | $170 | $17,048 | $170 | $17,218 | $517 | $17,735 |
| | 7 | $16,555 | $167 | $16,722 | $167 | $16,889 | $507 | $17,396 |
| | 8 | $16,235 | $164 | $16,399 | $164 | $16,563 | $497 | $17,060 |
| | 9 | $15,934 | $161 | $16,095 | $161 | $16,256 | $488 | $16,744 |
| | 10 | $15,635 | $158 | $15,792 | $158 | $15,950 | $479 | $16,429 |
| | 11 | $15,333 | $155 | $15,488 | $155 | $15,642 | $469 | $16,112 |
| | 12 | $15,012 | $152 | $15,164 | $152 | $15,315 | $459 | $15,775 |
| PL 05 | 1 | $14,712 | $149 | $14,861 | $149 | $15,009 | $450 | $15,460 |
| SGT | 2 | $13,889 | $140 | $14,029 | $140 | $14,170 | $425 | $14,595 |
| | 3 | $13,183 | $133 | $13,316 | $133 | $13,450 | $403 | $13,853 |
| | 4 | $12,860 | $130 | $12,990 | $130 | $13,120 | $394 | $13,513 |
| | 5 | $12,536 | $127 | $12,663 | $127 | $12,790 | $384 | $13,173 |
| | 6 | $12,229 | $124 | $12,352 | $124 | $12,476 | $374 | $12,850 |
| | 7 | $11,919 | $120 | $12,039 | $120 | $12,160 | $365 | $12,525 |
| | 8 | $11,613 | $117 | $11,731 | $117 | $11,848 | $355 | $12,203 |
| PL 06 | 1 | $11,094 | $112 | $11,206 | $112 | $11,318 | $340 | $11,657 |
| CPL | 2 | $10,828 | $109 | $10,938 | $109 | $11,047 | $331 | $11,378 |
| | 3 | $10,559 | $107 | $10,665 | $107 | $10,772 | $323 | $11,095 |
| | 4 | $10,276 | $104 | $10,380 | $104 | $10,484 | $315 | $10,798 |
| | 5 | $9,998 | $101 | $10,099 | $101 | $10,200 | $306 | $10,506 |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| $671.85 | $23,066.96 | $23,066.96 | $461.34 | $23,528.30 | $470.57 | $23,998.87 | $470.57 | $24,469.43 |
| $659.65 | $22,647.95 | $22,647.95 | $452.96 | $23,100.91 | $462.02 | $23,562.93 | $462.02 | $24,024.95 |
| $648.71 | $22,272.43 | $22,272.43 | $445.45 | $22,717.88 | $454.36 | $23,172.24 | $454.36 | $23,626.59 |
| $638.92 | $21,936.16 | $21,936.16 | $438.72 | $22,374.88 | $447.50 | $22,822.38 | $447.50 | $23,269.88 |
| $629.03 | $21,596.70 | $21,596.70 | $431.93 | $22,028.64 | $440.57 | $22,469.21 | $440.57 | $22,909.78 |
| $628.81 | $21,589.28 | $21,589.28 | $431.79 | $22,021.06 | $440.42 | $22,461.48 | $440.42 | $22,901.91 |
| $601.78 | $20,661.08 | $20,661.08 | $413.22 | $21,074.30 | $421.49 | $21,495.79 | $421.49 | $21,917.28 |
| $573.63 | $19,694.70 | $19,694.70 | $393.89 | $20,088.59 | $401.77 | $20,490.37 | $401.77 | $20,892.14 |
| $552.13 | $18,956.39 | $18,956.39 | $379.13 | $19,335.51 | $386.71 | $19,722.23 | $386.71 | $20,108.94 |
| $542.06 | $18,610.57 | $18,610.57 | $372.21 | $18,982.78 | $379.66 | $19,362.44 | $379.66 | $19,742.09 |
| $532.04 | $18,266.87 | $18,266.87 | $365.34 | $18,632.21 | $372.64 | $19,004.85 | $372.64 | $19,377.50 |
| $521.88 | $17,917.87 | $17,917.87 | $358.36 | $18,276.23 | $365.52 | $18,641.75 | $365.52 | $19,007.28 |
| $511.81 | $17,572.05 | $17,572.05 | $351.44 | $17,923.49 | $358.47 | $18,281.96 | $358.47 | $18,640.43 |
| $502.32 | $17,246.39 | $17,246.39 | $344.93 | $17,591.32 | $351.83 | $17,943.14 | $351.83 | $18,294.97 |
| $492.87 | $16,921.78 | $16,921.78 | $338.44 | $17,260.22 | $345.20 | $17,605.42 | $345.20 | $17,950.63 |
| $483.35 | $16,595.06 | $16,595.06 | $331.90 | $16,926.96 | $338.54 | $17,265.50 | $338.54 | $17,604.04 |
| $473.25 | $16,248.18 | $16,248.18 | $324.96 | $16,573.14 | $331.46 | $16,904.61 | $331.46 | $17,236.07 |
| $463.79 | $15,923.58 | $15,923.58 | $318.47 | $16,242.05 | $324.84 | $16,566.89 | $324.84 | $16,891.73 |
| $437.84 | $15,032.51 | $15,032.51 | $300.65 | $15,333.16 | $306.66 | $15,639.82 | $306.66 | $15,946.49 |
| $415.59 | $14,268.74 | $14,268.74 | $285.37 | $14,554.11 | $291.08 | $14,845.20 | $291.08 | $15,136.28 |
| $405.40 | $13,918.68 | $13,918.68 | $278.37 | $14,197.05 | $283.94 | $14,480.99 | $283.94 | $14,764.93 |
| $395.20 | $13,568.61 | $13,568.61 | $271.37 | $13,839.99 | $276.80 | $14,116.79 | $276.80 | $14,393.59 |
| $385.50 | $13,235.53 | $13,235.53 | $264.71 | $13,500.24 | $270.00 | $13,770.24 | $270.00 | $14,040.25 |
| $375.74 | $12,900.31 | $12,900.31 | $258.01 | $13,158.32 | $263.17 | $13,421.49 | $263.17 | $13,684.65 |
| $366.10 | $12,569.35 | $12,569.35 | $251.39 | $12,820.73 | $256.41 | $13,077.15 | $256.41 | $13,333.56 |
| $349.72 | $12,007.13 | $12,007.13 | $240.14 | $12,247.27 | $244.95 | $12,492.21 | $244.95 | $12,737.16 |
| $341.35 | $11,719.65 | $11,719.65 | $234.39 | $11,954.04 | $239.08 | $12,193.13 | $239.08 | $12,432.21 |
| $332.85 | $11,427.93 | $11,427.93 | $228.56 | $11,656.49 | $233.13 | $11,889.62 | $233.13 | $12,122.75 |
| $323.95 | $11,122.42 | $11,122.42 | $222.45 | $11,344.87 | $226.90 | $11,571.77 | $226.90 | $11,798.67 |
| $315.18 | $10,821.16 | $10,821.16 | $216.42 | $11,037.58 | $220.75 | $11,258.33 | $220.75 | $11,479.09 |

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|---|---|---|---|---|---|---|---|
| $1,223.47 | $23,245.96 | $232.46 | $23,478.42 | $469.57 | $23,947.99 | $478.96 | $24,426.95 |
| $1,201.25 | $22,823.70 | $228.24 | $23,051.94 | $461.04 | $23,512.97 | $470.26 | $23,983.23 |
| $1,181.33 | $22,445.26 | $224.45 | $22,669.72 | $453.39 | $23,123.11 | $462.46 | $23,585.57 |
| $1,163.49 | $22,106.38 | $221.06 | $22,327.45 | $446.55 | $22,773.99 | $455.48 | $23,229.47 |
| $1,145.49 | $21,764.29 | $217.64 | $21,981.94 | $439.64 | $22,421.58 | $448.43 | $22,870.01 |
| | | | | | | | |
| $1,145.10 | $21,756.81 | $217.57 | $21,974.38 | $439.49 | $22,413.87 | $448.28 | $22,862.14 |
| $1,095.86 | $20,821.41 | $208.21 | $21,029.63 | $420.59 | $21,450.22 | $429.00 | $21,879.22 |
| $1,044.61 | $19,847.53 | $198.48 | $20,046.01 | $400.92 | $20,446.93 | $408.94 | $20,855.86 |
| $1,005.45 | $19,103.49 | $191.03 | $19,294.52 | $385.89 | $19,680.41 | $393.61 | $20,074.02 |
| $987.10 | $18,754.99 | $187.55 | $18,942.54 | $378.85 | $19,321.39 | $386.43 | $19,707.81 |
| $968.87 | $18,408.62 | $184.09 | $18,592.71 | $371.85 | $18,964.56 | $379.29 | $19,343.85 |
| $950.36 | $18,056.91 | $180.57 | $18,237.48 | $364.75 | $18,602.23 | $372.04 | $18,974.28 |
| $932.02 | $17,708.41 | $177.08 | $17,885.49 | $357.71 | $18,243.20 | $364.86 | $18,608.07 |
| $914.75 | $17,380.22 | $173.80 | $17,554.02 | $351.08 | $17,905.10 | $358.10 | $18,263.20 |
| $897.53 | $17,053.10 | $170.53 | $17,223.63 | $344.47 | $17,568.10 | $351.36 | $17,919.46 |
| $880.20 | $16,723.84 | $167.24 | $16,891.08 | $337.82 | $17,228.90 | $344.58 | $17,573.48 |
| $861.80 | $16,374.27 | $163.74 | $16,538.01 | $330.76 | $16,868.77 | $337.38 | $17,206.14 |
| | | | | | | | |
| $844.59 | $16,047.14 | $160.47 | $16,207.62 | $324.15 | $16,531.77 | $330.64 | $16,862.40 |
| $797.32 | $15,149.16 | $151.49 | $15,300.65 | $306.01 | $15,606.67 | $312.13 | $15,918.80 |
| $756.81 | $14,379.46 | $143.79 | $14,523.26 | $290.47 | $14,813.72 | $296.27 | $15,110.00 |
| $738.25 | $14,026.69 | $140.27 | $14,166.95 | $283.34 | $14,450.29 | $289.01 | $14,739.30 |
| $719.68 | $13,673.91 | $136.74 | $13,810.65 | $276.21 | $14,086.86 | $281.74 | $14,368.60 |
| $702.01 | $13,338.23 | $133.38 | $13,471.62 | $269.43 | $13,741.05 | $274.82 | $14,015.87 |
| $684.23 | $13,000.42 | $130.00 | $13,130.43 | $262.61 | $13,393.03 | $267.86 | $13,660.89 |
| $666.68 | $12,666.89 | $126.67 | $12,793.55 | $255.87 | $13,049.43 | $260.99 | $13,310.41 |
| | | | | | | | |
| $636.86 | $12,100.30 | $121.00 | $12,221.30 | $244.43 | $12,465.73 | $249.31 | $12,715.05 |
| $621.61 | $11,810.60 | $118.11 | $11,928.70 | $238.57 | $12,167.28 | $243.35 | $12,410.62 |
| $606.14 | $11,516.61 | $115.17 | $11,631.78 | $232.64 | $11,864.42 | $237.29 | $12,101.70 |
| $589.93 | $11,208.73 | $112.09 | $11,320.82 | $226.42 | $11,547.24 | $230.94 | $11,778.18 |
| $573.95 | $10,905.13 | $109.05 | $11,014.18 | $220.28 | $11,234.47 | $224.69 | $11,459.16 |

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|---|---|---|---|---|---|---|---|
| $1,465.62 | $25,892.57 | $776.78 | $26,669.35 | $1,553.55 | $28,222.90 | $2,822.29 | $31,045.19 |
| $1,438.99 | $25,422.23 | $762.67 | $26,184.89 | $1,525.33 | $27,710.23 | $2,771.02 | $30,481.25 |
| $1,415.13 | $25,000.71 | $750.02 | $25,750.73 | $1,500.04 | $27,250.77 | $2,725.08 | $29,975.85 |
| $1,393.77 | $24,623.24 | $738.70 | $25,361.94 | $1,477.39 | $26,839.33 | $2,683.93 | $29,523.27 |
| $1,372.20 | $24,242.21 | $727.27 | $24,969.47 | $1,454.53 | $26,424.01 | $3,170.88 | $29,594.89 |
| | | | | | | | |
| $1,371.73 | $24,233.87 | $727.02 | $24,960.89 | $1,454.03 | $26,414.92 | $3,169.79 | $29,584.71 |
| $1,312.75 | $23,191.98 | $695.76 | $23,887.74 | $1,391.52 | $25,279.26 | $3,033.51 | $28,312.77 |
| $1,251.35 | $22,107.22 | $663.22 | $22,770.43 | $1,326.43 | $24,096.87 | $2,891.62 | $26,988.49 |
| $1,204.44 | $21,278.46 | $638.35 | $21,916.82 | $1,276.71 | $23,193.53 | $2,783.22 | $25,976.75 |
| $1,182.47 | $20,890.28 | $626.71 | $21,516.99 | $1,253.42 | $22,770.41 | $2,732.45 | $25,502.86 |
| $1,160.63 | $20,504.48 | $615.13 | $21,119.62 | $1,230.27 | $22,349.89 | $2,681.99 | $25,031.88 |
| $1,138.46 | $20,112.73 | $603.38 | $20,716.11 | $1,206.76 | $21,922.88 | $2,630.75 | $24,553.62 |
| $1,116.48 | $19,724.55 | $591.74 | $20,316.29 | $1,183.47 | $21,499.76 | $2,579.97 | $24,079.73 |
| $1,095.79 | $19,359.00 | $580.77 | $19,939.77 | $1,161.54 | $21,101.31 | $2,532.16 | $23,633.46 |
| $1,075.17 | $18,994.63 | $569.84 | $19,564.47 | $1,139.68 | $20,704.15 | $2,484.50 | $23,188.65 |
| $1,054.41 | $18,627.88 | $558.84 | $19,186.72 | $1,117.67 | $20,304.39 | $2,436.53 | $22,740.92 |
| $1,032.37 | $18,238.51 | $547.16 | $18,785.67 | $1,094.31 | $19,879.98 | $3,578.40 | $23,458.38 |
| | | | | | | | |
| $1,011.74 | $17,874.15 | $536.22 | $18,410.37 | $1,072.45 | $19,482.82 | $3,506.91 | $22,989.73 |
| $955.13 | $16,873.93 | $506.22 | $17,380.15 | $1,012.44 | $18,392.58 | $3,310.66 | $21,703.25 |
| $906.60 | $16,016.60 | $480.50 | $16,497.10 | $961.00 | $17,458.09 | $3,142.46 | $20,600.55 |
| $884.36 | $15,623.66 | $468.71 | $16,092.37 | $937.42 | $17,029.78 | $3,065.36 | $20,095.15 |
| $862.12 | $15,230.71 | $456.92 | $15,687.63 | $913.84 | $16,601.48 | $2,988.27 | $19,589.74 |
| $840.95 | $14,856.82 | $445.70 | $15,302.53 | $891.41 | $16,193.93 | $2,914.91 | $19,108.84 |
| $819.65 | $14,480.55 | $434.42 | $14,914.96 | $868.83 | $15,783.80 | $2,841.08 | $18,624.88 |
| $798.62 | $14,109.04 | $423.27 | $14,532.31 | $846.54 | $15,378.85 | $3,537.14 | $18,915.99 |
| | | | | | | | |
| $762.90 | $13,477.95 | $404.34 | $13,882.29 | $808.68 | $14,690.96 | $3,378.92 | $18,069.88 |
| $744.64 | $13,155.26 | $394.66 | $13,549.92 | $789.32 | $14,339.23 | $3,298.02 | $17,637.25 |
| $726.10 | $12,827.81 | $384.83 | $13,212.64 | $769.67 | $13,982.31 | $3,215.93 | $17,198.24 |
| $706.69 | $12,484.87 | $374.55 | $12,859.42 | $749.09 | $13,608.51 | $3,129.96 | $16,738.47 |
| $687.55 | $12,146.70 | $364.40 | $12,511.11 | $728.80 | $13,239.91 | $3,045.18 | $16,285.09 |

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|---|---|---|---|---|---|---|---|---|
| PL 07 | 1 | $9,277 | $94 | $9,370 | $94 | $9,464 | $284 | $9,748 |
| PC | 2 | $9,001 | $91 | $9,092 | $91 | $9,183 | $275 | $9,459 |
| | 3 | $8,724 | $88 | $8,812 | $88 | $8,900 | $267 | $9,167 |
| | 4 | $8,444 | $85 | $8,529 | $85 | $8,614 | $258 | $8,873 |
| | 5 | $8,160 | $82 | $8,243 | $82 | $8,325 | $250 | $8,575 |
| | 6 | $7,925 | $80 | $8,005 | $80 | $8,085 | $243 | $8,328 |
| | 7 | $7,696 | $78 | $7,773 | $78 | $7,851 | $236 | $8,087 |
| | 8 | $7,469 | $75 | $7,545 | $75 | $7,620 | $229 | $7,849 |
| | 9 | $7,234 | $73 | $7,307 | $73 | $7,380 | $221 | $7,602 |

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|---|---|---|---|---|---|---|
| PL 08 | 1 | | $0 | | $0 | $ 7,325.00 |
| RECRUIT | 2 | | $0 | | $0 | $ 7,118.00 |
| | 3 | | $0 | | $0 | $ 6,911.00 |
| | 4 | | $0 | | $0 | $ 6,703.00 |
| | 5 | | $0 | | $0 | $ 6,496.00 |

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|---|---|---|---|---|---|---|---|---|
| $292.44 | $10,040.41 | $10,040.41 | $200.81 | $10,241.22 | $204.82 | $10,446.05 | $204.82 | $10,650.87 |
| $283.76 | $9,742.33 | $9,742.33 | $194.85 | $9,937.18 | $198.74 | $10,135.92 | $198.74 | $10,334.67 |
| $275.01 | $9,442.13 | $9,442.13 | $188.84 | $9,630.97 | $192.62 | $9,823.59 | $192.62 | $10,016.21 |
| $266.18 | $9,138.74 | $9,138.74 | $182.77 | $9,321.51 | $186.43 | $9,507.94 | $186.43 | $9,694.37 |
| $257.25 | $8,832.17 | $8,832.17 | $176.64 | $9,008.81 | $180.18 | $9,188.99 | $180.18 | $9,369.17 |
| $249.83 | $8,577.58 | $8,577.58 | $171.55 | $8,749.13 | $174.98 | $8,924.11 | $174.98 | $9,099.10 |
| $242.60 | $8,329.35 | $8,329.35 | $166.59 | $8,495.94 | $169.92 | $8,665.86 | $169.92 | $8,835.78 |
| $235.47 | $8,084.31 | $8,084.31 | $161.69 | $8,246.00 | $164.92 | $8,410.92 | $164.92 | $8,575.84 |
| $228.05 | $7,829.72 | $7,829.72 | $156.59 | $7,986.31 | $159.73 | $8,146.04 | $159.73 | $8,305.77 |
| | | | | | | | | |
| $219.75 | $7,544.75 | $7,544.75 | $150.90 | $7,695.65 | $153.91 | $7,849.56 | $153.91 | $8,003.47 |
| $213.54 | $7,331.54 | $7,331.54 | $146.63 | $7,478.17 | $149.56 | $7,627.73 | $149.56 | $7,777.30 |
| $207.33 | $7,118.33 | $7,118.33 | $142.37 | $7,260.70 | $145.21 | $7,405.91 | $145.21 | $7,551.12 |
| $201.09 | $6,904.09 | $6,904.09 | $138.08 | $7,042.17 | $140.84 | $7,183.02 | $140.84 | $7,323.86 |
| $194.88 | $6,690.88 | $6,690.88 | $133.82 | $6,824.70 | $136.49 | $6,961.19 | $136.49 | $7,097.69 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| $532.54 | $10,118.33 | $101.18 | $10,219.51 | $204.39 | $10,423.90 | $208.48 | $10,632.38 |
| $516.73 | $9,817.93 | $98.18 | $9,916.11 | $198.32 | $10,114.43 | $202.29 | $10,316.72 |
| $500.81 | $9,515.40 | $95.15 | $9,610.55 | $192.21 | $9,802.76 | $196.06 | $9,998.82 |
| $484.72 | $9,209.66 | $92.10 | $9,301.75 | $186.04 | $9,487.79 | $189.76 | $9,677.54 |
| $468.46 | $8,900.71 | $89.01 | $8,989.71 | $179.79 | $9,169.51 | $183.39 | $9,352.90 |
| $454.95 | $8,644.14 | $86.44 | $8,730.58 | $174.61 | $8,905.19 | $178.10 | $9,083.30 |
| $441.79 | $8,393.99 | $83.94 | $8,477.93 | $169.56 | $8,647.49 | $172.95 | $8,820.44 |
| $428.79 | $8,147.04 | $81.47 | $8,228.52 | $164.57 | $8,393.09 | $167.86 | $8,560.95 |
| $415.29 | $7,890.48 | $78.90 | $7,969.38 | $159.39 | $8,128.77 | $162.58 | $8,291.35 |
| | | | | | | | |
| $400.17 | $7,603.30 | $76.03 | $7,679.33 | $153.59 | $7,832.92 | $156.66 | $7,989.58 |
| $388.86 | $7,388.43 | $73.88 | $7,462.32 | $149.25 | $7,611.56 | $152.23 | $7,763.79 |
| $377.56 | $7,173.57 | $71.74 | $7,245.30 | $144.91 | $7,390.21 | $147.80 | $7,538.01 |
| $366.19 | $6,957.67 | $69.58 | $7,027.24 | $140.54 | $7,167.79 | $143.36 | $7,311.14 |
| $354.88 | $6,742.80 | $67.43 | $6,810.23 | $136.20 | $6,946.43 | $138.93 | $7,085.36 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| $637.94 | $11,270.32 | $338.11 | $11,608.43 | $676.22 | $12,284.65 | | | $2,825.47 | $15,110.12 |
| $619.00 | $10,935.73 | $328.07 | $11,263.80 | $656.14 | $11,919.94 | | | $2,741.59 | $14,661.53 |
| $599.93 | $10,598.75 | $317.96 | $10,916.71 | $635.92 | $11,552.63 | | | $2,657.11 | $14,209.74 |
| $580.65 | $10,258.20 | $307.75 | $10,565.94 | $615.49 | $11,181.43 | | | $2,571.73 | $13,753.16 |
| $561.17 | $9,914.07 | $297.42 | $10,211.50 | $594.84 | $10,806.34 | | | $2,485.46 | $13,291.80 |
| $545.00 | $9,628.30 | $288.85 | $9,917.15 | $577.70 | $10,494.84 | | | $2,413.81 | $12,908.66 |
| $529.23 | $9,349.66 | $280.49 | $9,630.15 | $560.98 | $10,191.13 | | | $2,343.96 | $12,535.09 |
| $513.66 | $9,074.60 | $272.24 | $9,346.84 | $544.48 | $9,891.32 | | | $2,275.00 | $12,166.32 |
| $497.48 | $8,788.83 | $263.66 | $9,052.49 | $527.33 | $9,579.82 | | | $2,203.36 | $11,783.18 |
| | | | | | | | | | |
| $479.37 | $8,468.95 | $254.07 | $8,723.02 | $508.14 | $9,231.16 | | | | |
| $465.83 | $8,229.62 | $246.89 | $8,476.51 | $493.78 | $8,970.29 | $1,029.71 | $10,000 | | |
| $452.28 | $7,990.30 | $239.71 | $8,230.00 | $479.42 | $8,709.42 | $1,290.58 | $10,000 | | |
| $438.67 | $7,749.81 | $232.49 | $7,982.31 | $464.99 | $8,447.29 | $1,552.71 | $10,000 | | |
| $425.12 | $7,510.48 | $225.31 | $7,735.80 | $450.63 | $8,186.43 | $1,813.57 | $10,000 | | |

# 2nd Spread Sheet

FIJI POLICE FORCE

| Salary Grade | Salary Point | Salary Scale 2002 | 1% PSC | SALARY SCALE 2003 Salary Slip as at 30 Dec 03 | 3% (2004 COLA Payment) PSC 51/05 | Revised Salary | Proposed 5% PSC 51/05 | Revised Salary |
|---|---|---|---|---|---|---|---|---|
| PL 01 SSP | 1 | $40,173 | $406 | $40,579 | $1,217 | $41,796 | $2,508 | $44,304 |
| | 2 | $38,459 | $388 | $38,848 | $1,165 | $40,013 | $2,401 | $42,414 |
| | 3 | $36,931 | $373 | $37,304 | $1,119 | $38,423 | $2,305 | $40,729 |
| | 4 | $35,535 | $359 | $35,894 | $1,077 | $36,971 | $2,218 | $39,190 |
| | 5 | $34,290 | $346 | $34,636 | $1,039 | $35,675 | $2,141 | $37,816 |
| | 6 | $33,050 | $334 | $33,384 | $1,002 | $34,385 | $2,063 | $36,448 |
| | 7 | $31,813 | $321 | $32,134 | $964 | $33,098 | $1,986 | $35,084 |
| PL 02 SP | 1 | $31,412 | $317 | $31,730 | $952 | $32,681 | $1,961 | $34,642 |
| | 2 | $29,922 | $302 | $30,225 | $907 | $31,131 | $1,868 | $32,999 |
| | 3 | $28,491 | $288 | $28,778 | $863 | $29,642 | $1,778 | $31,420 |
| | 4 | $27,286 | $276 | $27,562 | $827 | $28,388 | $1,703 | $30,092 |
| | 5 | $26,264 | $265 | $26,529 | $796 | $27,325 | $1,639 | $28,964 |
| | 6 | $25,488 | $257 | $25,745 | $772 | $26,517 | $1,591 | $28,108 |
| | 7 | $24,456 | $247 | $24,703 | $741 | $25,445 | $1,527 | $26,971 |

| PH2 IRF 6% | Revised Salary | PH3 IRF 6% | Revised Salary | 2% Merit | Revised Salary | 2005 IRF 4% = 2% PAY 22/06 | Revised Salary |
|---|---|---|---|---|---|---|---|
| PSC 51/01 | | PSC 51/05 | | PSC 32/06 | | PSC 41/06 | |
| $2,658 | $46,963 | $2,818 | $49,780 | $996 | $50,776 | $1,016 | $51,791 |
| $2,545 | $44,959 | $2,698 | $47,656 | $953 | $48,609 | $972 | $49,581 |
| $2,444 | $43,172 | $2,590 | $45,763 | $915 | $46,678 | $934 | $47,612 |
| $2,351 | $41,541 | $2,492 | $44,033 | $881 | $44,914 | $898 | $45,812 |
| $2,269 | $40,085 | $2,405 | $42,490 | $850 | $43,340 | $867 | $44,206 |
| $2,187 | $38,635 | $2,318 | $40,953 | $819 | $41,773 | $835 | $42,608 |
| $2,105 | $37,189 | $2,231 | $39,421 | $788 | $40,209 | $804 | $41,013 |
| $2,079 | $36,721 | $2,203 | $38,924 | $778 | $39,703 | $794 | $40,497 |
| $1,980 | $34,979 | $2,099 | $37,078 | $742 | $37,820 | $756 | $38,576 |
| $1,885 | $33,305 | $1,998 | $35,304 | $706 | $36,010 | $720 | $36,730 |
| $1,806 | $31,897 | $1,914 | $33,811 | $676 | $34,487 | $690 | $35,177 |
| $1,738 | $30,702 | $1,842 | $32,544 | $651 | $33,195 | $664 | $33,859 |
| $1,687 | $29,795 | $1,788 | $31,583 | $632 | $32,214 | $644 | $32,858 |
| $1,618 | $28,590 | $1,715 | $30,305 | $606 | $30,911 | $618 | $31,529 |

| 2005 IRF 4% = 2% PAY 25/06 | Revised Salary (WEF 01.01.05) | 2007 5% Reduction PSC 07/07 | Revised Salary | 1% Restoration of Salary WEF PAY 5/07 PSC 43/07 | Revised Salary |
|---|---|---|---|---|---|
| $1,016 | $52,807 | $2,640 | $50,167 | $502 | $50,668 |
| $972 | $50,554 | $2,528 | $48,026 | $480 | $48,506 |
| $934 | $48,545 | $2,427 | $46,118 | $461 | $46,579 |
| $898 | $46,711 | $2,336 | $44,375 | $444 | $44,819 |
| $867 | $45,073 | $2,254 | $42,819 | $428 | $43,248 |
| $835 | $43,443 | $2,172 | $41,271 | $413 | $41,684 |
| $804 | $41,818 | $2,091 | $39,727 | $397 | $40,124 |
| $794 | $41,291 | $2,065 | $39,226 | $392 | $39,618 |
| $756 | $39,332 | $1,967 | $37,366 | $374 | $37,739 |
| $720 | $37,450 | $1,873 | $35,578 | $356 | $35,933 |
| $690 | $35,867 | $1,793 | $34,073 | $341 | $34,414 |
| $664 | $34,523 | $1,726 | $32,797 | $328 | $33,125 |
| $644 | $33,503 | $1,675 | $31,828 | $318 | $32,146 |
| $618 | $32,147 | $1,607 | $30,540 | $305 | $30,845 |

| | | | | | 2010<br>42501 |
|---|---|---|---|---|---|
| 2% Restoration of Salary WEF Pay 14/08<br><br>PSC 12/08 | Revised Salary | 2% FINAL Restoration of Salary WEF Pay 25/08<br><br>PSC 52/08 | Revised Salary | Implementation of JEE Phase IV WEF 01.01.09 - 31.12.09 = 6%<br>PSC 80/10 | Revised Salary |
| $1,013 | $51,682 | $1,034 | $52,715 | $3,163 | $55,878 |
| $970 | $49,476 | $990 | $50,466 | $3,028 | $53,494 |
| $932 | $47,511 | $950 | $48,461 | $2,908 | $51,369 |
| $896 | $45,715 | $914 | $46,629 | $2,798 | $49,427 |
| $865 | $44,113 | $882 | $44,995 | $2,700 | $47,695 |
| $834 | $42,518 | $850 | $43,368 | $2,602 | $45,970 |
| $802 | $40,926 | $819 | $41,745 | $2,505 | $44,250 |
| $792 | $40,411 | $808 | $41,219 | $2,473 | $43,692 |
| $755 | $38,494 | $770 | $39,264 | $2,356 | $41,620 |
| $719 | $36,652 | $733 | $37,385 | $2,243 | $39,628 |
| $688 | $35,102 | $702 | $35,805 | $2,148 | $37,953 |
| $662 | $33,787 | $676 | $34,463 | $2,068 | $36,531 |
| $643 | $32,789 | $656 | $33,445 | $2,007 | $35,451 |
| $617 | $31,462 | $629 | $32,092 | $1,925 | $34,017 |

2014

52138

| 3% Increase Across Board | Revised Salary | Implementation of JEE Phase V WEF = 6% | Revised Salary | Upgrade of Salaries | Revised Salary PL08 |
|---|---|---|---|---|---|
| PSC 80/11 | | PSC 80/11 | | PSC 87/12 | |
| $1,676 | $57,554 | $3,353 | $60,907 | | |
| $1,605 | $55,099 | $3,210 | $58,308 | | |
| $1,541 | $52,910 | $3,082 | $55,992 | | |
| $1,483 | $50,910 | $2,966 | $53,876 | | |
| $1,431 | $49,125 | $2,862 | $51,987 | | |
| $1,379 | $47,349 | $2,758 | $50,107 | | |
| $1,327 | $45,577 | $2,655 | $48,232 | | |
| $1,311 | $45,003 | $2,622 | $47,624 | | |
| $1,249 | $42,869 | $2,497 | $45,366 | | |
| $1,189 | $40,817 | $2,378 | $43,195 | | |
| $1,139 | $39,091 | $2,277 | $41,369 | | |
| $1,096 | $37,627 | $2,192 | $39,819 | | |
| $1,064 | $36,515 | $2,127 | $38,642 | | |
| $1,021 | $35,038 | $2,041 | $37,079 | | |

| Payrise for All Civil Servants<br><br>PSC 77/13 | Revised Salary |
|---|---|
| $3,045 | $63,953 |
| $2,915 | $61,224 |
| $3,919 | $59,911 |
| $3,771 | $57,647 |
| $4,159 | $56,146 |
| $4,009 | $54,116 |
| $3,859 | $52,091 |
| $3,810 | $51,434 |
| $3,629 | $48,995 |
| $3,456 | $46,650 |
| $4,137 | $45,505 |
| $3,982 | $43,801 |
| $3,864 | $42,506 |
| $3,708 | $40,787 |

| | |
|---|---|
| $47 | $52,138 |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| PL 03 ASP | 1 | $25,766 | $260 | $26,026 | $781 | $26,807 | $1,608 | $28,415 |
| | 2 | $24,713 | $250 | $24,963 | $749 | $25,712 | $1,543 | $27,254 |
| | 3 | $23,763 | $240 | $24,003 | $720 | $24,723 | $1,483 | $26,206 |
| | 4 | $22,836 | $231 | $23,067 | $692 | $23,759 | $1,426 | $25,185 |
| | 5 | $22,226 | $225 | $22,450 | $674 | $23,124 | $1,387 | $24,511 |
| | 6 | $21,715 | $219 | $21,934 | $658 | $22,592 | $1,356 | $23,948 |
| | 7 | $21,312 | $215 | $21,528 | $646 | $22,173 | $1,330 | $23,504 |
| | 8 | $20,925 | $211 | $21,137 | $634 | $21,771 | $1,306 | $23,077 |
| | 9 | $20,578 | $208 | $20,786 | $624 | $21,410 | $1,285 | $22,694 |
| | 10 | $20,267 | $205 | $20,472 | $614 | $21,086 | $1,265 | $22,352 |
| | 11 | $19,954 | $202 | $20,155 | $605 | $20,760 | $1,246 | $22,006 |
| PL 04 IP | 1 | $19,947 | $201 | $20,148 | $604 | $20,753 | $1,245 | $21,998 |
| | 2 | $19,089 | $193 | $19,282 | $578 | $19,861 | $1,192 | $21,052 |
| | 3 | $18,197 | $184 | $18,380 | $551 | $18,932 | $1,136 | $20,068 |
| | 4 | $17,514 | $177 | $17,691 | $531 | $18,222 | $1,093 | $19,315 |
| | 5 | $17,195 | $174 | $17,369 | $521 | $17,890 | $1,073 | $18,963 |
| | 6 | $16,877 | $170 | $17,048 | $511 | $17,559 | $1,054 | $18,613 |
| | 7 | $16,555 | $167 | $16,722 | $502 | $17,224 | $1,033 | $18,257 |
| | 8 | $16,235 | $164 | $16,399 | $492 | $16,891 | $1,013 | $17,905 |
| | 9 | $15,934 | $161 | $16,095 | $483 | $16,578 | $995 | $17,573 |
| | 10 | $15,635 | $158 | $15,792 | $474 | $16,266 | $976 | $17,242 |
| | 11 | $15,333 | $155 | $15,488 | $465 | $15,952 | $957 | $16,909 |
| | 12 | $15,012 | $152 | $15,164 | $455 | $15,619 | $937 | $16,556 |
| PL 05 SGT | 1 | $14,712 | $149 | $14,861 | $446 | $15,307 | $918 | $16,225 |
| | 2 | $13,889 | $140 | $14,029 | $421 | $14,450 | $867 | $15,317 |
| | 3 | $13,183 | $133 | $13,316 | $399 | $13,716 | $823 | $14,539 |
| | 4 | $12,860 | $130 | $12,990 | $390 | $13,379 | $803 | $14,182 |
| | 5 | $12,536 | $127 | $12,663 | $380 | $13,043 | $783 | $13,826 |
| | 6 | $12,229 | $124 | $12,352 | $371 | $12,723 | $763 | $13,486 |
| | 7 | $11,919 | $120 | $12,039 | $361 | $12,401 | $744 | $13,145 |
| | 8 | $11,613 | $117 | $11,731 | $352 | $12,082 | $725 | $12,807 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| $1,705 | $30,120 | $1,807 | $31,927 | $639 | $32,566 | $651 | $33,217 |
| $1,635 | $28,890 | $1,733 | $30,623 | $612 | $31,236 | $625 | $31,860 |
| $1,572 | $27,778 | $1,667 | $29,445 | $589 | $30,034 | $601 | $30,635 |
| $1,511 | $26,696 | $1,602 | $28,297 | $566 | $28,863 | $577 | $29,441 |
| $1,471 | $25,982 | $1,559 | $27,541 | $551 | $28,092 | $562 | $28,653 |
| $1,437 | $25,385 | $1,523 | $26,908 | $538 | $27,446 | $549 | $27,995 |
| $1,410 | $24,914 | $1,495 | $26,409 | $528 | $26,937 | $539 | $27,476 |
| $1,385 | $24,461 | $1,468 | $25,929 | $519 | $26,448 | $529 | $26,977 |
| $1,362 | $24,056 | $1,443 | $25,499 | $510 | $26,009 | $520 | $26,529 |
| $1,341 | $23,693 | $1,422 | $25,114 | $502 | $25,616 | $512 | $26,129 |
| $1,320 | $23,326 | $1,400 | $24,726 | $495 | $25,220 | $504 | $25,724 |
| $1,320 | $23,318 | $1,399 | $24,717 | $494 | $25,211 | $504 | $25,716 |
| $1,263 | $22,315 | $1,339 | $23,654 | $473 | $24,127 | $483 | $24,610 |
| $1,204 | $21,272 | $1,276 | $22,548 | $451 | $22,999 | $460 | $23,459 |
| $1,159 | $20,474 | $1,228 | $21,703 | $434 | $22,137 | $443 | $22,580 |
| $1,138 | $20,101 | $1,206 | $21,307 | $426 | $21,733 | $435 | $22,168 |
| $1,117 | $19,730 | $1,184 | $20,913 | $418 | $21,332 | $427 | $21,758 |
| $1,095 | $19,353 | $1,161 | $20,514 | $410 | $20,924 | $418 | $21,343 |
| $1,074 | $18,979 | $1,139 | $20,118 | $402 | $20,520 | $410 | $20,931 |
| $1,054 | $18,627 | $1,118 | $19,745 | $395 | $20,140 | $403 | $20,543 |
| $1,035 | $18,277 | $1,097 | $19,373 | $387 | $19,761 | $395 | $20,156 |
| $1,015 | $17,924 | $1,075 | $18,999 | $380 | $19,379 | $388 | $19,767 |
| $993 | $17,549 | $1,053 | $18,602 | $372 | $18,974 | $379 | $19,354 |
| $974 | $17,199 | $1,032 | $18,231 | $365 | $18,595 | $372 | $18,967 |
| $919 | $16,236 | $974 | $17,210 | $344 | $17,555 | $351 | $17,906 |
| $872 | $15,411 | $925 | $16,336 | $327 | $16,663 | $333 | $16,996 |
| $851 | $15,033 | $902 | $15,935 | $319 | $16,254 | $325 | $16,579 |
| $830 | $14,655 | $879 | $15,534 | $311 | $15,845 | $317 | $16,162 |
| $809 | $14,295 | $858 | $15,153 | $303 | $15,456 | $309 | $15,765 |
| $789 | $13,933 | $836 | $14,769 | $295 | $15,065 | $301 | $15,366 |
| $768 | $13,576 | $815 | $14,390 | $288 | $14,678 | $294 | $14,972 |

| | | | | | |
|---|---|---|---|---|---|
| $651 | $33,869 | $1,693 | $32,175 | $322 | $32,497 |
| $625 | $32,485 | $1,624 | $30,861 | $309 | $31,169 |
| $601 | $31,235 | $1,562 | $29,674 | $297 | $29,970 |
| $577 | $30,018 | $1,501 | $28,517 | $285 | $28,802 |
| $562 | $29,215 | $1,461 | $27,754 | $278 | $28,032 |
| $549 | $28,544 | $1,427 | $27,117 | $271 | $27,388 |
| $539 | $28,015 | $1,401 | $26,614 | $266 | $26,880 |
| $529 | $27,506 | $1,375 | $26,130 | $261 | $26,392 |
| $520 | $27,050 | $1,352 | $25,697 | $257 | $25,954 |
| $512 | $26,641 | $1,332 | $25,309 | $253 | $25,562 |
| $504 | $26,229 | $1,311 | $24,917 | $249 | $25,167 |
| $504 | $26,220 | $1,311 | $24,909 | $249 | $25,158 |
| $483 | $25,093 | $1,255 | $23,838 | $238 | $24,076 |
| $460 | $23,919 | $1,196 | $22,723 | $227 | $22,950 |
| $443 | $23,022 | $1,151 | $21,871 | $219 | $22,090 |
| $435 | $22,602 | $1,130 | $21,472 | $215 | $21,687 |
| $427 | $22,185 | $1,109 | $21,076 | $211 | $21,286 |
| $418 | $21,761 | $1,088 | $20,673 | $207 | $20,880 |
| $410 | $21,341 | $1,067 | $20,274 | $203 | $20,477 |
| $403 | $20,945 | $1,047 | $19,898 | $199 | $20,097 |
| $395 | $20,551 | $1,028 | $19,524 | $195 | $19,719 |
| $388 | $20,154 | $1,008 | $19,147 | $191 | $19,338 |
| $379 | $19,733 | $987 | $18,747 | $187 | $18,934 |
| $372 | $19,339 | $967 | $18,372 | $184 | $18,556 |
| $351 | $18,257 | $913 | $17,344 | $173 | $17,517 |
| $333 | $17,329 | $866 | $16,463 | $165 | $16,627 |
| $325 | $16,904 | $845 | $16,059 | $161 | $16,219 |
| $317 | $16,479 | $824 | $15,655 | $157 | $15,811 |
| $309 | $16,074 | $804 | $15,271 | $153 | $15,423 |
| $301 | $15,667 | $783 | $14,884 | $149 | $15,033 |
| $294 | $15,265 | $763 | $14,502 | $145 | $14,647 |

| | | | |
|---|---|---|---|
| $1,075 | $36,914 | $2,150 | $39,064 |
| $1,031 | $35,406 | $2,062 | $37,468 |
| $992 | $34,043 | $1,983 | $36,027 |
| $953 | $32,717 | $1,906 | $34,622 |
| $927 | $31,842 | $1,855 | $33,697 |
| $906 | $31,110 | $1,812 | $32,922 |
| $889 | $30,533 | $1,779 | $32,312 |
| $873 | $29,978 | $1,746 | $31,725 |
| $859 | $29,481 | $1,717 | $31,199 |
| $846 | $29,036 | $1,691 | $30,728 |
| $833 | $28,587 | $1,665 | $30,252 |
| $832 | $28,577 | $1,665 | $30,242 |
| $797 | $27,349 | $1,593 | $28,942 |
| $759 | $26,069 | $1,519 | $27,588 |
| $731 | $25,092 | $1,462 | $26,554 |
| $718 | $24,634 | $1,435 | $26,069 |
| $704 | $24,179 | $1,409 | $25,588 |
| $691 | $23,717 | $1,382 | $25,099 |
| $677 | $23,260 | $1,355 | $24,615 |
| $665 | $22,829 | $1,330 | $24,158 |
| $652 | $22,399 | $1,305 | $23,704 |
| $640 | $21,966 | $1,280 | $23,246 |
| $626 | $21,507 | $1,253 | $22,760 |
| $614 | $21,078 | $1,228 | $22,305 |
| $580 | $19,898 | $1,159 | $21,057 |
| $550 | $18,887 | $1,100 | $19,987 |
| $537 | $18,424 | $1,073 | $19,497 |
| $523 | $17,960 | $1,046 | $19,007 |
| $510 | $17,520 | $1,021 | $18,540 |
| $497 | $17,076 | $995 | $18,071 |
| $485 | $16,638 | $969 | $17,607 |

| | |
|---|---|
| $3,906 | $42,970 |
| $3,747 | $41,215 |
| $3,603 | $39,629 |
| $3,462 | $38,085 |
| $3,370 | $37,066 |
| $3,292 | $36,215 |
| $3,231 | $35,543 |
| $3,172 | $34,897 |
| $3,120 | $34,319 |
| $3,073 | $33,801 |
| $3,630 | $33,883 |
| | |
| $3,629 | $33,871 |
| $3,473 | $32,415 |
| $3,311 | $30,899 |
| $3,186 | $29,740 |
| $3,128 | $29,198 |
| $3,071 | $28,658 |
| $3,012 | $28,111 |
| $2,954 | $27,568 |
| $2,899 | $27,057 |
| $2,844 | $26,548 |
| $2,790 | $26,036 |
| $4,097 | $26,857 |
| | |
| $4,015 | $26,320 |
| $3,790 | $24,848 |
| $3,598 | $23,585 |
| $3,509 | $23,006 |
| $3,421 | $22,428 |
| $3,337 | $21,877 |
| $3,253 | $21,323 |
| $4,050 | $21,656 |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| PL 06 | 1 | $11,094 | $112 | $11,206 | $336 | $11,542 | $693 | $12,235 |
| CPL | 2 | $10,828 | $109 | $10,938 | $328 | $11,266 | $676 | $11,942 |
| | 3 | $10,559 | $107 | $10,665 | $320 | $10,985 | $659 | $11,644 |
| | 4 | $10,276 | $104 | $10,380 | $311 | $10,692 | $641 | $11,333 |
| | 5 | $9,998 | $101 | $10,099 | $303 | $10,402 | $624 | $11,026 |
| PL 07 | 1 | $9,277 | $94 | $9,370 | $281 | $9,651 | $579 | $10,231 |
| PC | 2 | $9,001 | $91 | $9,092 | $273 | $9,365 | $562 | $9,927 |
| | 3 | $8,724 | $88 | $8,812 | $264 | $9,076 | $545 | $9,621 |
| | 4 | $8,444 | $85 | $8,529 | $256 | $8,785 | $527 | $9,312 |
| | 5 | $8,160 | $82 | $8,243 | $247 | $8,490 | $509 | $8,999 |
| | 6 | $7,925 | $80 | $8,005 | $240 | $8,245 | $495 | $8,740 |
| | 7 | $7,696 | $78 | $7,773 | $233 | $8,007 | $480 | $8,487 |
| | 8 | $7,469 | $75 | $7,545 | $226 | $7,771 | $466 | $8,237 |
| | 9 | $7,234 | $73 | $7,307 | $219 | $7,526 | $452 | $7,978 |
| PL 08 | 1 | | | $0 | $0 | $7,325 | $440 | $7,765 |
| RECRUIT | 2 | | | $0 | $0 | $7,118 | $427 | $7,545 |
| | 3 | | | $0 | $0 | $6,911 | $415 | $7,326 |
| | 4 | | | $0 | $0 | $6,703 | $402 | $7,105 |
| | 5 | | | $0 | $0 | $6,496 | $390 | $6,886 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| $734 | $12,969 | $778 | $13,747 | $275 | $14,022 | $280 | $14,302 |
| $716 | $12,658 | $759 | $13,418 | $268 | $13,686 | $274 | $13,960 |
| $699 | $12,343 | $741 | $13,084 | $262 | $13,345 | $267 | $13,612 |
| $680 | $12,013 | $721 | $12,734 | $255 | $12,988 | $260 | $13,248 |
| $662 | $11,688 | $701 | $12,389 | $248 | $12,637 | $253 | $12,889 |
| | | | | | | | |
| $614 | $10,844 | $651 | $11,495 | $230 | $11,725 | $234 | $11,959 |
| $596 | $10,522 | $631 | $11,154 | $223 | $11,377 | $228 | $11,604 |
| $577 | $10,198 | $612 | $10,810 | $216 | $11,026 | $221 | $11,247 |
| $559 | $9,871 | $592 | $10,463 | $209 | $10,672 | $213 | $10,885 |
| $540 | $9,539 | $572 | $10,112 | $202 | $10,314 | $206 | $10,520 |
| $524 | $9,264 | $556 | $9,820 | $196 | $10,017 | $200 | $10,217 |
| $509 | $8,996 | $540 | $9,536 | $191 | $9,727 | $195 | $9,921 |
| $494 | $8,732 | $524 | $9,256 | $185 | $9,441 | $189 | $9,629 |
| $479 | $8,457 | $507 | $8,964 | $179 | $9,143 | $183 | $9,326 |
| | | | | | | | |
| $466 | $8,230 | $494 | $8,724 | $174 | $8,899 | $178 | $9,077 |
| $453 | $7,998 | $480 | $8,478 | $170 | $8,647 | $173 | $8,820 |
| $440 | $7,765 | $466 | $8,231 | $165 | $8,396 | $168 | $8,564 |
| $426 | $7,531 | $452 | $7,983 | $160 | $8,143 | $163 | $8,306 |
| $413 | $7,299 | $438 | $7,737 | $155 | $7,892 | $158 | $8,049 |

| | | | | | |
|---|---|---|---|---|---|
| $280 | $14,582 | $729 | $13,853 | $139 | $13,992 |
| $274 | $14,233 | $712 | $13,522 | $135 | $13,657 |
| $267 | $13,879 | $694 | $13,185 | $132 | $13,317 |
| $260 | $13,508 | $675 | $12,833 | $128 | $12,961 |
| $253 | $13,142 | $657 | $12,485 | $125 | $12,610 |
| $234 | $12,194 | $610 | $11,584 | $116 | $11,700 |
| $228 | $11,832 | $592 | $11,240 | $112 | $11,353 |
| $221 | $11,467 | $573 | $10,894 | $109 | $11,003 |
| $213 | $11,099 | $555 | $10,544 | $105 | $10,649 |
| $206 | $10,727 | $536 | $10,190 | $102 | $10,292 |
| $200 | $10,417 | $521 | $9,896 | $99 | $9,995 |
| $195 | $10,116 | $506 | $9,610 | $96 | $9,706 |
| $189 | $9,818 | $491 | $9,327 | $93 | $9,421 |
| $183 | $9,509 | $475 | $9,034 | $90 | $9,124 |
| $178 | $9,255 | $463 | $8,792 | $88 | $8,880 |
| $173 | $8,993 | $450 | $8,543 | $85 | $8,629 |
| $168 | $8,732 | $437 | $8,295 | $83 | $8,378 |
| $163 | $8,469 | $423 | $8,045 | $80 | $8,126 |
| $158 | $8,207 | $410 | $7,797 | $78 | $7,875 |

| | | | | | |
|---|---|---|---|---|---|
| $280 | $14,272 | $285 | $14,557 | $873 | $15,431 |
| $273 | $13,930 | $279 | $14,209 | $853 | $15,061 |
| $266 | $13,583 | $272 | $13,855 | $831 | $14,686 |
| $259 | $13,220 | $264 | $13,485 | $809 | $14,294 |
| $252 | $12,862 | $257 | $13,119 | $787 | $13,906 |
| | | | | | |
| $234 | $11,934 | $239 | $12,173 | $730 | $12,903 |
| $227 | $11,580 | $232 | $11,811 | $709 | $12,520 |
| $220 | $11,223 | $224 | $11,447 | $687 | $12,134 |
| $213 | $10,862 | $217 | $11,080 | $665 | $11,744 |
| $206 | $10,498 | $210 | $10,708 | $642 | $11,350 |
| $200 | $10,195 | $204 | $10,399 | $624 | $11,023 |
| $194 | $9,900 | $198 | $10,098 | $606 | $10,704 |
| $188 | $9,609 | $192 | $9,801 | $588 | $10,389 |
| $182 | $9,306 | $186 | $9,493 | $570 | $10,062 |
| | | | | | |
| $178 | $9,057 | $181 | $9,239 | $554 | $9,793 |
| $173 | $8,801 | $176 | $8,977 | $539 | $9,516 |
| $168 | $8,545 | $171 | $8,716 | $523 | $9,239 |
| $163 | $8,288 | $166 | $8,454 | $507 | $8,961 |
| $157 | $8,032 | $161 | $8,193 | $492 | $8,685 |

| | | | | | |
|---|---|---|---|---|---|
| $463 | $15,894 | $926 | $16,819 | | |
| $452 | $15,513 | $904 | $16,417 | | |
| $441 | $15,127 | $881 | $16,008 | | |
| $429 | $14,722 | $858 | $15,580 | | |
| $417 | $14,324 | $834 | $15,158 | | |
| | | | | | |
| $387 | $13,290 | $774 | $14,064 | | |
| $376 | $12,896 | $751 | $13,647 | | |
| $364 | $12,498 | $728 | $13,226 | | |
| $352 | $12,097 | $705 | $12,801 | | |
| $341 | $11,691 | $681 | $12,372 | | |
| $331 | $11,354 | $661 | $12,015 | | |
| $321 | $11,025 | $642 | $11,668 | | |
| $312 | $10,701 | $623 | $11,324 | | |
| $302 | $10,364 | $604 | $10,968 | | |
| | | | | | |
| $294 | $10,087 | $588 | $10,674 | | |
| $285 | $9,802 | $571 | $10,373 | -$373 | $10,000 |
| $277 | $9,517 | $554 | $10,071 | -$71 | $10,000 |
| $269 | $9,230 | $538 | $9,768 | $232 | $10,000 |
| $261 | $8,945 | $521 | $9,466 | $534 | $10,000 |

| | |
|---|---|
| $3,868 | $20,688 |
| $3,776 | $20,192 |
| $3,682 | $19,690 |
| $3,583 | $19,163 |
| $3,486 | $18,644 |
| $3,235 | $17,299 |
| $3,139 | $16,786 |
| $3,042 | $16,268 |
| $2,944 | $15,746 |
| $2,846 | $15,217 |
| $2,764 | $14,779 |
| $2,684 | $14,351 |
| $2,605 | $13,929 |
| $2,523 | $13,490 |
| $2,455 | $13,129 |

# RANDOM INVESTIGATION RESULTS

| SRL | | NAME | 2003 | 2004 | | | 2005 | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | P26 | P1 | P13 | P26 | P1 | P13 | P26 | P1 |
| | | | $10,668 | $10,668 | $11,849 | $11,849 | $14,362 | $14,362 | $14,362 | $15,974 |
| 1 | 50688 | Petero Tuinararama | 410.31 | 410.31 | 455.73 | 455.73 | 552.38 | 552.38 | 552.38 | 614.38 |
| | | | $9,372 | $9,372 | $9,466 | $9,466 | $11,587 | $14,362 | $14,362 | $15,974 |
| 2 | 51913 | Bhan Pratap Singh | 360.46 | 360.46 | 364.08 | 364.07 | 445.65 | 552.38 | 552.38 | 614.38 |
| | | | $12,355 | $12,355 | $12,477 | $15,317 | $18,122 | $18,122 | $18,122 | $19,984 |
| 3 | 51904 | Hirendra Kumar | 475.19 | 475.19 | 479.89 | 589.11 | 697 | 697 | 697 | 768.62 |
| | | | $8,530 | $8,530 | $10,201 | $11,849 | $14,362 | $18,122 | $18,122 | $19,984 |
| 4 | 51624 | Mahesh Mishra | 328.08 | 328.08 | 392.35 | 455.73 | 552.38 | 697 | 697 | 768.62 |
| | | | | 1 | | | $955 | | | |
| | | | | | | | 0.066503828 | | 14717 | $355 |
| | | | | | | | $15,317 | | $355 | 0.024726568 |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | PL05 (08) | 11849 | 12204 | 13105 | 13461 | 14362 | 14717 | 15618 | 15974 |
| | | | | 355 | 901 | 356 | 901 | 355 | 901 | 356 |
| | | | | COLA | JER 6%+1 | Rev Salary wef 01.01.04 | JER PH2 6%+1 | Rev Salary wef 01.01.05 | JER PH3 6% | Rev Salary wef 01.01.06 |
| | | | | 3% | 7% | 3% | 7% | 2% | 6% | 2% |
| | 51913 | Bhan Pratap Singh | $9,372 | $9,372 | $9,466 | 9465.82 | $11,587 | $14,362 | 14361.88 | $15,974 |
| | | PL07 | | $0 | $94 | $0 | $2,121 | $2,775 | $0 | $1,612 |
| | | PL06 | | COLA | JER 6%+1 | | | | | |
| | | PL05 | | 0% | 1% | 0% | 22% | 24% | 0% | 11% |
| | | PL04 | | | | | | | | |
| | | PL03 | | | | | | | | |

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| 2006 | | 2007 | | | 2008 | | | 2009 | | | 2010 | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| P13 | P26 | P1 | P13 | P26 | P1 | P13 | P26 | P1 | P13 | P26 | P1 | P13 | P26 |
| **$16,346** | **$17,314** | **$17,314** | **$16,448** | **$16,621** | **$20,596** | **$20,596** | **$21,454** | **$21,454** | **$21,454** | **$21,454** | **$21,454** | **$21,454** | **$21,454** |
| 628.69 | 665.92 | 665.92 | 632.62 | 639.27 | 792.15 | 792.15 | 825.15 | 825.15 | 825.15 | 825.15 | 825.15 | 825.15 | 825.15 |
| **$16,346** | **$17,314** | **$17,314** | **$16,448** | **$16,621** | **$16,621** | **$20,596** | **$21,454** | **$21,454** | **$21,454** | **$21,454** | **$21,454** | **$21,454** | **$21,454** |
| 628.69 | 665.92 | 665.92 | 632.62 | 639.27 | 639.27 | 792.15 | 825.15 | 825.15 | 825.15 | 825.15 | 825.15 | 825.15 | 825.15 |
| **$20,252** | **$21,454** | **$21,454** | **$20,381** | **$20,596** | **$20,596** | **$20,596** | **$21,454** | **$21,454** | **$21,454** | **$27,171** | **$27,171** | **$27,171** | **$27,171** |
| 778.92 | 825.15 | 825.15 | 783.88 | 792.15 | 792.15 | 792.15 | 825.15 | 825.15 | 825.15 | 1045.04 | 1045.04 | 1045.04 | 1045.04 |
| **$20,252** | **$21,454** | **$21,454** | **$20,381** | **$20,596** | **$20,596** | **$20,596** | **$21,454** | **$27,171** | **$27,171** | **$42,501** | **$42,501** | **$42,501** | **$42,501** |
| 778.92 | 825.15 | 825.15 | 783.88 | 792.15 | 792.15 | 792.15 | 825.15 | 1045.04 | 1045.04 | 1634.65 | 1634.65 | 1634.65 | 1634.65 |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **$16,346** | **$17,314** | **$17,314** | **$16,448** | **$16,621** | **$16,621** | **$20,596** | **$21,454** | **$21,454** | **$21,454** | **$21,454** | **$21,454** | **$21,454** | **$21,454** |
| $372 | $968 | $0 | -$866 | $173 | $0 | $3,975 | $858 | $0 | $0 | $0 | $0 | $0 | $0 |
| 2% | 6% | | -5% | 1% | 0% | 24% | 4% | 0% | 0% | 0% | 0% | 0% | 0% |

| 2011 | | | | | | | |
|---|---|---|---|---|---|---|---|
| P1 | P13 | P26 | | | | | |
| $0 | $0 | $0 | $24,914 | $24,914 | | | |
| | | | 958.23 | 958.23 | | | |
| $22,856 | $22,856 | $22,856 | $24,914 | $24,914 | | | |
| 879.08 | 879.08 | 879.08 | 958.23 | 958.23 | | | |
| $28,714 | $28,714 | $28,714 | $31,298 | $31,298 | | | |
| 1104.38 | 1104.38 | 1104.38 | 1203.77 | 1203.77 | | | |
| $44,704 | $44,704 | $44,704 | $48,727 | $48,727 | $3,898 | $52,625 | |
| 1719.38 | 1719.38 | 1719.38 | 1874.12 | 1874.12 | | | |

| | | | | |
|---|---|---|---|---|
| $22,856 | $22,856 | $22,856 | $24,914 | $24,914 |
| $1,402 | $0 | $0 | $2,058 | $0 |
| 7% | 0% | 0% | 9% | 0% |

FIJI POLICE FORCE

| Salary Grade | Salary Point | Salary Scale 2002 | 1% PSC 47/03 | SALARY SCALE 2003 Salary Slip as at 30 Dec 03 | 3% (2004 COLA Payment) PSC 51/05 | Revised Salary | [illegible] | Revised Salary |
|---|---|---|---|---|---|---|---|---|
| PL 01 SSP | PL01 | $32,739 | $327 | $33,066 | $992 | $34,058 | $2,044 | $36,102 |
| | PL02 | $26,017 | $260 | $26,277 | $788 | $27,065 | $1,624 | $28,689 |
| | PL03 | $19,884 | $199 | $20,083 | $602 | $20,685 | $1,241 | $21,926 |
| | PL04 | $16,557 | $166 | $16,723 | $502 | $17,224 | $1,033 | $18,258 |
| | PL05 | $13,626 | $136 | $13,762 | $413 | $14,175 | $851 | $15,026 |
| | PL06 | $10,883 | $109 | $10,992 | $330 | $11,322 | $679 | $12,001 |
| | PL07 | $8,831 | $88 | $8,919 | $268 | $9,187 | $551 | $9,738 |

| PH2 JE = 6% | Revised Salary | PH3 JE 6% | Revised Salary | 2% Merit | Revised Salary | 2005 IRF 4% = 2% PAY 22/06 | Revised Salary |
|---|---|---|---|---|---|---|---|
| PSC 51/05 | | PSC 51/05 | | PSC 32/06 | | PSC 41/06 | |
| $2,166 | $38,268 | $2,296 | $40,564 | $811 | $41,375 | $828 | $42,203 |
| $1,721 | $30,411 | $1,825 | $32,235 | $645 | $32,880 | $658 | $33,538 |
| $1,316 | $23,242 | $1,395 | $24,637 | $493 | $25,129 | $503 | $25,632 |
| $1,095 | $19,353 | $1,161 | $20,514 | $410 | $20,925 | $418 | $21,343 |
| $902 | $15,927 | $956 | $16,883 | $338 | $17,220 | $344 | $17,565 |
| $720 | $12,721 | $763 | $13,484 | $270 | $13,754 | $275 | $14,029 |
| $584 | $10,322 | $619 | $10,942 | $219 | $11,161 | $223 | $11,384 |

| 2005 IRF 4% = 2% PAY 25/06 | Revised Salary (WEF 01.01.05) | 2007 5% Reduction PSC 07/07 | Revised Salary | 1% Restoration of Salary WEF PAY 5/07 PSC 43/07 | Revised Salary | 2% Restoration of Salary WEF Pay 14/08 PSC 12/08 |
|---|---|---|---|---|---|---|
| $828 | $43,030 | $2,152 | $40,879 | $409 | $41,288 | $826 |
| $658 | $34,195 | $1,710 | $32,486 | $325 | $32,810 | $656 |
| $503 | $26,134 | $1,307 | $24,828 | $248 | $25,076 | $502 |
| $418 | $21,762 | $1,088 | $20,674 | $207 | $20,880 | $418 |
| $344 | $17,909 | $895 | $17,014 | $170 | $17,184 | $344 |
| $275 | $14,304 | $715 | $13,589 | $136 | $13,725 | $274 |
| $223 | $11,607 | $580 | $11,027 | $110 | $11,137 | $223 |

| | | | | 2010<br>42501 | |
|---|---|---|---|---|---|
| Revised Salary | 2% FINAL Restoration of Salary WEF Pay 25/08<br>PSC 52/08 | Revised Salary | Implementation of JEE Phase IV WEF 01.01.09 - 31.12.09 = 6%<br>PSC 80/10 | Revised Salary | 3% Increase Across board<br>PSC 80/11 |
| $42,113 | $842 | $42,956 | $2,577 | $45,533 | $1,366 |
| $33,467 | $669 | $34,136 | $2,048 | $36,184 | $1,086 |
| $25,578 | $512 | $26,089 | $1,565 | $27,654 | $830 |
| $21,298 | $426 | $21,724 | $1,303 | $23,027 | $691 |
| $17,528 | $351 | $17,878 | $1,073 | $18,951 | $569 |
| $13,999 | $280 | $14,279 | $857 | $15,136 | $454 |
| $11,360 | $227 | $11,587 | $695 | $12,282 | $368 |

| | 2014<br>52138 | | | | | |
|---|---|---|---|---|---|---|
| Revised Salary | Implementation of JEE Phase V WEF = 6% | Revised Salary | Upgrade of Salaries | Revised Salary PL08 | Payrise for All Civil Servants | Revised Salary |
| | PSC 80/11 | | PSC 87/12 | | PSC 77/13 | |
| $46,899 | $2,732 | $49,631 | | | $3,474 | $53,105 |
| $37,270 | $2,171 | $39,441 | | | $3,155 | $42,596 |
| $28,484 | $1,659 | $30,143 | | | $3,014 | $33,158 |
| $23,718 | $1,382 | $25,100 | | | $3,012 | $28,112 |
| $19,519 | $1,137 | $20,656 | | | $2,479 | $23,135 |
| $15,590 | $908 | $16,498 | | | $2,970 | $19,468 |
| $12,651 | $737 | $13,387 | | | $3,079 | $16,467 |



| | | |
|---|---|---|
| $16,246 | $221 | 1.4 |



IOWANE CADRIWA

| 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 9101 | 9360 | 9465 | 11587 | 14166 | 13600 | 14166 | 14166 | 14166 | 15227 | 16597 | 16597 | 19584 |
| | 259 | 105 | 2122 | 2579 | -566 | 566 | 0 | 0 | 1061 | 1370 | 0 | 2987 |
| ACTUAL | 3% | 1% | 22% | 22% | -4% | 4% | 0% | 0% | 7% | 9% | 0% | 18% |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | 5% | 5% | | | | | | |
| PSC CIR | MERIT 1% | | COLA 3% | MERIT 2% | Reductio | Reinstate | | | 6% | 9% | | 18% |
| | | | JEE 6% | JEE 6% | | | | | | | | |
| | | | JEE 6% | IRF 2% | | | | | | | | |
| | | | | IRF 2% | | | | | | | | |

[redacted]

MHASC 2




# FIJI POLICE FORCE

# 2003 JOB EVALUATION EXERCISE (JEE)

# 2015 TASK FORCE REPORT

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## INTRODUCTION

The Ministry of Defence, National Security and Immigration through the Honorable Minister's directive, has coordinated the conduct of Phase 2 investigation that was prompted by concerned retired Police Officers and those in the current police establishment regarding the claim of arrears of the 2003 Job Evaluation Exercise (JEE).

The first phase report was submitted to the Minister on 14th of November 2014. The second phase of the investigation, presented in this report, examined why certain processes and authorities respond in the manner they did.

The investigation and verification by the continued appointed Independent Task Force (ITF) is described in the following Terms of Reference (TOR);

- To critically verify findings of the Fiji Police Force in comparison with the police salary structures as per issued PSC Circulars and Ministry of Finance actual pay-outs through ITC and its payroll system;
- To establish any outstanding arrears ascertained in each phase (1-5) as a comparison to the 30% JEE payment to the RFMF and Correctional Services from 2004 to the present time;
- To report to the Minister for Finance via the Minister for Defence National Security and Immigration of its findings in respect to the JEE arrears for the Fiji Police Force; and
- To assist the Ministry acquire Cabinet's endorsement for any JEE arrears to the Police Force based on the findings of the Task Force

Refer to **APPENDIX I**

## OBJECTIVE

The objective of the exercise was to further verify the findings by the Fiji Police Task Force and to determine any outstanding arrears that was not paid.

This is quite a cumbersome exercise that demands an appropriate time frame to thoroughly and meticulously scrutinize the figures to determine the actual pay out and avoid any overpayment.

## METHODOLGY

The method used to determine the outcomes were:-

1. Conduct a preliminary investigation;
2. Independent verification;
3. Audit Inspection; and
4. Agreement of the final pay-out

The tools used for the exercise were as follows;

1. Authority Documents (relevant Cabinet Papers, PSC Circulars and Circular Memorandum);
2. Pay Roll System (Police, Finance, ITC); and
3. Salary Files (Police).

Refer to **APPENDIX II.**

## FACT FINDING ANALYSIS

The following section of the report provides a chronology and analysis of the events that initiated this review.

## SUMMARY OF FACTS

The scope covers an extensive boundary of investigation extending from reconciliation, verification and auditing of the figures to determine the calculation necessary for the actual payout.

This is because the period of verification covers from the years 2004 to 2011, a period of seven (7) years in which the ITF needs to determine and verify the actual payments, increases and pay cuts over the years.

### *Preliminary Investigation*

On 06th August 2014, the Fiji Police Force convened an internal taskforce to conduct a research on the grievances perceived on the possibility of

short payment of the 2003 Job Evaluation Exercise (JEE) back dated to 2004.

On 11th August 2014, the Commissioner of Police consulted the Force Accountant and endorsed the assignment of some senior officers and civilian staff to further investigate the anomalies identified and to compile a report to that effect.

On 21st August 2014, the report on the lapse of JEE implementation to the Fiji Police Force was submitted to the Honourable Minister for Defence, National Security and Immigration by the Commissioner of Police.

***Verification***

Consequently, in early October 2014 the Honourable Minister directed the engagement of an Independent Task Force comprising members from the Public Service Commission (PSC) as Chair, Ministry of Finance and Ministry of Defence officials to investigate and verify the alleged shortfall of the JEE payment.

The Phase 1 Report concluded with the Taskforce and the Police Interrial Taskforce unanimously agreeing that the 30%, 2003 JEE for the Police Force has been squarely implemented and incorporated into the Police officers basic salary.

On 08th January, 2015 the Honourable Minister directed the reconvening of the Independent Task Force (Refer to **APPENDIX III**) to verify the figures once more, as there are claims of some unpaid arrears to members of the Fiji Police Force.

The focus of the exercise was targeted at the JEE implementation period from 2004 – 2011and upon reviewing, identified the following:

- 2004 Lodging and Extra Duty Allowance still unpaid
- 2009 some shortfalls due to gaps in the loading of the payroll; and yet
- 2007, 2008, 2010 and 2011 are the years of unpaid JEE that are to be paid.

The Inter - Departmental Task Force exercise focus on meticulously testing the figures by re-looking at the salary table and formulas presented by the

Fiji Police Force. The task involved proper guidance and control to enable the Fiji Police Internal Task Force to continue with the process to detect and amend changes where necessary.

In the verifying figures, it seems that there was a lot of reconciliation that needs to be sorted with the relevant authorities which caused the fluctuation of figures. Furthermore, the lack of accounting specialists to confirm or otherwise the details detected was also a major drawback in the exercise.

On 10th February 2015, the Inter - Departmental Task Force then presented an update report to the Permanent Secretary for Defence, National Security and Immigration on the list of challenges faced highlighting the need to conduct the exercise independently. After consulting the Commissioner of Police, a meeting was then convened to map out a 'Way Forward' for the exercise with the proposal to engage retirees to work full time on the exercise.

***Auditing***

On 23rd February 2015, the Fiji Volunteer Service under the Public Service Commission and the Ministry of Defence, National Security and Immigration signed a Memorandum of Agreement (MOA) for the engagement of five (5) retired senior auditors and accountants as members of an Independent Audit (IA) to work full time to verify, audit and effect changes where necessary in completing the exercise. Refer to **APPENDIX IV.**

It was recommended that the Independent Audit to work full time on the exercise and provide relevant checks and balance on whatever document they feel appropriate to justify the calculation.

**ARISING ISSUES**

Throughout the investigation conducted by the task force, authorization reference seems to cause some of the major lapses of arrears of payments done earlier apart from a few unconfirmed shortfalls detected. This was because the figures presented to the Task Force and Audit teams were not accurate to ease the process.

The Inter- Departmental Taskforce has drawn some consensus on the salary structure and a formula used but is still unsure of the accuracy of the figures due to the above.

Some factors that caused this was the non-inclusion of police prosecutors, some retired officers, duplication of names in the system and the calculation of the percentage difference of the period of employment based on the pay-roll system to name a few.

**CHALLENGES**

There were challenges that [illegible] during the two months verification which resulted in the delay of the Task Force and Audit arriving at an agreed figure.

The challenges were:-

1. Limited time frame to complete the exercise;

2. Non availability of accurate data due to non- reconciled figures;

3 Missing names from the Pay-roll and also on the spread-sheets provided by Police;

4. Lack of expert resources resulting in the engagement of retirees;

5. Confidentiality of information revealed without proper authority resulting in the engagement of the Independent Audit.

**OUTCOME**

As the result of the thorough verification covering two (2) months by the ITF, and the engagement of the IA, the teams through debate and consultation resulting in the flaring of emotions have finally come to a consensus and agreed to the figure as reflected in **APPENDIX V** as the unpaid arrears of the 2003 JEE for the Police Force.

**RECOMMENDATION AND CONCLUSION**

With the agreed figures finally locked at **$16,743,495.65** it is recommended that:

i. the Fiji Police Force be paid the arrears of their 2003 JEE as initially agreed by the Honorable Minister for Defence, National Security and Immigration from the years 2004 to 2011;

ii. the payment of the 2003 JEE arrears to be implemented on pay 07 of 2015;

iii. the amount of **$16,743,495.65** is to be sourced from the allocated $28M in the 2015 budget; and

iv. The Fiji Police Force to conduct its salary reconciliations fortnightly to continuously establish the correct base salary of its staff in accordance with the relevant PSC Circulars.

J. Vilisoni (Mrs) — 17/03/15
Task Force Chairperson — Date

Vono Vanavasa Tabaka — 17/03/15
Secretariat — Date

Krishna Chand — 17/3/15
Team Leader Internal Taskforce — Date

Evelini Viti Rokobaro — 17.3.15
Team Leader Audit — Date

APPENDIX II

## FIJI POLICE FORCE 2003 JEE VERIFICATION AS AT 13/03/2015 (IN-SERVICE)

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 1 | 2004 | Revised Salary 01/01/2004 & CM 29/167/50 (PHASE 1) | $585,887.24 | Revised Salary 01/01/2004 & CM 29/167/50 (PHASE 1) | $572.679.06 | Revised Salary 01/01/2004 & CM 29/167/50 (PHASE 1) | $584,426.24 | More Officers appeared on the Auditors List. Worksheet to be provided by the Auditors for updating. |
| 2 | 2005 | CM 29/167/50 (Phase 1) - JEE Phase 2 (010105) | PAID | CM 29/167/50 (Phase 1) - JEE Phase 2 (010105) | PAID | CM 29/167/50 (Phase 1) - JEE Phase 2 (010105) | PAID | The Team used the same authority to determine the Payout. |
| 3 | 2006 | PSC Circu;ar 51/05 & PSC Circular 1/06 | $70,879.61 | PSC Circular 1/06 - Corrigenda & PSC Circular 51/2005 | PAID | PSC Circular 1/06 - Corrigenda & PSC Circular 51/2005 | PAID | Auditors used PSC Circular 51/05 & 13/06 for the existing and revised salary. |
| 4 | 2007 | PSC Circular 13/06 & PSC Circular 80/2010 | $5,900,310.42 | PSC Circular 41/2006 - PSC Circular 80/2010 | $3,229,627.02 | PSC Circular 41/2006 - PSC Circular 80/2010 | $2,611,728.63 | Base Salary Mismatch. Auditors used the base salary from PSC Circular 13/06. |
| 5 | 2008 | PSC Circular 13/06 & PSC Circular 80/2010. | $6,375,946.10 | PSC Circular 41/2006 - PSC Circular 80/2010 | $3,558,281.30 | PSC Circular 41/2006 - PSC Circular 80/2010 | $2,771,578.58 | Base Salary Mismatch. Auditors used the base salary from PSC Circular 13/06. |
| 6 | 2009 | PSC Circular 41/2006 - PSC Circular 80/2010 | $466,138.30 | PSC Circular 41/2006 - PSC Circular 80/2010 | $466,227.25 | PSC Circular 41/2006 - PSC Circular 80/2010 | $471,745.35 | Slight Difference. The Teams used the same authority but some of the Percentage were less tan 1. |
| 7 | 2010 | PSC Circular 80/2010 - PSC Circular 81/2011 | $3,550,039.38 | PSC Circular 80/2010 - PSC Circular 81/2011 | $3,530,489.12 | PSC Circular 80/2010 - PSC Circular 81/2011 | $3,553,843.01 | Same authority used. Difference on the Percentage. |
| 8 | 2011 | PSC Circular 80/2010 - PSC Circular 81/2011 | $3,461,013.29 | PSC Circular 80/2010 - PSC Circular 81/2011 | $3,498,876.22 | PSC Circular 80/2010 - PSC Circular 81/2011 | $3,522,602.54 | Same authority used. Difference on the Percentage. |
| | | **GRAND TOTAL** | **$20,410,214.34** | | **$14,856,179.97** | | **$13,515,924.75** | |
| 9 | 2012 | PSC Circular 81/2011 | **Paid in the correct salary scale.** | PSC Circular 81/2011 | **Correct Salary Scale** | PSC Circular 81/2011 | **Correct Salary Scale** | |

APPENDIX III

MINISTRY OF IMMIGRATION, NATIONAL SECURITY AND DEFENCE
1st & 2nd Floors, New Wing, Government Buildings, 26 Gladstone Road, Suva.
Post Office Box 2349, Government Buildings, Suva, Fiji.
Telephone: 3211 754 Facsimile: 3317 721
Email: defence@govnet.gov.fj and informeaff@govnet.gov.fj

Ref: 3/A/6-1

08 January 2015

The Permanent Secretary for the Public Service Commission

re : **RE-APPOINTMENT OF AN INDEPENDENT TASK FORCE – 2003 JEE FOR THE FIJI POLICE FORCE**

Greetings of the season and best wishes for the New Year!

Sir, the Minister for Immigration, National Security and Defence has directed the reactivation of the Independent Task Force which had earlier ascertained pending JEE salary increase last year to again look into the issue of arrears incurred in each phase of the JEE implementation since 2004.

In 2012, the Republic of Fiji Military Forces (RFMF) and the Correctional Services implemented their 30% JEE while regrettably, the Fiji Police Force was advised to gradually implement its JEE on a phased approach i.e. 6% progressive payment for each phase. The JEE Task Force, in its findings last year concluded that the salary scale for the Fiji Police was already in par with the RFMF and Correctional Services.

Given that government has committed a $28M budgetary allocation this year for any possible arrears, the Task Force is hereby required to re-look into the alleged claim and to make recommendations to government if any, the payment of arrears for its early implementation. The Task Force will meet at the Fiji Police Headquarters Conference Room on Thursday 08 January at 0900hrs. In this regard, we kindly request the release of Mrs Jimaima Vilisoni to head this Task Force again. A copy of the terms of reference (TOR) is attached herewith for your information.

By a copy of this letter, we are also requesting the Permanent Secretary for Finance for the release of Ms Asinate Mualaulau and Kiman Mala of the Budget Section to be coopted as members of the Task Force.

Sir, we thank you for your continuous support and we look forward to work closely with your office.

Vinaka.



Osea N. Cawaru [Mr]
Permanent Secretary for Immigration, National Security & Defence

cc: The Permanent Secretary for Finance – for your necessary action please.

MINISTRY OF IMMIGRATION, NATIONAL SECURITY & DEFENCE
1st & 2nd Floors, New Wing, Government Buildings, 26 Gladstone Road, Suva.
Post Office Box 2349, Government Buildings, Suva, Fiji.
Telephone: 3211 245 Facsimile: 3317 721
Email: defence@govnet.gov.fj and informomeaff@govnet.gov.fj

Ref: 3/A/6-1

08 January 2015

The Permanent Secretary for the Public Service Commission

Re: EXTENSION OF TASK FORCE MANDATE – 2003 JEE FOR THE FIJI POLICE FORCE

Bula Vinaka Sir!

Further to my letter of even reference dated 08 January 2015, I wish to formally request for an extension of the Task Force mandate from 09 January until the Task Force completes its verification process and table its findings to the Minister for Immigration, National Security and Defence please.

Sir, it has been noted that the Task Force has detected some elements of discrepancies that requires more time for verification by the team hence this request. The team is required to report to government through the Ministry of all its due process for transparency and accountability purpose.

As such, we therefore request for an extension of the Task Force mandate from 09/01 until the team concludes its work.

By a copy of this letter, we are requesting other agencies as well for their kind consideration and support.

Thank you.

O Cawaru
Permanent Secretary for Immigration, National Security & Defence

cc: *The Permanent Secretary for Finance – Sir, requesting for your assistance please.*
*The Acting Commissioner of Police – Sir, for your information*

PUBLIC SERVICE COMMISSION
P.O.BOX 211, GOVERNMENT BUILDINGS SUVA, FIJI
PHONE: 3314588/FAX: 3302379
www.psc.gov.fj

FVS Form No. 2

APPENDIX V

AGREEMENT made on the 19th day of February, 2015

**BETWEEN:** **THE FIJI VOLUNTEER SERVICE** of having its principal place of business at Berkeley Crescent, Suva (hereinafter called "FVS") of the one part

**AND:** **THE MINISTRY OF DEFENCE, NATIONAL SECURITY AND IMMIGRATION** having its principal place of business at the 1st & 2nd Floors, New Wing, Government Buildings, Suva, Fiji (hereinafter called "the Employer") of the other part

A. **RECITAL**

1. This Agreement is made pursuant to section 59 of the National Employment Centre Decree 2009 ("NEC Decree 2009"). Section 59 of the NEC Decree 2009 is marked and attached **"Schedule 1"**

2. The purpose of this Agreement is to govern the provision of Volunteer Attachment to Graduates, Retirees and Skilled Workers registered under NEC.

3. Pursuant to the NEC Decree 2009, "Unemployed persons" is defined as persons who are 'unemployed graduates, unemployed apprentices, attaches, volunteers, retirees and part-time workers.

B. **IT IS AGREED AS FOLLOWS:**

1. **COMMENCEMENT**

This Agreement commences on the signing date by both parties to this Agreement.

2. **SERVICES TO BE PERFORMED**

a. The Employer or Host Organization shall provide workplace attachment to Volunteer Graduates registered under the NEC.

b. In doing so, the Employer or Host Organization must:

(i) Duly observe and practice "Part 2 – Fundamental Principles and Rights – sections 7 to 13" of the NEC Decree 2009 which is marked and attached **"Schedule 2"** to this Agreement;

(ii) As an exception to section 9 (1) of the NEC Decree 2009, the Employer shall retain its right to refuse persons with former criminal convictions where after careful scrutiny, the Employer is of the opinion or belief that employing such persons would cause harm to the safety of those working with such persons or the diminution of the rights or freedoms of others within the Employer's workplace;

(iii) Subject to clause 2.b. (ii) above, the Employer may at its discretion consider persons with criminal convictions on minor offences that are prescribed under the Minor Offences Act, Chapter 18, Laws of Fiji marked and attached **'Schedule 3"** to this Agreement;

(iv) Ensure that an induction program is undertaken to cover the core work program for the Volunteer.

(v) Contribution 50% to the weekly allowance of a Volunteer Graduate, Retiree, and Skilled Worker undertaking volunteer attachment at the Employer's workplace. This amount must be directly deposited into the volunteer's bank account. The other 50% will be provided for by the FVS which will be deposited into the volunteers bank account;

(vi) At the end of the volunteer attachment, the Employer must provide to the Volunteer a Certificate of Participation. A copy of this Certificate is also to be sent to the FVS for its retention.

c. This allocation of 50% allowance for volunteer attachment, the Employer or Host Organization shall not in any way limit the Employer or Host Organization from paying a higher allowance rate.

3. **ENTIRETY OF AGREEMENT**

This Agreement constitutes the complete Agreement between the parties for the provision of volunteer attachment to Volunteer Graduates, Retirees and Skilled Workers registered under the NEC.

4. **AMENDMENT/MODIFICATION**

No amendment or modification of this Agreement shall be effective unless such amendment or modification is in writing and signed by both parties or authorized representatives.

5. **CONFIDENTIALITY**

The contents of this Agreement are confidential and will not be disclosed by either party to this Agreement nor may any party external to this Agreement except with the written consent of the other party as required by law or in order to enforce or take any step under this Agreement. This clause survives the expiry or termination of this Agreement.

6 **GOVERNING LAW**

This Agreement shall be construed in all respect by the laws for the time being in force in Fiji, and such other future modifications, alternations and amendments.

(2) The Minister shall, by notice in the Gazette, designate and establish the National Employment Service Scheme (NIVSS) operating under or hosted by the Department of Youth and Sports to [illegible] with be the Formal Employment Service.

(3) The management and operation of the Formal Employment Service designated and established by the Minister under this section shall be as prescribed.

**Fiji Volunteer Service**

**Schedule 2**

**National Employment Centre Decree 2009**
**Pat 2 - Fundamental Principles and Rights**

**Object of this Part**

7.- The object of this is to state the entitlement to fair human rights practices as applied to all unemployed persons, attaches or volunteers participating under the National Employment Centre or any of the Employment Creation Services.

**Fundamental principles and rights**

8.-(1) No person shall be required to perform forced labour.

(2) No person shall discriminate against any unemployed person, attaché, volunteer or prospective worker on any of the prohibited grounds.

**Prohibited grounds of discrimination**

9. - (1)For the purposes of this Part, the prohibited grounds for discrimination whether direct or indirect are actual or supposed personal characteristics or circumstances, including: ethnic origin, religion or belief, colour, place of origin, gender, sexual orientation, birth, primary language, economic status, age, disability, HIV/AIDs status, social class, marital status (including living in a relationship in the nature of a marriage), family status, opinion or former criminal conviction, except to the extent that those opinions or beliefs involve harm to others or the diminution of the rights or freedoms of others.

(2)Every employer shall pay volunteers or attaches equal allowances for work of equal value.

**Exceptions for purposes of religion**

10. - (1)Section 9 does not prevent different treatment based on gender where the attachment or volunteer assignment is for the purposes of an organized religion and is limited to one gender so as to comply with the doctrines or rules or established customs of the religion.

(2)Section 9 does not prevent different treatment based on religious or ethical belief where the sole or principal duties of the attachment or volunteer assignment –

**Redress for discrimination, sexual harassment or harassment**

*3.-(1) An attaché or volunteer or unemployed person complaining of discrimination, sexual harassment or harassment may take his or her case to the Employment Tribunal or the Fiji Human Rights Commission for resolution within six (6) months from the time a complaint has been lodged with an employer, worker or perpetrator.

(2) To facilitate the resolution under subsection (1), the complainant or the employer may use the services of the Ministry.

(3) Provided that there is no resolution under subsection (2), an attaché or volunteer or unemployed person who is aggrieved by a complaint of discrimination or sexual harassment or harassment must elect whether he or she proceeds to the Employment Tribunal or the Fiji Human Rights Commission, but not both.

**Schedule 3**

**LAWS OF FIJI**

**CHAPTER 18: MINOR OFFENCES ACT**

**AN ACT TO MAKE BETTER PROVISION IN THE LAW FOR MINOR OFFENCES**

**Short title**

1. This Act may be cited as the Minor Offences Act.

**Interpretation**

2. In this Act, unless the context otherwise requires-

"Park" means any park or garden open to the public not including the garden of any private house;

"Public place" means-

(a) Any highway, public street, public road, public park or garden, sea beach, river, public bridge, wharf, jetty, lane, footway, square, court, alley or passage whether a thoroughfare or not; or

(b) Any-

(i) land or open space, whether such land or space is closed or unenclosed; and

(ii) place or building of public resort, other than a dwelling house, to which for the time being the public have or are permitted to have access whether on payment or otherwise:

"public road" means any highway, public street, public road, public bridge, wharf, jetty, footway, square, court, alley or passage whether a thoroughfare or not.

**Begging**

3. Any person who-

(a) Begs, gathers or obtains alms in any public place; or

(b) Causes or procures or encourages any child to beg or gather or obtain alms; or

(c) Goes about as a gatherer or collector of alms or endeavours to procure charitable contributions of any nature or kind, under any false or fraudulent pretense; or

(d) Causes annoyance by pestering or importuning any person in a public place, shall be guilty of an offence and shall be liable on conviction to imprisonment for a term not exceeding three months.

## Schedule 3

## LAWS OF FIJI

## CHAPTER 18: MINOR OFFENCES ACT

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### Begging

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(d) Causes annoyance by pestering or importuning any person in a public place, shall be guilty of an offence and shall be liable on conviction to imprisonment for a term not exceeding three months.

**Drunk and disorderly**

4. Any person who is drunk and disorderly in any public place or who behaves in a disorderly manner therein shall be guilty of an offence and shall be liable on conviction for a first offence, to imprisonment for a term not exceeding one month and on conviction for a second offence, to imprisonment for a term not exceeding three months, and on conviction for a third or subsequent offence, to imprisonment for a term not exceeding one year.

**Drunk and incapable**

5. Any person found in a public place so drunk as to be incapable of making car of himself shall be guilty of an offence and shall be liable on conviction to a fine not exceeding fifty dollars or to imprisonment for a term not exceeding three months or to both such fine and imprisonment.

6. Any person who willfully does any indecent act in any public place or within the view thereof shall be guilty of an offences and shall be liable on conviction to imprisonment for a term not exceeding one year.

**Obscene, threatening, etc. conduct**

7. (1) Any person who, in any public place, writes or draws any indecent word or representation or uses indecent or obscene language, shall be guilty of an offence and shall be liable on conviction to a fine not exceeding forty dollars or to imprisonment for a term not exceeding two months.

(2) Any person who, in any public place, uses threatening or abusive or insulting words or behavior with intent to provoke a breach of peace or whereby a breach of peace may be occasioned, shall be guilty of an offence and shall be liable on conviction to a fine not exceeding fifty dollars or to imprisonment for a term exceeding three months.

**Loitering**

8. Any person found wandering or loitering in or upon or near any premises or in any public place at such time and under such circumstances as to lead to the conclusion that such person is there for an illegal purpose or for the purpose of prostitution shall be guilty of an offence and shall be liable on conviction to imprisonment for a term not exceeding three months.

**Offences relating to animals**

9. Any person who-

(a) slaughters any horse, cattle, pig, sheep or goat or goat on any public road, except such as may have met with an accident or which in the interests of public safety or for other reasonable cause ought to be killed on the spot; or

(b) leads or drives any animal, on any public road, dangerously or recklessly, shall be guilty of an offence and shall be liable on conviction to a fine not exceeding twenty dollars or to imprisonment for a term not exceeding one month.

**Drivers of animals to use lights at night**

10. Any person who, between sunset and half an hour before sunrise, leads or drives or cause op permits to be led or driven, on any road fit for motor vehicles and to which the public has access as of right any horse, cattle, sheep, goat or pig which is not in the charge of at least one person of not less than fifteen years of age carrying a light visible within a reasonable distance both in the direction such as animal is being led or driven and in the reverse direction shall be guilty of an offence and shall be liable on conviction to a fine not exceeding twenty dollars.

**Damaging sign boards**

11. Any person who willfully and unlawfully and without the consent of the owner pulls down, destroys, moves damages or defaces any sign or property shall be guilty of an offence and shall be liable on conviction to a fine not exceeding fifty dollars or to imprisonment for term not exceeding three months or to both such fine and imprisonment.

**Obstruction**

12 Any person who without lawful excuse obstructs in any way the free passage of any public road, or who in any manner willfully prevents any person from passing him on a public road, who by negligence or misbehavior prevents or interferes with the free passage on any public road of any person or vehide shall be guilty of an offence and shall be liable to a fine not exceeding forty dollars or to imprisonment for a term not exceeding two months.

**Lighting fire, etc**

13. Any person who in any place lights any bonfire or throws or ignites any percussive firework or detonates any explosive device in such a manner as is likely to cause annoyance to any other person shall be guilty of an offence and shall be liable on conviction to a fine not exceeding forty dollars.

**Spitting**

14. Any person who spits or discharges any nasal fluid or mucus in any public place shall be guilty of an offence and shall be liable on conviction to affine not exceeding ten dollars

**Throwing of stones, etc**

15. Any person who in any public place throws any stone or other material or willfully or negligently makes any noise or does any other act or thing in a manner likely to alarm or injure any person or animal or damage any property shall be guilty of an offence and shall be liable on conviction to a fine not exceeding forty dollars or to imprisonment for a term not exceeding two months.

**Careless driving**

16. Any person who on a public road drives or causes the movement of any vehicle, other than a motor vehicle or a bicycle, in a careless manner, shall be guilty of an offence and shall be liable on conviction to a fine not exceeding forty dollars or to imprisonment for term not exceeding two months.

**Posting placards on or defacing walls**

17. Any person who, without the consent of the owner or occupier, unlawfully posts or otherwise affixes any placard or other paper or material upon any wall, house or building, post or sign shall be guilty of an offence and shall be liable on conviction to a fine not exceeding twenty dollars.

**Danger or obstruction**

18. Any person who by doing any act or by omitting to take reasonable care of any property in his possession or under his charge causes danger, obstruction or injury to any public road or whilst navigating a vessel shall be guilty of an offence and shall be liable on conviction to fine not exceeding forty dollars.

**Killing, wounding or taking animals**

19. Any person who unlawfully and willfully kills; wounds or takes any tame animal or bird without the owner's consent shall be guilty of an offence and shall be liable on conviction to affine not exceeding twenty dollars.

**Pretending to tell fortunes**

20. Any person who for gain or reward undertakes to tell fortunes or pretends from his skill or knowledge in any occult signs to discover where or in what manner anything believed to have been stolen or lost may be found shall be guilty of an offence and shall be liable on conviction to a fine not exceeding forty dollars or imprisonment for a term not exceeding two months.

PUBLIC SERVICE COMMISSION
P.O.BOX 22[illegible], GOVERNMENT BUILDING SUVA, FIJI
PHONE: 3314588/ FAX: 3302379
www.psc.gov.fj

Fiji Volunteer Service

FVS Form No. 3

Reference: 29/554/66

Date: 20th February, 2015

**Ms Eleni Raibosa**
ufs Permanent Secretary for Defence, National Security & Immigration

**VOLUNTEER ENGAGEMENT**

You are hereby appointed as a Volunteer in the Ministry of ~~Lands and Mineral Resources~~ Defence, National Security & Immigration for a period of three (3) weeks with effect from **23rd February, 2015** to **13th March, 2015**; or until the project is completed, whichever comes earlier.

Your terms and conditions of service as a Volunteer are as follows:-

a) A gross weekly allowance of $220.00 shall be paid from which all required deductions shall be made; $110.00 shall be paid by the Ministry/Host Organization and $110.00 shall be paid by Fiji Volunteer Service [FVS].

b) You will be required contribute to the FNPF in accordance with Fiji National Provident Fund Act (Cap.219) ed.1978. (Optional)

c) You will be entitled to five (5) days Annual Leave after six (6) months of continuous engagement, in any one year of engagement.

d) You will be entitled to five (5) days Sick Leave with Sick Sheet after six (6) months of continuous engagement, in any one year of engagement.

e) Throughout the period of your engagement, you shall comply with all official instructions that are issued to you by your Supervising Officer.

f) Any disclosure of official information by you shall lead to your instant dismissal.

g) You will be liable to summary dismissal upon receiving any report of misconduct, insubordination or unsatisfactory performance.

h) If you wish to terminate your engagement, you will be required to give two (2) days' notice.

i) Your engagement may be extended upon the request of the Ministry or Host Organisation subject to satisfactory Performance Report.

j) You need to provide your Tax identification Number (TIN) and FNPF Card for reference.

.....
Parmesh Chand
***Permanent Secretary for the Public Service***

**(ACCEPTANCE)**
[This section is to be completed on assumption of duty]

I accept the above volunteer engagement subject to all terms specified within the offer of volunteer engagement as stipulated above:

**Signature:** ..... **Date:** 23/2/2015

**Witness:** SBavai **Date:** 23/2/2015

PUBLIC SERVICE COMMISSION
P.O.BOX 2177, GOVERNMENT BUILDING SUVA, FIJI
PHONE: 3314588/ FAX: 3302379
www.psc.gov.fj

Fiji Volunteer Service

FVS Form No. 3

Reference: 29/554/66

Date: 20th February, 2015

Mrs Seini Daugunu
Permanent Secretary for Defence, National Security & Immigration

**VOLUNTEER ENGAGEMENT**

You are hereby appointed as a Volunteer in the Ministry of ~~Lands and Mineral Resources~~ Defence, National Security & Immigration for a period of three (3) weeks with effect from **23rd February, 2015** to **13th March, 2015;** or until the project is completed, whichever comes earlier.

Your terms and conditions of service as a Volunteer are as follows:-

a) A gross weekly allowance of $220.00 shall be paid from which all required deductions shall be made; $110.00 shall be paid by the Ministry/Host Organization and $110.00 shall be paid by Fiji Volunteer Service [FVS].

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i) Your engagement may be extended upon the request of the Ministry or Host Organisation subject to satisfactory Performance Report.

j) You need to provide your Tax identification Number (TIN) and FNPF Card for reference.

.....
Parmesh Chand
***Permanent Secretary for the Public Service***

**(ACCEPTANCE)**
[This section is to be completed on assumption of duty]

I accept the above volunteer engagement subject to all terms specified within the offer of volunteer engagement as stipulated above:

**Signature:** ..... **Date:** 23/02/15

**Witness:** SBauai **Date:** 23/02/2015

PUBLIC SERVICE COMMISSION
P.O. BOX 2211, GOVERNMENT BUILDING SUVA, FIJI
PHONE: 3314588/ FAX: 3302379
www.psc.gov.fj

Fiji Volunteer Service

FVS Form No. 3

Reference: 29/554/66

Date: 20th February, 2015

23/2/15 Ms/Mrs **Mrs Viti Evelini Rokobaro** 23/2/15 Ms/Mrs
ufs Permanent Secretary for Defence, ~~National Security~~ & Immigration

## VOLUNTEER ENGAGEMENT

You are hereby appointed as a Volunteer in the Ministry of ~~Lands and Mineral Resources~~ Defence, National Security and Immigration for a period of three (3) weeks with effect from **23rd February, 2015** to **13th March, 2015**; or until the project is completed, whichever comes earlier.

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b) You will be required contribute to the FNPF in accordance with Fiji National Provident Fund Act (Cap.219) ed.1978. (Optional)

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i) Your engagement may be extended upon the request of the Ministry or Host Organisation subject to satisfactory Performance Report.

j) You need to provide your Tax identification Number (TIN) and FNPF Card for reference.

.....
Parmesh Chand
***Permanent Secretary for the Public Service***

**(ACCEPTANCE)**

[This section is to be completed on assumption of duty]

I accept the above volunteer engagement subject to all terms specified within the offer of volunteer engagement as stipulated above:

**Signature:** ..... **Date:** 23.2.15.

**Witness:** SRavai **Date:** 23/2/2015

PUBLIC SERVICE COMMISSION
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PHONE: 3314588/ FAX: 3302379
www.psc.gov.fj

Fiji Volunteer Service

FVS Form No. 3

Reference: 29/554/66

Date: 20th February, 2015

**Mrs Lagiono Takayawa Basiyalo**
ufs Permanent Secretary for Defence, ~~National~~ Security & Immigration

23/2/15

## VOLUNTEER ENGAGEMENT

You are hereby appointed as a Volunteer in the Ministry of Defence, National Security & Immigration ~~Lands and Mineral Resources~~ for a period of three (3) weeks with effect from **23rd February, 2015** to **13th March, 2015**; or until the project is completed, whichever comes earlier.

Your terms and conditions of service as a Volunteer are as follows:-

a) A gross weekly allowance of $220.00 shall be paid from which all required deductions shall be made; $110.00 shall be paid by the Ministry/Host Organization and $110.00 shall be paid by Fiji Volunteer Service [FVS].

b) You will be required contribute to the FNPF in accordance with Fiji National Provident Fund Act (Cap.219) ed.1978. (Optional)

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h) If you wish to terminate your engagement, you will be required to give two (2) days' notice.

i) Your engagement may be extended upon the request of the Ministry or Host Organisation subject to satisfactory Performance Report.

j) You need to provide your Tax identification Number (TIN) and FNPF Card for reference.

.....
Parmesh Chand
***Permanent Secretary for the Public Service***

## (ACCEPTANCE)

[This section is to be completed on assumption of duty]

I accept the above volunteer engagement subject to all terms specified within the offer of volunteer engagement as stipulated above:

**Signature:** ..... **Date:** 23/2/2015

**Witness:** SBauai ..... **Date:** 23/2/2015

PUBLIC SERVICE COMMISSION
P.O.BOX 2211, GOVERNMENT BUILDING SUVA, FIJI
PHONE: 3314588/ FAX: 3302379
www.psc.gov.fj

Fiji Volunteer Service

FVS Form

Reference: 29/554/66

Date: 20th February, 2015

**Mr Nemani Livicala Bulitavu**
ufs Permanent Secretary for Defence, ~~National~~ Security & Immigration

## VOLUNTEER ENGAGEMENT

You are hereby appointed as a Volunteer in the Ministry of ~~Lands and Mineral Resources~~ Defence, National Security & Immigration for a period of three (3) weeks with effect from **23rd February, 2015** to **13th March, 2015**; or until the project is completed, whichever comes earlier.

Your terms and conditions of service as a Volunteer are as follows:-

a) A gross weekly allowance of $220.00 shall be paid from which all required deductions shall be made; $110.00 shall be paid by the Ministry/Host Organization and $110.00 shall be paid by Fiji Volunteer Service [FVS].

b) You will be required contribute to the FNPF in accordance with Fiji National Provident Fund Act (Cap.219) ed.1978. (Optional)

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h) If you wish to terminate your engagement, you will be required to give two (2) days' notice.

i) Your engagement may be extended upon the request of the Ministry or Host Organisation subject to satisfactory Performance Report.

j) You need to provide your Tax identification Number (TIN) and FNPF Card for reference.

.....
Parmesh Chand
***Permanent Secretary for the Public Service***

**(ACCEPTANCE)**
[This section is to be completed on assumption of duty]

I accept the above volunteer engagement subject to all terms specified within the offer of volunteer engagement as stipulated above:

**Signature:** ..... **Date:** 23/2/15

**Witness:** S Dakai **Date:** 23/2/15

APPENDIX IV

| YEAR | | AMOUNT | REMARKS |
|---|---|---|---|
| 2011 | $ | 3,522,602.54 | Arrears of Salary and Allowances |
| 2010 | $ | 3,553,843.01 | Arrears of Salary and Allowances |
| 2009 | $ | 471,745.35 | Arrears of Allowances |
| 2008 | $ | 2,771,578.58 | Arrears of Salary and Allowances |
| 2007 | $ | 2,611,728.63 | Arrears of Salary and Allowances |
| 2006 | $ | - | Paid |
| 2005 | $ | - | Paid |
| 2004 | $ | 584,426.64 | Arrears of Allowances |
| TOTAL | $ | 13,515,924.75 | |

| | | |
|---|---|---|
| **10% FNPF** | $ | 1,351,592.48 |
| **Gross:** | $ | **14,867,517.23** |
| **RETIREES PRO RATA** | $ | **1,705,434.93** |
| **10%FNPF** | $ | **170,543.49** |
| | $ | **1,875,978.42** |
| **Total Gross:** | $ | **16,743,495.65** |

# STANDING COMMITTTEE ON FOREIGN AFFAIRS AND DEFENCE (SCFAD)

Date: 28th March, 2018

Hon: Netani Rika,

The Chairperson,

Parliamentary Standing Committee on Foreign Affairs and Defence,

Parliament of the Republic of Fiji,

P.O Box 2352,

Government Building,

Suva

Sir,

**Re: Parliamentary Response in the recent Police Back Pay of 2015**

## 1.0 Introduction

The Ministry of Defence, National Security and Immigration through the Honorable Minister's directive, has coordinated the conduct of Phase 2 investigation that prompted by concerned retired Police Officers and those in the current police establishment regarding the claim of arrears of the 2003 Job Evaluation Exercise (JEE).

## 2.0 Objective of the Exercise

The objective of the exercise was to further verify the findings by the Fiji Police Task Force and to determine any outstanding arrears that was not paid.

The exercise demands an appropriate timeframe to thoroughly scrutinize the figures to determine the actual pay out and avoid and overpayment.

## 3. Independent Taskforce

The Independent Task Force comprises of officers from the Public Service Commission, Ministry of Finance (Budget and Treasury) and officials from the Ministry of Defence.

- Mrs. Jimaima Vilisoni – Acting Director Policy, Research and Advisory (Chair);
- Ms. Asinate Mualaulau – Former Director Budget (Foreign Mission);
- Ms. Kesaia Hawea – Former Senior Accounts Officer (Treasury Unit);
- Mr. Vanavasa Tabaka – Administrative Officer (Desk Officer - Police);
- Mrs. Sogovava Tuisawana – Acting Team Leader, Advisory Unit; and
- Retired government Auditors and Accountants.

## 4. Response to the Questions:

a). (i) I joined the Service in 21st May, 1997 and spent fifteen years with the Public Service Commission till 2015.

b. (i) The Appointment of an Independent Taskforce for the 2003 JEE for the Fiji Police Force was on the 9th September, 2014 (Phase 1); and

(ii) Re-appointment of an Independent Task Force – 2003 JEE for the Fiji Police Force on 8th of January, 2015 whilst performing the duty of Team Leader, Advisory Unit. **Refer to Appendix 1.**

who were you advising?

c) **TERMS OF REFERENCE**

The Terms of Reference of the Independent Taskforce appointed by the Minister for Immigration, National Security and Defence for the Reactivation of the Independent Taskforce to again look into the issue of arrears incurred in each phase of the JEE implementation since 2004. **Refer to Appendix 2**.

- To critically verify findings of the Fiji Police Force in comparison with the Police salary structures as per issued PSC Circulars and Ministry of Finance actual pay – outs through its payroll and ITC;

- To establish any outstanding arrears ascertained in each Phase (1-5) as a consequence of the 30% JEE Payment to the Disciplined Forces from the period 2004- to date;

- To report to the Minister for Defence of its findings in respect to the JEE arrears for the Fiji Police Force as in (ii) above; and

- To assist the Ministry acquire Cabinet's endorsement for any JEE arrears to the Police Force based on the findings of the Taskforce.

d). **Role in the Independent Taskforce (Acting Team Leader, Advisory Services Unit)**

To provide quality and constructive timely advisory support on management policies, practices and procedures to the Senior Management of assigned Ministries and Departments to assist in the effective implementation of the Corporate Strategies.

Provide consultancy services for the Fiji Police Force on the implementation of the 2003 Mercer Report and the Re-alignment of Person to Post (P2P) with the budgetary allocation approved by the Ministry of Finance and management of staff establishment and issues.

e). **Role of the PSC during the Fiji Police Force Job Evaluation Exercise in 2015;**

The Public Service Commission under the State Service Decree 2009, No: 6 as the Central Agency and is responsible for the effective management and development of human resources; organisational and systems management and the continuous improvement of public services.

The Commission has managed to contain the size of the civil service and there are better links between staffing establishment and Payroll (MoF).

Cabinet at its meeting on 10th of October, 2004 had approved the five (5) year phased of the JEE Implementation for Police, Prisons and RFMF officers starting in 2004. **Refer to Appendix 3**

Cabinet at its meeting on the 13th and 14th of December, 2004 had approved the implementation and the Payment of Phase 1-3 of the JEE and the Commission to act on the decision.

Cabinet at its meeting on 13th December, 2010 vide **Cabinet Decision No: 459 of 2010** has approved the implementation of the Job Evaluation Exercise for the Fiji Police Force.

In its decision, Cabinet has:

- Approved the implementation of **phase 4** of the JEE that is the payment of 6% backdated to 1st January, 2009 to all Police Officers in grade PL08 – PL01 to cover the period 1st January, 2009 – 31st December 2009 only;
- Endorsed that the flow on effect of this payment for 2010 and the payment of Phase 5 is to be considered later;
- Endorsed that since the Fiji Police Force cannot meet this payment from within its budget, the **Ministry of Finance** is to identify a sum of **$2.86m** to meet the JEE payment mentioned in (i) above; and
- That such payment is to be effective on Pay 26 of 2010.

PSC Circular 80/2011 puts into effect the pay increase for Civil Servants announced as part of the 2012 Budget Address delivered on the 25th of November, 2011.

A pay increase will be effective from 01/01/2012.

b). A 9% pay increase for all police officers in the PL08 – PL01 grade. This includes the 3% from (i) above and a further 6% to complete the implementation of the last phase (phase 5) of the Job Evaluation Exercise 2003 for the Fiji Police Force.

f). Authorities (PSC Circular) used by the PSC in the FPF JEE. **Refer to Appendix 4**

- PSC Circular Memorandum 29/167/50 (JEE Phase 1);
- PSC Circular Memorandum 29/167/50 (JEE Phase 2);
- PSC Circular 51/2005 of 9th December, 2005;
- PSC Circular 80/2010 of 16th December, 2010; and
- PSC Circular 80/2011 of 13th December, 2011.

g. Challenges faced when carrying out this exercise.

- Limited timeframe to complete the exercise;
- Non – availability of accurate data due to non – reconciled figures;
- Incorrect baseline salary points;
- Missing names from the Payroll and also on the spread sheet provided the Fiji Police Force;
- Lack of expert resources resulting in the engagement of retirees; and
- Confidentiality of information revealed without proper authority resulting in the engagement of the Independent Audit.

WHO WAS IT REVEALED TO.

h. **Lessons Learnt**

Throughout out process, the Independent Taskforce in its deliberation and investigation conducted, authorization referenced seems to cause some of the major lapses of arrears of payments done earlier apart from a few shortfalls detected.

The Taskforce focus on testing the figures by re-looking at the salary table provided by the Public Service Commission (PSC Circular) and formulas presented by the Fiji Police Force.

i. **Food for thought.**

Authorities used for any Job Evaluation Exercise and Salary Pay Out should be relevant based and endorsed by the relevant stakeholders. This will minimise errors and not prolong the process.

j. **Way Forward**

As the result of the thorough verification covering two (2) months by the Independent Taskforce and the engagement of the Independent Auditors, the teams have finally come to a consensus and agreed to the figures as the unpaid arrears of the 2003 JEE for the Fiji Police Force.

After the end of the exercise, the ITF confirmed that the Implementation of the 30% JEE for the Fiji Police Force is completed.



Sogovava Tuisawana

**Independent Taskforce Member**

**MINISTRY OF IMMIGRATION, NATIONAL SECURITY AND DEFENCE**
1st & 2nd Floors, New Wing, Government Buildings, 26 Gladstone Road, Suva.
Post Office Box 2349, Government Buildings, Suva, FIJI.
Telephone: 3211 754 Facsimile: 3317 721
Email: defence@govnet.gov.fj and inforhomeaff@govnet.gov.fj

Ref: 3/A/6-1

08 January 2015

The Permanent Secretary for the Public Service Commission

re : RE-APPOINTMENT OF AN INDEPENDENT TASK FORCE – 2003 JEE FOR THE FIJI POLICE FORCE

Greetings of the season and best wishes for the New Year!

Sir, the Minister for Immigration, National Security and Defence has directed the reactivation of the Independent Task Force which had earlier ascertained pending JEE salary increase last year to again look into the issue of arrears incurred in each phase of the JEE implementation since 2004.

In 2012, the Republic of Fiji Military Forces (RFMF) and the Correctional Services implemented their 30% JEE while regrettably, the Fiji Police Force was advised to gradually implement its JEE on a phased approach i.e. 6% progressive payment for each phase. The JEE Task Force, in its findings last year concluded that the salary scale for the Fiji Police was already in par with the RFMF and Correctional Services.

Given that government has committed a $28M budgetary allocation this year for any possible arrears, the Task Force is hereby required to re-look into the alleged claim and to make recommendations to government if any, the payment of arrears for its early implementation. The Task Force will meet at the Fiji Police Headquarters Conference Room on Thursday 08 January at 0900hrs. In this regard, we kindly request the release of Mrs Jimaima Vilisoni to head this Task Force again. A copy of the terms of reference (TOR) is attached herewith for your information.

By a copy of this letter, we are also requesting the Permanent Secretary for Finance for the release of Ms Asinate Mualaulau and Kiman Mala of the Budget Section to be coopted as members of the Task Force.

Sir, we thank you for your continuous support and we look forward to work closely with your office.

Vinaka.



**Osea N. Cawaru [Mr]**
**Permanent Secretary for Immigration, National Security & Defence**

cc: **The Permanent Secretary for Finance** – for your necessary action please.

# JOB EVALUATION EXERCISE (JEE) TASK FORCE

## TERMS OF REFERENCE

### INTRODUCTION

The Minister for Immigration, National Security and Defence has directed that an independent Task Force be established to conduct an inquiry into the issue of ascertaining arrears incurred over the years (since 2004) for the Fiji Police Force, before the next payment of the JEE allocation of $28m in this year's budget.

This exercise is to be conducted independently on the clear understanding that it would verify the figures for payout and report its findings to the Minister for Finance through the Minister for Immigration, National Security and Defence. Hence, the Minister has given his blessings to the setting up of this task force and invites relevant Government Ministries to further analyze and verify the findings by the Fiji Police Force. The Task Force is anticipated to conduct its investigation on a clear objective and Terms of References, (TOR) listed below.

The Task Force is to commence its meeting on **Thursday 08 January** at the Fiji Police Headquarters Conference Room at **0900hrs**. The task force is to complete its work by **Friday 09 January 2015.**

### OBJECTIVE

To further verify the findings by the Fiji Police Force and to determine any outstanding arrears.

### TERMS OF REFERENCE

a) To critically verify findings of the Fiji Police Force in comparison with the Police salary structures as per issued PSC Circulars and Ministry of Finance actual pay-outs through its payroll and ITC;

b) To establish any outstanding arrears ascertained in each Phase (1-5) as a consequence of the 30% JEE payment to the RFMF and Correctional Services from the period 2004 to date;

c) To report to the Minister for Finance via the Minister for Immigration, National Security and Defence of its findings in respect to the JEE arrears for the Fiji Police Force as in (b) above;

d) To assist the Ministry acquire Cabinet's endorsement for any JEE arrears to the Police Force based on the findings of the Task Force.

**********

APPENDIX A

54

THIS DOCUMENT IS THE PROPERTY OF THE CABINET

C.P. (2004) 24th Meeting

Date 13/12/04

PM 905

# CABINET DECISION

Extract from Minutes of Meeting held on

Monday 13th December, 2004 at 9.00am

626. **Implementation of Job Evaluation Exercise Report for the Disciplined Services** CP(04)543

Cabinet approved:

(i) the immediate implementation of the Job Evaluation Report (JER) recommendations for Police, Prisons and RFMF officers;

(ii) that RFMF personnel in the ranks of Private, Lance Corporal, Corporal, Sergeant, Staff Sergeant, 2nd Lieutenant and Colonel be awarded the recommended 2004, 2005 and 2006 increases as one payment in 2004; and

(iii) that the amount of $14,816,271 payable as the first phase of the Disciplined Services JER implementation including (ii) above, be paid before the end of 2004.

[ Jowasa Volavola ]
Secretary to the Cabinet

PSC CIRCULAR

PHASES 1-3 with Arrears of 2004 & 2005.

# PSC Circular No. 51/2005

To: Chief Executive Officers and Heads of Departments

File: C29/167/50

Subject: 2004 3% COLA PAYMENT FOR CIVIL SERVANTS

Date: 09 December, 2005

## 1.0 INTRODUCTION

1.1 Following the announcement by the Public Service Commission on Government's decision to move away from the payment of the Cost of Living Adjustment (COLA) and to implement the Performance Management System as part of Government Pay Policy for the Civil Service, negotiations with the Public Service Unions over their 2004 Log of Claims were proceeded with based on this mandated position. However, talks broke down and all the six Public Service Unions filed reports of trade disputes individually with the Ministry for Labour, Industrial Relations and Productivity under the Trade Disputes Act.

1.2 The Chief Executive Officer for Labour, Industrial Relations and Productivity accepted the reports of trade dispute and subsequently appointed a conciliator to conciliate over these. The conciliation talks commenced on 10th December 2004 and ended with the parties agreeing to refer the dispute to voluntary arbitration.

1.3 The Unions, namely the Fijian Teachers Association (FTA), Viti National Union of Taukei Workers (VNUTW) Public Employees Union (PEU), Fiji Public Service Association (FPSA), Fiji Teachers Union (FTU) and Fiji Nursing Association (FNA) signed a Memorandum of Agreement (MOA), on 13th December 2004, on Government's offer of a 2% one-off payment across the board pending the outcome of voluntary arbitration.

1.4 As per the Memorandum of Agreement, the parties had agreed that in the event that the Permanent Arbitrator rules that COLA is to be paid to the Unions for 2004, the 2% one-off payment would be taken as payment in compliance with the Award. The COLA Award shall be built into the base pay.

## 2.0 ARBITRATION TRIBUNAL AWARD NO/s 52 - 57

2.1 The Arbitration Tribunal in its Awards No.s 52 – 57 awarded all the six Public Service Union members employed by the Commission to receive the following COLA increases with effect from 01 January 2004:

| | | | |
|---|---|---|---|
| (a) | Up to $17,500 | - | $14.00 per week |
| (b) | Between $17,501 and $35,000 | - | $10.00 per week |
| (c) | $35,001 and above | - | $7.00 per week |

## 3.0 CONSULTATIONS WITH PUBLIC SERVICE UNIONS

3.1 The Public Service Commission and the Public Service Unions met on 21/11/2005, 22/11/2005, 24/11/2005 and 28/11/2005 to discuss the Arbitration Awards Nos. 52 – 57 as these relate to their members and to consider the best possible options for addressing the Awards.

3.2 When the parties met on 22/11/2005, the Unions were informed of the Commission's option for a legal challenge of the Awards and a proposed interim payment before Christmas 2005 to be put forward to the Cabinet Sub-Committee on the Public Service for its consideration.

3.3 Due to the varying demands by the Unions, Cabinet has subsequently agreed that a 3% COLA payment be made to all Civil Servants and Government Wage Earners.

3.4 It was agreed that all parties would further discuss the implementation of Awards Nos. 52 – 57 to arrive at an amicable solution.

## 4.0 2004 3% COST OF LIVING ADJUSTMENT

4.1 Cabinet at its meeting of 6th December, 2005 had agreed to pay a 3% COLA payment to Civil Servants and Government Wage Employees and that this payment, together with the 2% one-off payment made in December 2004, to be part of the total Award Nos. 52 – 57 of 2005.

## 5.0 APPLICATION

5.1 The 3% COLA payment will apply to all established posts and postholders in the Public Service.

5.2 The pay increase will also apply to the Police, Army and Forest Guard Personnels.

5.3 The Chief Executive Officer for Home Affairs is requested by this Circular to, where necessary and appropriate, make amendments to the relevant Regulations to effect the 3% COLA payment for those in the Disciplined Services, and the Chief Executive Officer for Justice for those in the Fiji Prison Service.

5.4 Specifically, the 3% COLA payment will apply to:-

(a) Permanent Officers including those on probation;
(b) Officers serving on contract terms;
(c) Temporary Officers; and
(d) Officers, who resigned, retired or were dismissed after 1st January 2004.

5.5 The 3% COLA payment will not, however, apply to:-

(i) Civil Servants who were deemed to have resigned or had their appointments terminated for abscondment from duties under the provisions of Regulation 20 of the Public Service Regulations 1999;
(ii) Civil Servants on fixed salaries that are governed by the Prescription of Salaries Act, the Judges Remuneration and Emoluments Act and the Public Service (SES) Regulations 2003.

## 6.0 PAYMENTS

6.1 The COLA payment for the Year 2004 only will be made to all eligible Civil Servants on Pay No. 26 of 2005 which will be payable on 22nd December 2005. Payment of COLA arrears for the Year 2005 will be confirmed early next year.

6.2 The 3% COLA payment will be consolidated into officer's basic annual salary with effect from 1st January 2004 to 31st December 2004.

6.3 The respective salaries incorporating the increase are shown in **Appendix A.**

6.4 The respective salaries for Officer's in the Disciplined Services, namely the Fiji Police Force and Fiji Prison Services, incorporating the increase with the implementation of the Job Evaluation Exercise is shown in **Appendix B.**

## 7.0 ALLOWANCES

7.1 All deductions linked to salaries including rent on Government quarters and PSC scholarship loan deductions should be adjusted to the revised salary levels with effect from 1st January 2004.

7.2 All allowances linked to salaries, such as the housing allowance, acting allowance, consolidated allowance, etc should be adjusted to the revised level of salaries with effect from 1st January 2004.

## 8.0 OVERTIME

8.1 The revised overtime rates which are effective from 1st January 2004 are attached as **Appendix C** of this Circular.

8.2 Where the funds are not specifically provided in the Budget Estimates, time-off in lieu shall continue to be granted on an hour to hour basis to officers who are eligible and who are authorized to claim overtime payment. Officers who cannot be released to utilize their time-off in lieu of overtime payment, are permitted to utilize time-off in lieu with their annual leave at the end of their current leave year.

## 9.0 AMENDMENTS TO GENERAL ORDERS

9.1 The amendments to the General Orders necessitated by this increase is set out as **Appendix D** and are effective from 1st January 2004.

9.2 This Circular supercedes PSC Circular No: 02/2004 dated 15/01/04.

**Appendix B**

## FIJI POLICE FORCE SALARY SCALE

| PL | Salary Pt. | Salary | REVISED SALARY | JER PHASE 1 | REVISED SALARY | JER PHASE 2 | REVISED SALARY | JER PHASE 3 | REVISED SALARY |
|---|---|---|---|---|---|---|---|---|---|
| | | WEF 1/1/03 | 3% COLA | WEF 1/1/04 | W.E.F 1/1/04 | WEF 1/105 | W.E.F 1/1/05 | WEF 1/1/06 | W.E.F 1/1/06 |
| PLO1 | | 42,520 | 43,796 | 44,548 | 45,824 | 46,155 | 47,431 | 47,762 | 49,038 |
| | 1 | 40,989 | 42,219 | 42,596 | 43,826 | 44,203 | 45,433 | 45,810 | 47,040 |
| | 2 | 39,240 | 40,417 | 41,012 | 42,189 | 42,784 | 43,961 | 44,555 | 45,733 |
| | 3 | 37,681 | 38,811 | 39,580 | 40,710 | 41,478 | 42,609 | 43,377 | 44,507 |
| | 4 | 36,257 | 37,345 | 38,255 | 39,343 | 40,254 | 41,342 | 42,252 | 43,340 |
| | 5 | 34,986 | 36,036 | 37,054 | 38,103 | 39,121 | 40,171 | 41,189 | 42,238 |
| | 6 | 33,721 | 34,733 | 35,857 | 36,868 | 37,992 | 39,004 | 40,128 | 41,139 |
| | 7 | 32,459 | 33,433 | 34,662 | 35,636 | 36,865 | 37,839 | 39,068 | 40,042 |
| | | | | | | | | | |
| PLO2 | | 33,291 | 34,290 | 35,090 | 36,089 | 36,559 | 37,558 | 38,029 | 39,028 |
| | 1 | 32,050 | 33,012 | 33,520 | 34,481 | 34,989 | 35,951 | 36,459 | 37,420 |
| | 2 | 30,530 | 31,446 | 32,155 | 33,071 | 33,780 | 34,696 | 35,405 | 36,321 |
| | 3 | 29,069 | 29,962 | 30,853 | 31,726 | 32,618 | 33,490 | 34,382 | 35,255 |
| | 4 | 27,840 | 28,675 | 29,706 | 30,541 | 31,571 | 32,406 | 33,437 | 34,272 |
| | 5 | 26,797 | 27,601 | 28,723 | 29,527 | 30,648 | 31,452 | 32,574 | 33,378 |
| | 6 | 26,005 | 26,785 | 27,940 | 28,720 | 29,875 | 30,656 | 31,811 | 32,591 |
| | 7 | 24,953 | 25,702 | 26,950 | 27,699 | 28,947 | 29,696 | 30,944 | 31,693 |
| | | | | | | | | | |
| PLO3 | | 26,836 | 27,641 | 28,698 | 29,503 | 30,275 | 31,080 | 31,853 | 32,658 |
| | 1 | 26,289 | 27,078 | 27,866 | 28,655 | 29,443 | 30,232 | 31,021 | 31,809 |
| | 2 | 25,215 | 25,971 | 26,885 | 27,642 | 28,555 | 29,312 | 30,226 | 30,982 |
| | 3 | 24,245 | 24,972 | 25,987 | 26,714 | 27,729 | 28,456 | 29,471 | 30,198 |
| | 4 | 23,300 | 23,999 | 25,109 | 25,808 | 26,917 | 27,616 | 28,726 | 29,425 |
| | 5 | 22,677 | 23,357 | 24,488 | 25,169 | 26,300 | 26,980 | 28,111 | 28,792 |
| | 6 | 22,156 | 22,821 | 23,950 | 24,614 | 25,743 | 26,408 | 27,537 | 28,201 |
| | 7 | 21,745 | 22,397 | 23,499 | 24,151 | 25,253 | 25,905 | 27,006 | 27,659 |
| | 8 | 21,350 | 21,991 | 23,061 | 23,701 | 24,771 | 25,412 | 26,482 | 27,122 |
| | 9 | 20,996 | 21,626 | 22,655 | 23,285 | 24,315 | 24,945 | 25,974 | 26,604 |
| | 10 | 20,679 | 21,299 | 22,280 | 22,900 | 23,881 | 24,501 | 25,481 | 26,102 |
| | 11 | 20,359 | 20,970 | 21,902 | 22,513 | 23,445 | 24,055 | 24,987 | 25,598 |
| | | | | | | | | | |
| PLO4 | | 21,186 | 21,822 | 22,883 | 23,519 | 24,370 | 25,006 | 25,858 | 26,494 |
| | 1 | 20,352 | 20,963 | 21,839 | 22,450 | 23,326 | 23,937 | 24,814 | 25,424 |
| | 2 | 19,477 | 20,061 | 21,040 | 21,624 | 22,603 | 23,187 | 24,165 | 24,750 |
| | 3 | 18,566 | 19,123 | 20,212 | 20,769 | 21,858 | 22,415 | 23,503 | 24,060 |
| | 4 | 17,870 | 18,406 | 19,556 | 20,092 | 21,242 | 21,778 | 22,927 | 23,464 |
| | 5 | 17,544 | 18,070 | 19,196 | 19,722 | 20,848 | 21,374 | 22,499 | 23,026 |
| | 6 | 17,220 | 17,737 | 18,837 | 19,354 | 20,455 | 20,971 | 22,072 | 22,589 |
| | 7 | 16,891 | 17,398 | 18,475 | 18,982 | 20,059 | 20,565 | 21,642 | 22,149 |
| | 8 | 16,565 | 17,062 | 18,115 | 18,612 | 19,665 | 20,162 | 21,214 | 21,711 |
| | 9 | 16,256 | 16,746 | 17,770 | 18,258 | 19,282 | 19,770 | 20,794 | 21,282 |
| | 10 | 15,952 | 16,431 | 17,426 | 17,905 | 18,900 | 19,379 | 20,374 | 20,853 |
| | 11 | 15,644 | 16,113 | 17,080 | 17,550 | 18,516 | 18,986 | 19,953 | 20,422 |
| | 12 | 15,317 | 15,777 | 16,719 | 17,179 | 18,122 | 18,581 | 19,524 | 19,984 |
| | | | | | | | | | |
| PLO5 | | 15,769 | 16,242 | 17,386 | 17,859 | 18,847 | 19,320 | 20,307 | 20,780 |
| | 1 | 15,011 | 15,461 | 16,472 | 16,922 | 17,933 | 18,383 | 19,393 | 19,844 |
| | 2 | 14,171 | 14,596 | 15,680 | 16,105 | 17,189 | 17,615 | 18,699 | 19,124 |
| | 3 | 13,451 | 13,855 | 14,985 | 15,388 | 16,518 | 16,922 | 18,052 | 18,455 |
| | 4 | 13,121 | 13,515 | 14,601 | 14,995 | 16,081 | 16,475 | 17,561 | 17,955 |
| | 5 | 12,791 | 13,175 | 14,218 | 14,601 | 15,644 | 16,028 | 17,071 | 17,455 |
| | 6 | 12,477 | 12,851 | 13,847 | 14,221 | 15,217 | 15,591 | 16,586 | 16,961 |
| | 7 | 12,161 | 12,526 | 13,474 | 13,839 | 14,788 | 15,153 | 16,101 | 16,466 |
| | 8 | 11,849 | 12,204 | 13,105 | 13,461 | 14,362 | 14,717 | 15,618 | 15,974 |
| | | | | | | | | | |
| PLO6 | | 11,479 | 11,823 | 12,748 | 13,092 | 13,904 | 19,248 | 15,060 | 15,404 |
| | 1 | 11,319 | 11,659 | 12,475 | 12,815 | 13,631 | 13,971 | 14,787 | 15,127 |
| | 2 | 11,048 | 11,379 | 12,161 | 12,493 | 13,275 | 13,606 | 14,388 | 14,720 |
| | 3 | 10,773 | 11,096 | 11,845 | 12,168 | 12,916 | 13,239 | 13,988 | 14,311 |
| | 4 | 10,485 | 10,800 | 11,517 | 11,832 | 12,550 | 12,864 | 13,582 | 13,897 |
| | 5 | 10,201 | 10,507 | 11,193 | 11,499 | 12,186 | 12,492 | 13,178 | 13,484 |
| | | | | | | | | | |

## VETERINARY CLASSIFICATION [VR]
## 2004 APPROVED SALARY TABLE

| Existing Grade | Salary Point | Existing Salary W.E.F 01/01/03 | New Salary W.E.F. 01/01/04 |
|---|---|---|---|
| VR01 | | 51,764 | 53,317 |
| | 01 | 49,500 | 50,985 |
| | 02 | 47,370 | 48,791 |
| | 03 | 45,768 | 47,141 |
| | 04 | 44,009 | 45,329 |
| | 05 | 42,479 | 43,753 |
| | 06 | 40,941 | 42,169 |
| | 07 | 39,404 | 40,586 |
| | | | |
| VR02 | | 34,668 | 35,708 |
| | 01 | 33,099 | 34,092 |
| | 02 | 31,686 | 32,637 |
| | 03 | 30,510 | 31,425 |
| | 04 | 29,335 | 30,215 |
| | | | |
| VR03 | | 27,999 | 28,839 |
| | 01 | 27,767 | 28,600 |
| | 02 | 24,466 | 25,200 |
| | 03 | 25,523 | 26,289 |
| | 04 | 24,593 | 25,331 |
| | 05 | 23,683 | 24,393 |
| | 06 | 22,759 | 23,442 |
| | 07 | 21,804 | 22,458 |

New Salary [+3% COLA]

PSC 01/2006

**Appendix B**

## FIJI POLICE FORCE SALARY SCALE

| PL | Salary Pt. | JER PHASE 1 | REVISED SALARY | JER PHASE 2 | REVISED SALARY | JER PHASE 3 | REVISED SALARY |
|---|---|---|---|---|---|---|---|
| | | WEF 1/1/04 | W.E.F 1/1/04 | WEF 1/105 | W.E.F 1/1/05 | WEF 1/1/06 | W.E.F 1/1/06 |
| PLO1 | | 44,548 | 45,884 | 46,155 | 47,491 | 47,762 | 49,098 |
| | 1 | 42,596 | 43,874 | 44,203 | 45,481 | 45,810 | 47,088 |
| | 2 | 41,012 | 42,242 | 42,784 | 44,014 | 44,555 | 45,786 |
| | 3 | 39,580 | 40,767 | 41,478 | 42,666 | 43,377 | 44,564 |
| | 4 | 38,255 | 39,403 | 40,254 | 41,401 | 42,252 | 43,400 |
| | 5 | 37,054 | 38,165 | 39,121 | 40,233 | 41,189 | 42,300 |
| | 6 | 35,857 | 36,932 | 37,992 | 39,068 | 40,128 | 41,203 |
| | 7 | 34,662 | 35,702 | 36,865 | 37,905 | 39,068 | 40,108 |
| | | | | | | | |
| PLO2 | | 35,090 | 36,143 | 36,559 | 37,612 | 38,029 | 39,082 |
| | 1 | 33,520 | 34,525 | 34,989 | 35,995 | 36,459 | 37,464 |
| | 2 | 32,155 | 33,120 | 33,780 | 34,745 | 35,405 | 36,370 |
| | 3 | 30,853 | 31,779 | 32,618 | 33,543 | 34,382 | 35,308 |
| | 4 | 29,706 | 30,597 | 31,571 | 32,462 | 33,437 | 34,328 |
| | 5 | 28,723 | 29,584 | 30,648 | 31,510 | 32,574 | 33,435 |
| | 6 | 27,940 | 28,778 | 29,875 | 30,714 | 31,811 | 32,649 |
| | 7 | 26,950 | 27,759 | 28,947 | 29,756 | 30,944 | 31,753 |
| | | | | | | | |
| PLO3 | | 28,698 | 29,559 | 30,275 | 31,136 | 31,853 | 32,714 |
| | 1 | 27,866 | 28,702 | 29,443 | 30,279 | 31,021 | 31,857 |
| | 2 | 26,885 | 27,692 | 28,555 | 29,362 | 30,226 | 31,032 |
| | 3 | 25,987 | 26,767 | 27,729 | 28,509 | 29,471 | 30,251 |
| | 4 | 25,109 | 25,862 | 26,917 | 27,670 | 28,726 | 29,479 |
| | 5 | 24,488 | 25,223 | 26,300 | 27,034 | 28,111 | 28,846 |
| | 6 | 23,950 | 24,668 | 25,743 | 26,462 | 27,537 | 28,255 |
| | 7 | 23,499 | 24,204 | 25,253 | 25,958 | 27,006 | 27,711 |
| | 8 | 23,061 | 23,752 | 24,771 | 25,463 | 26,482 | 27,174 |
| | 9 | 22,655 | 23,335 | 24,315 | 24,994 | 25,974 | 26,654 |
| | 10 | 22,280 | 22,948 | 23,881 | 24,549 | 25,481 | 26,150 |
| | 11 | 21,902 | 22,559 | 23,445 | 24,102 | 24,987 | 25,644 |
| | | | | | | | |
| PLO4 | | 22,883 | 23,569 | 24,370 | 25,056 | 25,858 | 26,544 |
| | 1 | 21,839 | 22,494 | 23,326 | 23,982 | 24,814 | 25,469 |
| | 2 | 21,040 | 21,671 | 22,603 | 23,234 | 24,165 | 24,797 |
| | 3 | 20,212 | 20,818 | 21,858 | 22,464 | 23,503 | 24,110 |
| | 4 | 19,556 | 20,142 | 21,242 | 21,828 | 22,927 | 23,514 |
| | 5 | 19,196 | 19,772 | 20,848 | 21,423 | 22,499 | 23,075 |
| | 6 | 18,837 | 19,403 | 20,455 | 21,020 | 22,072 | 22,637 |
| | 7 | 18,475 | 19,029 | 20,059 | 20,613 | 21,642 | 22,197 |
| | 8 | 18,115 | 18,658 | 19,665 | 20,208 | 21,214 | 21,758 |
| | 9 | 17,770 | 18,303 | 19,282 | 19,815 | 20,794 | 21,327 |
| | 10 | 17,426 | 17,949 | 18,900 | 19,423 | 20,374 | 20,897 |
| | 11 | 17,080 | 17,593 | 18,516 | 19,029 | 19,953 | 20,465 |
| | 12 | 16,719 | 17,221 | 18,122 | 18,623 | 19,524 | 20,026 |
| | | | | | | | |
| PLO5 | | 17,386 | 17,908 | 18,847 | 19,369 | 20,307 | 20,829 |
| | 1 | 16,472 | 16,966 | 17,933 | 18,427 | 19,393 | 19,888 |
| | 2 | 15,680 | 16,151 | 17,189 | 17,660 | 18,699 | 19,169 |
| | 3 | 14,985 | 15,434 | 16,518 | 16,968 | 18,052 | 18,501 |
| | 4 | 14,601 | 15,039 | 16,081 | 16,519 | 17,561 | 17,999 |
| | 5 | 14,218 | 14,644 | 15,644 | 16,071 | 17,071 | 17,497 |
| | 6 | 13,847 | 14,262 | 15,217 | 15,632 | 16,586 | 17,002 |
| | 7 | 13,474 | 13,879 | 14,788 | 15,192 | 16,101 | 16,505 |
| | 8 | 13,105 | 13,499 | 14,362 | 14,755 | 15,618 | 16,011 |
| | | | | | | | |
| PLO6 | | 12,748 | 13,130 | 18,904 | 19,286 | 15,060 | 15,442 |
| | 1 | 12,475 | 12,849 | 13,631 | 14,005 | 14,787 | 15,161 |
| | 2 | 12,161 | 12,526 | 13,275 | 13,640 | 14,388 | 14,753 |
| | 3 | 11,845 | 12,200 | 12,916 | 13,272 | 13,988 | 14,343 |
| | 4 | 11,517 | 11,863 | 12,550 | 12,895 | 13,582 | 13,928 |
| | 5 | 11,193 | 11,529 | 12,186 | 12,522 | 13,178 | 13,514 |
| | | | | | | | |

## FIJI POLICE FORCE SALARY SCALE

| | | | JOR 1 Revised | | JOR 2 Revised | | JOR 3 Revised |
|---|---|---|---|---|---|---|---|
| PLO7 | | 10,811 | 11,135 | 11,872 | 12,196 | 12,932 | 13,256 |
| | 1 | 10,526 | 10,842 | 11,587 | 11,902 | 12,647 | 12,963 |
| | 2 | 10,222 | 10,528 | 11,260 | 11,566 | 12,297 | 12,604 |
| | 3 | 9,916 | 10,214 | 10,932 | 11,229 | 11,947 | 12,245 |
| | 4 | 9,608 | 9,897 | 10,602 | 10,890 | 11,595 | 11,883 |
| | 5 | 9,298 | 9,577 | 10,270 | 10,549 | 11,243 | 11,522 |
| | 6 | 9,027 | 9,298 | 9,968 | 10,239 | 10,909 | 11,180 |
| | 7 | 8,761 | 9,023 | 9,669 | 9,932 | 10,578 | 10,841 |
| | 8 | 8,497 | 8,752 | 9,373 | 9,628 | 10,248 | 10,503 |
| | 9 | 8,226 | 8,472 | 9,070 | 9,317 | 9,915 | 10,162 |
| | | | | | | | |
| PLO8 | 1 | 7,325 | 7,545 | 7,953 | 8,173 | 8,581 | 8,801 |
| | 2 | 7,118 | 7,332 | 7,728 | 7,942 | 8,338 | 8,552 |
| | 3 | 6,911 | 7,118 | 7,528 | 7,735 | 8,145 | 8,352 |
| | 4 | 6,703 | 6,904 | 7,278 | 7,479 | 7,852 | 8,053 |
| | 5 | 6,496 | 6,691 | 7,053 | 7,248 | 7,609 | 7,804 |

Police JE
fs Pay

# [illegible] COMMISSION

PHONE: (679) - 314 588
FAX : (679) - 302 379
: (679) - 302 570

## MAKING A DIFFERENCE

24th December, 2004

[illegible] Officer – Finance & National Planning

**[illegible] PHASE OF IMPLEMENTATION OF THE JOB EVALUATION EXERCISE FOR THE DISCIPLINED FORCES**

[illegible] at its meeting of 13th and 14th December 2004 had approved the [illegible] implementation of the 5 year phased JER recommendations for Police, [illegible] RFMF officers before the end of 2004.

[illegible] phase implementation of the three discipline forces was paid in Pay No: 26 [illegible] period effective 01/01/04. The second phase is due on 01/01/05 and the [illegible] for the three discipline forces namely the Fiji Police Force [FPF], the Fiji [illegible] [FPS] and the Republic of Fiji Military Forces [RFMF] are attached as [illegible] ***A, B and C***.

Pre – JER

[illegible] with the Mercer JER, ***'ration allowance' has been abolished*** for the RFMF [illegible] service allowance' has been adopted as recommended. Service allowance is [illegible] base salary or F$2,000.00, whichever was the lower. Service allowance [illegible] recommended by the Mercer JER to recognize their unique commitment and [illegible] of RFMF members to serve under the military disciplinary code and should only [illegible] to military personnel who have taken the Oath/Affirmation of Allegiance to serve [illegible] RFMF.

In regards to the lodging allowance, Mercer JER recommends that this is subject to [illegible] further review that would be conducted later on in 2005. Meanwhile, ***all lodging [illegible]ances for the disciplined forces should be pegged at 20% of the pre-JER [illegible]aries***.

We are on stand-by to answer any questions you may have regarding the above. Thank you and compliments of this festive season to you and your staff.

S. Chandra
*for* Chief Executive Officer-Public Service

All Correspondence to the Secretary for the Public Service Commission, please.

cc: Chief Accountant, Ms. Susana Calusi

Appendix

## PHASE 2 JER SALARY FOR POLICE WITH EFFECT FROM: 01/01/05

| [redacted] | Salary Point | Existing Salary WEF: 01/01/04 | Phase 2 JER Salary wef 01/01/05 |
|---|---|---|---|
| [redacted] | 1 | $42,596 | $44,203 |
| | 2 | $41,012 | $42,784 |
| | 3 | $39,580 | $41,478 |
| | 4 | $38,255 | $40,254 |
| | 5 | $37,054 | $39,121 |
| | 6 | $35,857 | $37,992 |
| | 7 | $34,662 | $36,865 |
| | | | |
| [redacted] | 1 | $33,520 | $34,989 |
| | 2 | $32,155 | $33,780 |
| | 3 | $30,853 | $32,618 |
| | 4 | $29,706 | $31,571 |
| | 5 | $28,723 | $30,648 |
| | 6 | $27,940 | $29,875 |
| | 7 | $26,950 | $28,947 |
| | | | |
| PL03 | 1 | $27,866 | $29,443 |
| | 2 | $26,885 | $28,555 |
| | 3 | $25,987 | $27,729 |
| | 4 | $25,109 | $26,917 |
| | 5 | $24,488 | $26,300 |
| | 6 | $23,950 | $25,743 |
| | 7 | $23,499 | $25,253 |
| | 8 | $23,061 | $24,771 |
| | 9 | $22,655 | $24,315 |
| | 10 | $22,280 | $23,881 |
| | 11 | $21,902 | $23,445 |
| | | | |
| PL04 | 1 | $21,839 | $23,326 |
| | 2 | $21,040 | $22,603 |
| | 3 | $20,212 | $21,858 |
| | 4 | $19,556 | $21,242 |
| | 5 | $19,196 | $20,848 |
| | 6 | $18,837 | $20,455 |
| | 7 | $18,475 | $20,059 |
| | 8 | $18,115 | $19,665 |
| | 9 | $17,770 | $19,282 |
| | 10 | $17,426 | $18,900 |
| | 11 | $17,080 | $18,516 |
| | 12 | $16,719 | $18,122 |
| | | | |
| PL05 | 1 | $16,472 | $17,933 |
| | 2 | $15,680 | $17,189 |
| | 3 | $14,985 | $16,518 |
| | 4 | $14,601 | $16,081 |
| | 5 | $14,218 | $15,644 |
| | 6 | $13,847 | $15,217 |
| | 7 | $13,474 | $14,788 |
| | 8 | $13,105 | $14,362 |

| | Salary Point | Existing Salary WEF: 01/01/04 | Phase 2 JER Salary wef 01/01/05 |
|---|---|---|---|
| | 1 | $12,475 | $13,631 |
| | 2 | $12,161 | $13,275 |
| | 3 | $11,845 | $12,916 |
| | 4 | $11,517 | $12,550 |
| | 5 | $11,193 | $12,186 |
| | | | |
| | 1 | $10,526 | $11,587 |
| | 2 | $10,222 | $11,260 |
| | 3 | $9,916 | $10,932 |
| | 4 | $9,608 | $10,602 |
| | 5 | $9,298 | $10,270 |
| | 6 | $9,027 | $9,968 |
| | 7 | $8,761 | $9,669 |
| | 8 | $8,497 | $9,373 |
| | 9 | $8,226 | $9,070 |
| PL08 | | | |
| | 1 | $7,325 | $7,953 |
| | 2 | $7,118 | $7,728 |
| | 3 | $6,911 | $7,528 |
| | 4 | $6,703 | $7,278 |
| | 5 | $6,496 | $7,253 |

Phase 4 Only

# PSC CIRCULAR

Public Service Commission, Berkeley Crescent, P.O. Box 2214,
Government Buildings, Suva. Telephone 3314 522

**PSC CIRCULAR NO. : 80/2010**

**TO: Permanent Secretaries and Heads of Departments**

**FILE :** C29/119/7-16

**SUBJECT: IMPLEMENTATION OF THE 2003 JOB EVALUATION FOR THE FIJI POLICE FORCE**

**DATE:** 16/12/2010

---

## 1.0 CABINET APPROVAL

1.1 Cabinet at its meeting of 13th December, 2010 vide Cabinet Decision No.459 of 2010 has approved the implementation of the Job Evaluation Exercise for the Fiji Police Force.

1.2 In its decision, Cabinet has:-

(i) approved the implementation of **phase 4 of the JEE**, that is the payment of 6% backdated to 1st January 2009 to all Police Officers in grade PL08 – PL01 to cover the period 1st January, 2009 to 31st December 2009 only;

(ii) endorsed that the flow on effect of this payment for 2010 and the payment of Phase 5 is to be considered later;

(iii) endorsed that since the Fiji Police Force cannot meet this payment from within its budget, the **Ministry of Finance** is to identify a sum of **$2.86M to meet the JEE payment** mentioned in (i) above;

(iv) that such payment is to be effected on pay 26 of 2010.

## 2.0 APPLICATION

2.1 The provision for the implementation of phase 4 of the JEE will apply to all Officers in the grade PL08 – PL01 as follows:-

(i) Permanent Officers; and
(ii) Officers serving local contract terms.

2.2 The respective salary for officers in the Fiji Police Force incorporating the implementation of phase 4 of the 2003 JEE is attached as **APPENDIX I.**

For any queries relating to the above, please contact the Director Employee Relations, Ms Bulou Rakuita on telephone 3314588 extension 408 or on email address brakuita@psc.gov.fj or Jimaima Vilisoni on extension 218 or email address jimaimaV@psc.gov.fj

Parmesh Chand
**Permanent Secretary for the Public Service**

| 2010 REVISED SALARY TABLE - JER PHASE 4 POLICE - APPENDIX I | | | |
|---|---|---|---|
| SALARY GRADE | SALARY POINT | EXISTING SALARY 2% RESTORATION PAY 25 OF 2008 | REVISED SALARY JER PHASE 4 W.E.F PAY 26 2010 |
| PLO1 | | 52,050 | 53,657 |
| | 1 | 49,198 | 50,805 |
| | 2 | 48,553 | 50,325 |
| | 3 | 47,234 | 49,132 |
| | 4 | 45,997 | 47,996 |
| | 5 | 44,830 | 46,897 |
| | 6 | 43,663 | 45,798 |
| | 7 | 42,501 | 44,704 |
| | | | |
| PLO2 | | 41,427 | 42,897 |
| | 1 | 39,711 | 41,180 |
| | 2 | 38,548 | 40,173 |
| | 3 | 37,418 | 39,183 |
| | 4 | 36,376 | 38,241 |
| | 5 | 35,428 | 37,353 |
| | 6 | 34,594 | 36,529 |
| | 7 | 33,642 | 35,639 |
| | | | |
| PLO3 | | 34,671 | 36,249 |
| | 1 | 33,762 | 35,339 |
| | 2 | 32,884 | 34,554 |
| | 3 | 32,054 | 33,796 |
| | 4 | 31,233 | 33,041 |
| | 5 | 30,563 | 32,375 |
| | 6 | 29,935 | 31,728 |
| | 7 | 29,359 | 31,113 |
| | 8 | 28,790 | 30,500 |
| | 9 | 28,240 | 29,900 |
| | 10 | 27,707 | 29,308 |
| | 11 | 27,171 | 28,714 |
| | | | |
| PLO4 | | 28,127 | 29,615 |
| | 1 | 26,987 | 28,474 |
| | 2 | 26,273 | 27,836 |
| | 3 | 25,541 | 27,187 |
| | 4 | 24,909 | 26,595 |
| | 5 | 24,444 | 26,096 |
| | 6 | 23,979 | 25,597 |
| | 7 | 23,513 | 25,097 |
| | 8 | 23,049 | 24,599 |
| | 9 | 22,592 | 24,104 |
| | 10 | 22,355 | 23,829 |

| 2010 REVISED SALARY TABLE - JER PHASE 4 POLICE - APPENDIX I | | | |
|---|---|---|---|
| SALARY GRADE | SALARY POINT | EXISTING SALARY 2% RESTORATION PAY 25 OF 2008 | REVISED SALARY JER PHASE 4 W.E.F PAY 26 2010 |
| | 11 | 21,909 | 23,345 |
| | 12 | 21,454 | 22,857 |
| | | | |
| PLO5 | | **22,284** | **23,744** |
| | 1 | 21,314 | 22,775 |
| | 2 | 20,576 | 22,085 |
| | 3 | 19,890 | 21,423 |
| | 4 | 19,370 | 20,850 |
| | 5 | 18,851 | 20,277 |
| | 6 | 18,339 | 19,709 |
| | 7 | 17,825 | 19,139 |
| | 8 | 17,314 | 18,571 |
| | | | |
| PLO6 | | **16,724** | **17,880** |
| | 1 | 16,434 | 17,590 |
| | 2 | 16,012 | 17,126 |
| | 3 | 15,589 | 16,660 |
| | 4 | 15,159 | 16,192 |
| | 5 | 14,731 | 15,724 |
| | | | |
| PLO7 | | **14,469** | **15,529** |
| | 1 | 14,166 | 15,227 |
| | 2 | 13,797 | 14,835 |
| | 3 | 13,424 | 14,440 |
| | 4 | 13,052 | 14,046 |
| | 5 | 12,679 | 13,651 |
| | 6 | 12,325 | 13,266 |
| | 7 | 11,975 | 12,883 |
| | 8 | 11,625 | 12,501 |
| | 9 | 11,273 | 12,117 |
| | | | |
| PLO8 | 1 | **9,862** | **10,489** |
| | 2 | 9,604 | 10,213 |
| | 3 | 9,400 | 10,017 |
| | 4 | 9,090 | 9,665 |
| | 5 | 8,833 | 9,390 |

Phase V Circ -

# PSC CIRCULAR

Public Service Commission, Berkeley Crescent, P.O. Box 2214
Government Buildings, Suva. Telephone 3314 588

## PSC Circular No: 80/2011

**To:** Permanent Secretaries and Heads of Departments

**File:** C29/167/35

**Subject:** **2012 PAY ADJUSTMENT**

**Date:** 13th December, 2011

---

## 1.0 INTRODUCTION

1.1 This circular puts into effect the pay increase for Civil Servants announced as part of the 2012 Budget Address delivered on the 25th of November, 2011.

1.2 The following pay increase will be effective from 01/01/2012:-

- (i) A 3% increase for all Civil Servants including the disciplined forces;
- (ii) A 9% pay increase for all Police Officers in the PL08- PL01 grade. This includes the 3 % from (i) above and a further 6 % to complete the implementation of the last phase of the Job Evaluation Exercise 2003 for the Police Force; JEE.
- (iii) A 6% pay increase for all Doctors and Nurses in the MD and NU grade respectively. This includes a 3% from (i) above and a further 3% in recognition of the need to build a strong and specialized cadre of doctors and nurses.

## 2.0 APPLICATION

2,1 The provision of the pay increase of salaries and wages will apply to all the government employees, including the Police, Military, Prison and Forest Guard personnel.

2.2 The Permanent Secretary for Defense, National Security, & Immigration is requested by this Circular to where necessary and

appropriate; make amendments to the relevant Regulations to effect the 3% pay increase for those in the Disciplined Services.

2.3 Specifically, the pay increase will apply to:-

- Permanent Officers including those on probation;
- Officers serving local contract terms;
- Temporary Officers including temporary relievers;
- All Government Wage Earners; and
- Project Officers

2.4 The salary adjustment Appendices is attached as follows:-

- Appendix A, lists the 3% restoration of salaries for the General Civil Servants;
- Appendix B lists the pay increase of 6 % for Doctors;
- Appendix C lists the pay increase of 6 % for Nurses;
- Appendix D lists the pay increase of 9% for Police Officers;
- Appendix E lists the pay increase of 3 % for Government Wage Earners; and
- Appendix F provides the amendments to the General Orders.

## 3.0 NOT APPLICABLE

3.1 The adjustment of salaries, however, will not apply to Officers whose salaries are determined under the *Judges Remuneration and Emoluments Act* and the *Prescription of Salaries Act.*

3.2 It will also not apply to expatriate officers on Staff Supplementation Scheme and those serving on contract terms.

3.3 The adjustment of pay increase of salaries and wages will not apply to those officers and employees who are deemed to have resigned or no longer in employment after Pay No.26 and Pay No. 52 of 2011.

## 4.0 PAYMENTS

4.1 The pay increase for the General Civil Servants, Doctors, Nurses and the Officers of the Disciplined Forces including the Government Wage

Earners will be paid to all eligible Officers and employees with effect from 01/01/2012.

4.2 The pay increase shall not be backdated.

## 5.0 ALLOWANCES

5.1 All deductions linked to salaries and wages including rent on Government Quarters and PSC Scholarship would be adjusted to the revised salaries and wages level with effect from Pay No.01 of 2012 for Established Officers and Pay No: 02 of 2012 for Government Wage Earners.

5.2 All allowances linked to salaries and wages shall continue to be paid but will be based on the revised salaries and wages level with effect from Pay No. 01/2012 and Pay No. 02/2012 respectively.

## 6.0 OVERTIME RATES

6.2 The revised overtime rates for Established Officers are provided in **Appendix A** whilst the overtime rates for Government Wages Earners are provided in **Appendix E** with their revised wages schedule.

## 7.0 PENSIONERS

7.1 Pensioners or those who fall outside the FNPF Scheme will also receive an increase on their existing entitlements by 20%.

7.2 This would include:-

- Former Civil Servants, their spouses;
- Former members of the Disciplined Forces;
- War Veterans;
- Retired Judges;
- Former Prime Ministers;
- Ministers, and
- Former Ministers of Parliament.

## 8.0 AMENDMENTS TO GENERAL ORDERS

8.1 The amendments to the General Orders necessitated by this 3% adjustment in salary are set out in **Appendix F** to this Circular.

## 9.0 CLARIFICATIONS

9.1 Addresses are to ensure that all Officers and Government Wage Earners cadre are paid the correct rates as stipulated in the attached schedules.

9.2 Any clarification required may be sought and obtained from Bulou Rakuita Director Employee Relations on email bulou.rakuita@govnet.gov.fj or Jimaima Vilisoni on email jvilisoni@psc.gov.fj or on telephone number 3314588 ext 408 or 218 respectively.



Parmesh Chand
**Permanent Secretary for the Public Service**

| POLICE CLASSIFICATION [PL] 2012 APPROVED SALARY TABLE | | APPENDIX D |
|---|---|---|
| Existing Grade | EXISTING SALARY JER PHASE 4 WEF: PAY NO. 26 OF 2010 | REVISED 9% SALARY INCREASE W.E.F PAY NO. 01 OF 2012 |
| **PL01** | **$53,657** | **$58,486** |
| | $50,805 | $55,377 |
| | $50,325 | $54,854 |
| | $49,132 | $53,554 |
| | $47,996 | $52,315 |
| | $46,897 | $51,118 |
| | $45,798 | $49,920 |
| | $44,704 | $48,727 |
| | | |
| **PL02** | **$42,897** | **$46,758** |
| | $41,180 | $44,886 |
| | $40,173 | $43,789 |
| | $39,183 | $42,709 |
| | $38,241 | $41,683 |
| | $37,353 | $40,715 |
| | $36,529 | $39,817 |
| | $35,639 | $38,847 |
| | | |
| **PL03** | **$36,249** | **$39,511** |
| | $35,339 | $38,520 |
| | $34,554 | $37,664 |
| | $33,796 | $36,838 |
| | $33,041 | $36,015 |
| | $32,375 | $35,289 |
| | $31,728 | $34,584 |
| | $31,113 | $33,913 |
| | $30,500 | $33,245 |
| | $29,900 | $32,591 |
| | $29,308 | $31,945 |
| | $28,714 | $31,298 |
| | | |
| **PL04** | **$29,615** | **$32,280** |
| | $28,474 | $31,037 |
| | $27,836 | $30,341 |
| | $27,187 | $29,633 |
| | $26,595 | $28,988 |
| | $26,096 | $28,444 |
| | $25,597 | $27,901 |
| | $25,097 | $27,355 |
| | $24,599 | $26,812 |
| | $24,104 | $26,273 |
| | $23,829 | $25,974 |
| | $23,345 | $25,446 |
| | $22,857 | $24,914 |
| | | |

| POLICE CLASSIFICATION [PL] 2012 APPROVED SALARY TABLE | | APPENDIX D |
|---|---|---|
| Existing Grade | EXISTING SALARY JER PHASE 4 WEF: PAY NO. 26 OF 2010 | REVISED 9% SALARY INCREASE W.E.F PAY NO. 01 OF 2012 |
| **PL05** | **$23,744** | **$25,881** |
| | $22,775 | $24,824 |
| | $22,085 | $24,073 |
| | $21,423 | $23,351 |
| | $20,850 | $22,727 |
| | $20,277 | $22,102 |
| | $19,709 | $21,482 |
| | $19,139 | $20,861 |
| | $18,571 | $20,242 |
| | | |
| **PL06** | **$17,880** | **$19,489** |
| | $17,590 | $19,173 |
| | $17,126 | $18,667 |
| | $16,660 | $18,160 |
| | $16,192 | $17,649 |
| | $15,724 | $17,139 |
| | | |
| **PL07** | **$15,529** | **$16,927** |
| | $15,227 | $16,597 |
| | $2,835 | $3,090 |
| | $14,440 | $15,739 |
| | $14,046 | $15,310 |
| | $13,651 | $14,880 |
| | $13,266 | $14,460 |
| | $12,883 | $14,043 |
| | $12,501 | $13,626 |
| | $12,117 | $13,208 |
| | | |
| **PL08** | **$10,489** | **$11,433** |
| | $10,213 | $11,132 |
| | $10,017 | $10,919 |
| | $9,665 | $10,535 |
| | $9,390 | $10,235 |
| | | |

# RETIRED POLICE OFFICERS PAYSLIP

1st payout

# JEE PAYOUT MANUAL SLIP

☐ Employee No 51044 MARUKA TAUVA

| | |
|---|---|
| TOTAL ARREARS: | 383.78 |
| PAYE: | 88.27 |
| FNPF: | – |
| OPR: | – |
| Nett: | 295.51 |

| SRL | YEARS | ARREARS | PAYE | | |
|---|---|---|---|---|---|
| 1 | 2004 | 383.78 | – Arrears of Allowances | | |
| 2 | | | | | |
| 3 | | | | | |
| 4 | | | | | |
| 5 | | | | | |
| 6 | | | | | |
| 7 | | | | | |
| 8 | | | | | |
| | | | | | |
| | TOTAL | $383.78 | | | |

2nd PAYOUT

# JEE PAYOUT MANUAL SLIP

Employee No 51064 MARIKA TAUMA

TOTAL ARREARS: $22,160.29
PAYE: $2,533.70
FNPF: $1,772.82
OPR: –
Nett: $17,853.76

| SRL | JEE YEARS | ARREARS | ~~PAYE~~ | LDG ALL | |
|---|---|---|---|---|---|
| 1 | 2004 | – | | 2009 | 3,399.87 |
| 2 | 2005 | NIL | | 2010 | 3,690.72 |
| 3 | 2006 | NIL | | 2011 | 3,690.72 |
| 4 | 2007 | 1,665.53 | | 2012 | 3,244.30 |
| 5 | 2008 | 1,665.53 | | | |
| 6 | 2009 | 175.38 | | | |
| 7 | 2010 | 2,314.13 | | | |
| 8 | 2011 | 2,314.13 | | | |
| | | | | | |
| | TOTAL | $8,134.68 | | TOTAL | $14,025.61 |

* Out from the service on 26/08/12

# ESTABLISHED PAYROLL

## Employee Enquiry



Employee : 51064 MARIKA TAUVA

Father :

Address :

Phone :

Sex : Male

Race : Fijian

Nationality : Local

Married : Married

FNPF No : HC758

TIN Number 200576400

Dept :

Title : MR

Birth Date : 24/09/1957

Start Date : 26/01/1976

Termination Date : 26/08/2012

Extn :

Pay Freq : F

Staff : E Established

Weekly Hrs : 37.00

Full/Part Time : Full

Primary/Secondary : Primary

Exempt Tax : No

### BANKING DETAILS

Method : Bank

Bank : ANZ Branch : 77

Username : BOAZ

Pay Centre :

Account : 247440-51

### JOB DETAILS

| Status | Activesw | Dpmt | Department | From_Date | To_Date | Paygrade | Salary | Percentage | Job | Job_Desc | Cost_Centre | Location | Segcode | Username |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| P | Y | 214119 | COMM OF POLICE | 01/01/2012 | 25/08/2012 | PL0412 | 24914.000 | 0.00 | PL04 | PL04 | 12010120999 | | 01 | BOAZ |
| P | N | 214119 | COMM OF POLICE | 12/03/2011 | 31/12/2011 | PL0412 | 22856.000 | 0.00 | PL04 | PL04 | 12010120999 | | 01 | KESA |

| | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| P | N | 214119 | COMM OF POLICE | 01/01/2011 | 11/03/2011 | PL0412 | 22856.000 | 0.00 | PL04 | PL04 | 12010120999 | | 01 | IROKOSAWA |
| P | N | 214119 | COMM OF POLICE | 26/07/2009 | 31/12/2010 | PL0412 | 22098.000 | 0.00 | PL04 | PL04 | 12010120999 | | 01 | SUDESH |
| A | N | 214119 | COMM OF POLICE | 02/12/2008 | 09/04/2011 | PL0311 | 28714.000 | 0.00 | PL05 | PL05 | 12010120999 | | 01 | KESA |
| P | N | 214119 | COMM OF POLICE | 02/12/2008 | 12/08/2009 | PL0508 | 17314.000 | 0.00 | PL05 | PL05 | 12010120999 | | 01 | SUDESH |
| A | N | 214119 | COMM OF POLICE | 01/07/2008 | 01/12/2008 | PL0311 | 26627.000 | 0.00 | PL05 | PL05 | 12010120999 | | 01 | KESA |
| P | N | 214119 | COMM OF POLICE | 01/07/2008 | 01/12/2008 | PL0508 | 16967.000 | 0.00 | PL05 | PL05 | 12010120999 | | 01 | KESA |
| A | N | 214119 | COMM OF POLICE | 06/05/2008 | 30/06/2008 | PL0311 | 26084.000 | 0.00 | PL05 | PL05 | 12010120999 | | 01 | KESA |
| P | N | 214119 | COMM OF POLICE | 06/05/2008 | 30/06/2008 | PL0508 | 16621.000 | 0.00 | PL05 | PL05 | 12010120999 | | 01 | KESA |

1 2 3 4

| | Allow_Dedn | ADCategory | Short | Description | ADValue | Ytd_Occurs | Ytd_Quantity | Ytd_Amount | Amount_Owing | Deactivated | Deactive | Username |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 🔍 | 01 | E | K/SAL | | 0.0000 | 0 | 0.0000 | 0.0000 | 0.0000 | 26/08/2012 | ☑ | |
| 🔍 | 02 | E | L/TAL | | 0.0000 | 0 | 0.0000 | 0.0000 | 0.0000 | 26/08/2012 | ☑ | |
| 🔍 | 03 | A | C/HAL | | 23.0800 | 0 | 0.0000 | 0.0000 | 0.0000 | 26/08/2012 | ☑ | SUDESH |
| 🔍 | 07 | E | G/LAP | | 0.0000 | 1 | 0.0000 | 0.0000 | 0.0000 | 04/11/2007 | ☑ | |
| 🔍 | 202 | D | P/OPC | Actg. All Pay 05/11 & 07/11 | 50.0000 | 0 | 0.0000 | 0.0000 | 0.0000 | 04/06/2011 | ☑ | S.TABILAI |
| 🔍 | 202 | D | P/OPC | OPR - CID | 20.0000 | 0 | 0.0000 | 0.0000 | 0.0000 | 22/04/2011 | ☑ | IROKOSAWA |
| 🔍 | 202 | D | P/OPC | OPR - PLAIN CLOTHES | 20.0000 | 0 | 0.0000 | 0.0000 | 0.0000 | 22/04/2011 | ☑ | IROKOSAWA |
| 🔍 | 204 | D | W/DER | | 0.0000 | 0 | 0.0000 | 0.0000 | 0.0000 | 17/06/2010 | ☑ | |
| 🔍 | 24 | A | C/LDG | | 20.0000 | 0 | 0.0000 | 0.0000 | 0.0000 | 13/08/2009 | ☑ | SUDESH |
| 🔍 | 241 | D | O/CML | 0000000 | 40.9800 | 0 | 0.0000 | 0.0000 | 0.0000 | 08/04/2012 | ☑ | MANAINI |

1 2 3

# ESTABLISHED PAYROLL

## Employee Enquiry



Employee : 50563 RAFAELE MANASEVA

Father :

Address :

Phone :

Sex : Male

Race : Fijian

Nationality : Local

Married : Married

FNPF No : FC421

TIN Number 130617507

Dept :

Title : MR

Birth Date : 04/05/1950

Start Date : 09/11/1987

Termination Date : 18/06/2009

Extn :

Pay Freq : F

Staff : E Established

Weekly Hrs : 37.00

Full/Part Time : Full

Primary/Secondary : Primary

Exempt Tax : No

### BANKING DETAILS

Username : MAKENISI

Method : Bank

Bank : ANZ Branch : 00

Pay Centre :

Account : 07068870

(1)

### JOB DETAILS

| Status | Activesw | Dpmt | Department | From_Date | To_Date | Paygrade | Salary | Percentage | Job | Job_Desc | Cost_Centre | Location | Segcode | Username |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| P | Y | 214617 | UNIFORM BRANCH-LABASA | 02/12/2008 | 17/06/2009 | PL0701 | 14166.000 | 0.00 | PL07 | PL07 | 12010693011 | | 01 | MAKENISI |
| P | N | 214617 | UNIFORM BRANCH-LABASA | 01/07/2008 | 01/12/2008 | PL0701 | 13883.000 | 0.00 | PL07 | PL07 | 12010693011 | | 01 | KESA |

(2) 2004 : - 2009 - 2013 - 14 2002 30%

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# ESTABLISHED PAYROLL

Pay History



Employee : 50563 RAFAELE MANASEVA

Pay Year : 2009

Salary : 14166.000

PL0701

Permanent

| | Man | Pay | Start | End | Dpmt | Gross | Base | Allow | NonTax | Paye | Fnpf | Dedn | Nett | Freq |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | N | 200901 | 01/01/2009 | 14/01/2009 | 214617 | 729.05 | 544.85 | 184.20 | 80.00 | | 51.92 | 0.00 | 566.26 | F |
| | N | 200902 | 15/01/2009 | 28/01/2009 | 214617 | 729.05 | 544.85 | 184.20 | 80.00 | | 51.92 | 0.00 | 566.26 | F |
| | N | 200903 | 29/01/2009 | 11/02/2009 | 214617 | 729.05 | 544.85 | 184.20 | 80.00 | | 51.92 | 0.00 | 566.26 | F |
| | N | 200904 | 12/02/2009 | 25/02/2009 | 214617 | 729.05 | 544.85 | 184.20 | 80.00 | | 51.92 | 0.00 | 566.26 | F |
| | N | 200905 | 26/02/2009 | 11/03/2009 | 214617 | 729.05 | 544.85 | 184.20 | 80.00 | | 51.92 | 0.00 | 566.26 | F |
| | N | 200906 | 12/03/2009 | 25/03/2009 | 214617 | 729.05 | 544.85 | 184.20 | 80.00 | | 51.92 | 0.00 | 566.26 | F |
| | N | 200907 | 26/03/2009 | 08/04/2009 | 214617 | 729.05 | 544.85 | 184.20 | 80.00 | | 51.92 | 0.00 | 566.26 | F |
| | N | 200908 | 09/04/2009 | 22/04/2009 | 214617 | 729.05 | 544.85 | 184.20 | 80.00 | | 51.92 | 0.00 | 566.26 | F |
| | N | 200909 | 23/04/2009 | 06/05/2009 | 214617 | 729.05 | 544.85 | 184.20 | 80.00 | | 51.92 | 0.00 | 566.26 | F |
| | N | 200910 | 07/05/2009 | 20/05/2009 | 214617 | 729.05 | 544.85 | 184.20 | 80.00 | | 51.92 | 100.00 | 466.26 | F |
| | N | 200911 | 21/05/2009 | 03/06/2009 | 214617 | 729.05 | 544.85 | 184.20 | 80.00 | | 51.92 | 100.00 | 466.26 | F |
| | N | 200912 | 04/06/2009 | 17/06/2009 | 214617 | 660.94 | 544.85 | 116.09 | 80.00 | | 46.40 | 100.00 | 422.58 | F |
| **Total** | | | | | | **8680.49** | **6538.20** | **2142.29** | **960.00** | **703.06** | **617.52** | **300.00** | **6451.44** | |

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# ESTABLISHED PAYROLL

## Pay Enquiry



Employee : 50563 RAFAELE MANASEVA

Pay Number : 12 2009 04/06/2009 17/06/2009 Salary : 14166.00 Permanent PL0701

Job Code :

Manual Pay :

Gross Pay : 660.94

Paye/Srt/Ecal : 11.96 0.00

FNPF : 46.40

Nett Pay : 422.58

| | Hours | Amount |
|---|---|---|
| Ordinary : | 74.00 | 544.85 |
| Time Half: | 0.00 | 0.00 |
| Double : | 0.00 | 0.00 |

| | Allow Dedn | Short | Description | Detail | Quantity | Amount | Owing |
|---|---|---|---|---|---|---|---|
| | 24 | C/LDG | Lodging Allowance | | 0.00 | 108.97 | |
| | 42 | A/K A | KEROSENE ALLOWANCE | | 0.00 | 7.12 | |
| | 384 | W/OPR | OPR (Previous Yr) | | 0.00 | 80.00 | 1428.36 |
| | 501 | X/FPF | Employees FNPF | | 0.00 | 46.40 | |
| | 502 | X/EPF | Employers FNPF | | 0.00 | 46.40 | |
| | 307 | U/POL | POLICE SERVICE CREDIT UN. | | 0.00 | 100.00 | |

Fiji POLICE

Commissioner of Police

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# ESTABLISHED PAYROLL

## YTD Enquiry

Menu Logout Help

Employee : 50563 RAFAELE MANASEVA

Pay Year : 2009

Salary : 14166.000 Permanent PL0701

Gross Pay : 8680.49

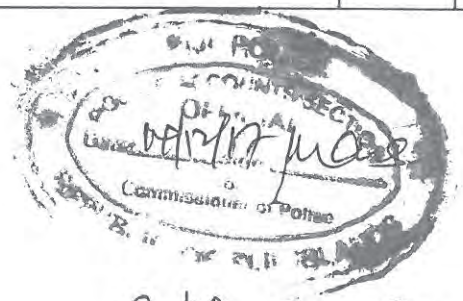
PAYE : 351.53

FNPF : 617.52

Nett Pay : 6451.44

| | Hours | Amount |
|---|---|---|
| Ordinary : | 888.00 | 6538.20 |
| Time Half: | 0.00 | 0.00 |
| Double : | 0.00 | 0.00 |

| | Allow Dedn | Short | Description | Detail | Ytd Quantity | Ytd Amount | Owing |
|---|---|---|---|---|---|---|---|
| | 24 | C/LDG | Lodging Allowance | | 0.00 | 1307.64 | |
| | 29 | G/EXD | Extra Duty Allowance | | 0.00 | 749.21 | |
| | 307 | U/POL | POLICE SERVICE CREDIT UN. | | 0.00 | 300.00 | |
| | 384 | W/OPR | OPR (Previous Yr) | | 0.00 | 960.00 | |
| | 42 | A/K A | KEROSENE ALLOWANCE | | 0.00 | 85.44 | |
| | 501 | X/FPF | Employees FNPF | | 0.00 | 617.52 | |
| | 502 | X/EPF | Employers FNPF | | 0.00 | 617.52 | |



Commissioner of Police

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# ESTABLISHED PAYROLL

## YTD Enquiry



Employee : 50563 RAFAELE MANASEVA

Pay Year : 2008

Salary : 14166.000 Permanent PL0701

Gross Pay : 19672.63

PAYE : 1375.25

FNPF : 1406.64

Nett Pay : 11450.74

| | Hours | Amount |
|---|---|---|
| Ordinary : | 2056.14 | 14697.37 |
| Time Half: | 0.00 | 0.00 |
| Double : | 0.00 | 0.00 |

| | Allow Dedn | Short | Description | Detail | Ytd Quantity | Ytd Amount | Owing |
|---|---|---|---|---|---|---|---|
| | 01 | K/SAL | ARREARS OF SALARY | | 0.00 | 274.46 | |
| | 24 | C/LDG | Lodging Allowance | | 0.00 | 2543.45 | |
| | 263 | V/HA | Housing Authority | 494917 | 0.00 | 3360.00 | |
| | 27 | L/LGA | Arrears of Lodging | | 0.00 | 396.82 | |
| | 29 | G/EXD | Extra Duty Allowance | | 0.00 | 1589.65 | |
| | 384 | W/OPR | OPR (Previous Yr) | | 0.00 | 2080.00 | |
| | 42 | A/K A | KEROSENE ALLOWANCE | | 0.00 | 170.88 | |
| | 501 | X/FPF | Employees FNPF | | 1.00 | 1406.64 | |
| | 502 | X/EPF | Employers FNPF | | 1.00 | 1406.64 | |

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# ESTABLISHED PAYROLL

## YTD Enquiry

Archive



Employee : 50563 RAFAELE MANASEVA

Pay Year : 2007

Salary : 14166.000 Permanent PL0701

Gross Pay : 13211.95

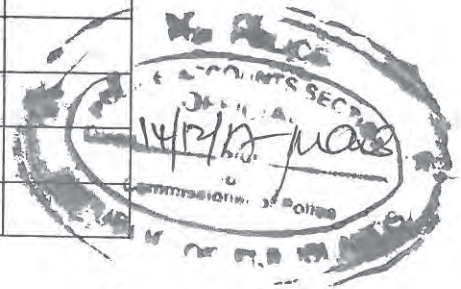
PAYE : 1443.47

FNPF : 1056.00

Nett Pay : 7109.36

| | Hours | Amount |
|---|---|---|
| Ordinary : | 1464.14 | 10371.07 |
| Time Half: | 0.00 | 0.00 |
| Double : | 0.00 | 0.00 |

| | Allow Dedn | Short | Description | Detail | Ytd Quantity | Ytd Amount | Owing |
|---|---|---|---|---|---|---|---|
| | 24 | C/LDG | Lodging Allowance | | 0.00 | 1678.12 | |
| | 250 | O/TWL | DOMINION INSURANCE | | 0.00 | 714.72 | |
| | 263 | V/HA | Housing Authority | 494917 | 0.00 | 2482.00 | |
| | 29 | G/EXD | Extra Duty Allowance | | 0.00 | 1048.84 | |
| | 307 | U/POL | POLICE SERVICE CREDIT UN. | | 0.00 | 400.00 | |
| | 323 | W/SPA | SPORTS ASSOCIATION | | 0.00 | 6.40 | |
| | 42 | A/K A | KEROSENE ALLOWANCE | | 0.00 | 113.92 | |
| | 501 | X/FPF | Employees FNPF | | 1.00 | 1056.00 | |
| | 502 | X/EPF | Employers FNPF | | 1.00 | 1056.00 | |



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# ESTABLISHED PAYROLL

## YTD Enquiry



Employee : 50563 RAFAELE MANASEVA

Pay Year : 2006

Salary : 14166.000 Permanent PL0701

Gross Pay : 20373.30

PAYE : 2588.43

FNPF : 1628.80

Nett Pay : 11003.37

| | Hours | Amount |
|---|---|---|
| Ordinary : | 1924.00 | 13382.01 |
| Time Half: | 0.00 | 0.00 |
| Double : | 0.00 | 0.00 |

| | Allow Dedn | Short | Description | Detail | Ytd Quantity | Ytd Amount | Owing |
|---|---|---|---|---|---|---|---|
| | 01 | K/SAL | ARREARS OF SALARY | | 13616.00 | 2062.40 | |
| | 24 | C/LDG | Lodging Allowance | | 0.00 | 2676.43 | |
| | 250 | O/TWL | DOMINION INSURANCE | | 0.00 | 1161.42 | |
| | 263 | V/HA | Housing Authority | 494917 | 0.00 | 3267.00 | |
| | 29 | G/EXD | Extra Duty Allowance | | 0.00 | 1672.74 | |
| | 307 | U/POL | POLICE SERVICE CREDIT UN. | | 0.00 | 650.00 | |
| | 323 | W/SPA | SPORTS ASSOCIATION | | 0.00 | 10.40 | |
| | 387 | W/IDC | RFA IDC Recoveries | | 1.00 | 63.88 | |
| | 42 | A/K A | KEROSENE ALLOWANCE | | 0.00 | 185.12 | |
| | 501 | X/FPF | Employees FNPF | | 0.00 | 1628.80 | |

14/12/17

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# ESTABLISHED PAYROLL

## YTD Enquiry



Employee : 50563 RAFAELE MANASEVA

Pay Year : 2005

Salary : 14166.000 Permanent PL0701

Gross Pay : 15964.89

PAYE : 1435.17

FNPF : 1276.08

Nett Pay : 11178.92

| | Hours | Amount |
|---|---|---|
| Ordinary : | 1924.00 | 11586.90 |
| Time Half: | 0.00 | 0.00 |
| Double : | 0.00 | 0.00 |

| | Allow Dedn | Short | Description | Detail | Ytd Quantity | Ytd Amount | Owing |
|---|---|---|---|---|---|---|---|
| | 01 | K/SAL | ARREARS OF SALARY | | 1924.00 | 321.77 | |
| | 24 | C/LDG | Lodging Allowance | | 0.00 | 2317.38 | |
| | 250 | O/TWL | DOMINION INSURANCE | | 0.00 | 1071.47 | |
| | 263 | V/HA | Housing Authority | 494917 | 0.00 | 330.00 | |
| | 29 | G/EXD | Extra Duty Allowance | | 0.00 | 1448.46 | |
| | 307 | U/POL | POLICE SERVICE CREDIT UN. | | 0.00 | 650.00 | |
| | 323 | W/SPA | SPORTS ASSOCIATION | | 0.00 | 10.40 | |
| | 387 | W/IDC | RFA IDC Recoveries | | 0.00 | 12.85 | |
| | 42 | A/K A | KEROSENE ALLOWANCE | | 0.00 | 92.56 | |
| | 501 | X/FPF | Employees FNPF | | 0.00 | 1276.08 | |

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# ESTABLISHED PAYROLL

## YTD Enquiry

Archive



Employee : 50563 RAFAELE MANASEVA

Pay Year : 2004

Salary : 14166.000 Permanent PL0701

Gross Pay : 13937.90

PAYE : 1121.25

FNPF : 294.40

Nett Pay : 8673.85

| | Hours | Amount |
|---|---|---|
| Ordinary : | 1924.00 | 9455.17 |
| Time Half: | 0.00 | 0.00 |
| Double : | 0.00 | 0.00 |

| | Allow Dedn | Short | Description | Detail | Ytd Quantity | Ytd Amount | Owing |
|---|---|---|---|---|---|---|---|
| | 01 | K/SAL | ARREARS OF SALARY | | 2221.00 | 1285.00 | |
| | 24 | C/LDG | Lodging Allowance | | 0.00 | 1912.45 | |
| | 250 | O/TWL | DOMINION INSURANCE | | 0.00 | 827.32 | |
| | 29 | G/EXD | Extra Duty Allowance | | 0.00 | 1195.23 | |
| | 301 | U/PSC | FPS Credit Union | | 0.00 | 917.00 | |
| | 307 | U/POL | POLICE SERVICE CREDIT UN. | | 0.00 | 1274.00 | |
| | 323 | W/SPA | SPORTS ASSOCIATION | | 0.00 | 10.40 | |
| | 501 | X/FPF | Employees FNPF | | 0.00 | 1114.08 | |
| | 502 | X/EPF | Employers FNPF | | 0.00 | 1114.08 | |

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# ESTABLISHED PAYROLL

## YTD Enquiry

Archive



Employee : 51056 KITIONE KULAVERE

Pay Year : 2009

Salary : 22856.000 Permanent PL0412

Gross Pay : 24489.98

PAYE : 3625.13

FNPF : 1958.56

Nett Pay : 12112.72

| | Hours | Amount |
|---|---|---|
| Ordinary : | 1924.00 | 21453.90 |
| Time Half: | 0.00 | 0.00 |
| Double : | 0.00 | 0.00 |

| | Allow Dedn | Short | Description | Detail | Ytd Quantity | Ytd Amount | Owing |
|---|---|---|---|---|---|---|---|
| | 03 | C/HAL | Housing Allowance | | 0.00 | 230.80 | |
| | 211 | Q/RFD | RENT REFUND | | 0.00 | -148.34 | |
| | 241 | O/CML | BSP LIFE( Fiji) Limited | | 0.00 | 705.12 | |
| | 243 | O/PWS | POLICE WELFARE SCHEME | 0000000 | 0.00 | 1282.45 | |
| | 27 | L/LGA | Arrears of Lodging | | 0.00 | 123.64 | |
| | 29 | G/EXD | Extra Duty Allowance | | 0.00 | 2681.64 | |
| | 301 | U/PSC | FPS Credit Union | | 0.00 | 4045.50 | |
| | 323 | W/SPA | SPORTS ASSOCIATION | | 0.00 | 270.00 | |
| | 323 | W/SPA | SPORTS ASSOCIATION | SPORTS ASSOCIATION | 0.00 | 26.00 | |
| | 400 | W/FIN | FINES/TREASURY | | 0.00 | 169.80 | |

Ronita Kumar
(Accounts)

# ESTABLISHED PAYROLL

## YTD Enquiry

Archive

Menu Logout Help

Employee : 51056 KITIONE KULAVERE

Pay Year : 2010

Salary : 22856.000 Permanent PL0412

Gross Pay : 25313.50

PAYE : 3183.08

FNPF : 2010.24

Nett Pay : 11807.67

| | Hours | Amount |
|---|---|---|
| Ordinary : | 1924.00 | 21453.90 |
| Time Half: | 0.00 | 0.00 |
| Double : | 0.00 | 0.00 |

| | Allow Dedn | Short | Description | Detail | Ytd Quantity | Ytd Amount | Owing |
|---|---|---|---|---|---|---|---|
| | 01 | K/SAL | ARREARS OF SALARY | | 1.00 | 1403.00 | |
| | 03 | C/HAL | Housing Allowance | | 0.00 | 600.08 | |
| | 202 | P/OPC | OPR Current Year | EDA FRO 35/10 | 0.00 | 176.80 | |
| | 204 | W/DER | Deposit A/C Recov | | 1.00 | 1.00 | |
| | 241 | O/CML | BSP LIFE( Fiji) Limited | | 0.00 | 705.12 | |
| | 243 | O/PWS | POLICE WELFARE SCHEME | 0000000 | 0.00 | 1046.59 | |
| | 263 | V/HA | Housing Authority | | 0.00 | 280.00 | |
| | 264 | V/HFC | Home Finance Co | | 0.00 | 1260.00 | |
| | 29 | G/EXD | Extra Duty Allowance | | 0.00 | 1856.52 | |
| | 301 | U/PSC | FPS Credit Union | | 0.00 | 4550.00 | |

Pay 16/2010
17/2010.

$140-00 credit

# ESTABLISHED PAYROLL

## YTD Enquiry



Employee : 51056 KITIONE KULAVERE

Pay Year : 2011

Salary : 22856.000 Permanent PL0412

Gross Pay : 23620.92

PAYE : 2745.31

FNPF : 1889.28

Nett Pay : 8981.11

| | Hours | Amount |
|---|---|---|
| Ordinary : | 1881.71 | 22353.70 |
| Time Half: | 0.00 | 0.00 |
| Double : | 0.00 | 0.00 |

| | Allow Dedn | Short | Description | Detail | Ytd Quantity | Ytd Amount | Owing |
|---|---|---|---|---|---|---|---|
| | 03 | C/HAL | Housing Allowance | | 0.00 | 600.08 | 0.00 |
| | 241 | O/CML | BSP LIFE( Fiji) Limited | | 0.00 | 705.12 | 0.00 |
| | 243 | O/PWS | POLICE WELFARE SCHEME | 0000000 | 0.00 | 1062.10 | 0.00 |
| | 264 | V/HFC | Home Finance Co | | 0.00 | 3640.00 | 0.00 |
| | 29 | G/EXD | Extra Duty Allowance | | 0.00 | 549.40 | 0.00 |
| | 301 | U/PSC | FPS Credit Union | | 0.00 | 4550.00 | 0.00 |
| | 323 | W/SPA | SPORTS ASSOCIATION | SPORTS ASSOCIATION | 0.00 | 48.00 | 0.00 |
| | 501 | X/FPF | Employees FNPF | | 0.00 | 1889.28 | 0.00 |
| | 502 | X/EPF | Employers FNPF | | 0.00 | 1889.28 | 0.00 |
| | 67 | L/AED | ARREARS OF EXTRA DUTY ALL | | 0.00 | 117.74 | 0.00 |

# ESTABLISHED PAYROLL

## Employee Enquiry



Employee : 51056 KITIONE KULAVERE
Father :
Address :
Phone :
Sex : Male
Race : Fijian
Nationality : Local
Married : Married
FNPF No : HC755
TIN Number 110975700

Dept :
Title : MR
Birth Date : 22/12/1957
Start Date : 26/01/1976
Termination Date : 23/12/2011
Extn :
Pay Freq : F
Staff : E Established
Weekly Hrs : 37.00
Full/Part Time : Full
Primary/Secondary : Primary
Exempt Tax : No

BANKING DETAILS

Username : S.TABILAI

Method : Bank
Bank : ANZ Branch : 00
Pay Centre :
Account : 09221737

JOB DETAILS

| Status | Activesw | Dpmt | Department | From_Date | To_Date | Paygrade | Salary | Percentage | Job | Job_Desc | Cost_Centre | Location | Segcode | Username |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| P | Y | 214626 | GENERAL UNIFORM – KEIYASI | 01/01/2011 | 22/12/2011 | PL0412 | 22856.000 | 0.00 | PL04 | PL05 | 12010692071 | | 01 | S.TABILAI |
| P | N | 214626 | GENERAL UNIFORM – KEIYASI | 02/12/2008 | 31/12/2010 | PL0412 | 22098.000 | 0.00 | PL05 | PL05 | 12010692071 | | 01 | KESA |
| P | N | 214626 | GENERAL UNIFORM – KEIYASI | 01/07/2008 | 01/12/2008 | PL0412 | 21025.000 | 0.00 | PL05 | PL05 | 12010692071 | | 01 | KESA |
| P | N | 214626 | GENERAL UNIFORM – KEIYASI | 17/01/2008 | 30/06/2008 | PL0412 | 20596.000 | 0.00 | PL05 | PL05 | 12010692071 | | 01 | KESA |
| P | N | 214626 | GENERAL UNIFORM – KEIYASI | 26/02/2007 | 16/01/2008 | PL0508 | 16621.000 | 0.00 | PL05 | PL05 | 12010692071 | | 01 | |
| P | N | 214626 | GENERAL UNIFORM – KEIYASI | 26/02/2007 | 16/12/2007 | PL0508 | 16448.000 | 0.00 | PL05 | PL05 | 12010692071 | | 01 | |
| P | N | 214626 | GENERAL UNIFORM – KEIYASI | 01/01/2006 | 25/02/2007 | PL0508 | 17314.000 | 0.00 | PL05 | PL05 | 12010692071 | | 01 | |
| P | N | 214626 | GENERAL UNIFORM – KEIYASI | 01/01/2006 | 18/11/2006 | PL0508 | 16981.000 | 0.00 | PL05 | PL05 | 12010692071 | | 01 | |
| P | N | 214603 | SIGATOKA POLICE STATION | 01/01/2006 | 21/10/2006 | PL0508 | 16648.000 | 0.00 | PL05 | PL05 | 12010692051 | | 01 | |
| P | N | 214603 | SIGATOKA POLICE STATION | 01/01/2006 | 12/08/2006 | PL0508 | 16346.000 | 0.00 | PL05 | PL05 | 12010692051 | | 01 | |

1 2 3

1st PAYOUT

# JEE PAYOUT MANUAL SLIP

☐ Employee No 51056 KITIONE KULAVERE

| | |
|---|---|
| TOTAL ARREARS: | $5,865.78 |
| PAYE: | $1,799.97 |
| FNPF: | - |
| OPR: | $510.15 |
| Nett: | $3,555.66 |

| SRL | YEARS | ARREARS | | PAYE | | |
|---|---|---|---|---|---|---|
| 1 | 2004 | 383.78 | - | ARREARS OF ALLOWANCES | | |
| 2 | 2005 | NIL | - | FACTORED INTO THE SALARY - 01/01/05 | | |
| 3 | 2006 | NIL | - | FACTORED INTO THE SALARY - 01/01/06 | | |
| 4 | 2007 | 1,414.13 | - | ARREARS OF SALARY + ALLOWANCES | | |
| 5 | 2008 | 1,578.38 | - | ARREARS OF SALARY + ALLOWANCE | | |
| 6 | 2009 | 175.38 | - | ARREARS OF ALLOWANCE | | |
| 7 | 2010 | - | - | ARREARS OF SALARY - PAY 76/10 | | |
| 8 | 2011 | 2,314.13 | - | ARREARS OF SALARY + ALLOWANCES | | |
| | | | | | | |
| | TOTAL | $5,865.78 | | | | |

* Out of Service on 23/12/11 * JEE ARREARS FOR 2010 WAS PAID MANUALLY VIDE CHEQUE NO 717253 OF 03/12/15.

2nd PAYOUT

# JEE PAYOUT MANUAL SLIP

Employee No 51056 KITIONE KULAVERE

| | |
|---|---|
| TAL ARREARS: | $4,470.93 |
| YE: | $1,385.99 |
| PF: | $357.67 – PAID. |
| R: | – |
| tt | $2,727.27 |

LDG ALLOWANCE

| RL | YEARS | ARREARS | PAYE | | |
|---|---|---|---|---|---|
| | 2011 | $4,470.93 | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | Total | | | | |

FNPF Clerk

Pke process manual payment for the abovenamed officer.

Mais
21/12/17.

Tuesday

Pke confirm if $357.67 was paid to FNPF.

Mais
21/12/17.

AJAT TORUGA FINANCE ROLALABALAM House $3,185.96.

DFA

The officers deduction was not paid to FNPF and his name is not on the CS listings that was sent.

**2004**

| EDP | NAME | GRADE | POINT | Termination Date | Percent | Salary - wef 1/1/03 [Actual Paid 2004] | 3% COLA | Revised salary(Base Salary) -wef 1/1/04 | Revised JER Phase 1 - wef 1/1/04 | Difference of Phase 1 and Actual Paid | Arrears | 12.5% Arrears of EDA | 20% Arrears LDG | Total Arrears | Arrears of Phase 1 Paid in Pay 26/04 | 2% Actual 2004 | Actual Phase 1 Arrs Paid | Arrears Due |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 51056 | KITIONE KULAVERE | PL05 | 8 | | 1 | $ 11,849.00 | $ 355.47 | $ 12,204 | $13,461.00 | $ 1,256.53 | $ 1,256.53 | $ 157.07 | $ 251.31 | $1,664.90 | $1,518.10 | $ 236.98 | $1,281.12 | $ 383.78 |

**2007**

| EDP | NAME | GRADE | POINT | Termination Date/Start Date | Percent | Existing Salary ( Actual Paid 2007)- PSC Cir. 41/06 | Revised Salary (PSC Cir.80/2010) | Difference betwn Revised Salary & Actual Paid | Arrears | 12.5% Arrears | 20% Arrears of Lodging | Total Arrears |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 51056 | KITIONE KULAVERE | PL05 | 8 | | 1 | $ 17,314.00 | $ 18,571.00 | $1,257.00 | $ 1,257.00 | $ 157.13 | $ - | $ 1,414.13 |

**2008**

| EDP | NAME | GRADE | POINT | Termination Date | Percent | Existing Salary ( Actual Paid 2007)- PSC Cir. 41/06 | Revised Salary (PSC Cir.80/2010) | Difference of Revised Salary and Existing Salary | Arrears | 12.5% Arrears | 20% Arrears of Lodging | Total Arrears |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 51056 | KITIONE KULAVERE | PL04 | 12 | | 1 | $21,454.00 | $22,857.00 | $1,403.00 | $ 1,403.00 | $175.38 | $ - | $1,578.38 |

**2009**

| EDP NO. | NAME | GRADE | S/Point | Termination | Percent | Actual Salary | Revised Salary | Difference of Revised Salary and Actual Paid | Arrears of EDA | 20% Arrears of Lodging | Total Arrears | Arrears of JEE Phase 4 Paid in Pay 26/10 | Arrears Due |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 51056 | KITIONE KULAVER | PL04 | 12 | | 1 | $ 21,454.00 | $ 22,857.00 | $1,403.00 | $ 175.38 | $ - | $ 1,578.38 | $ 1,403.00 | $ 175.38 |

**2011**

| EDP NO. | NAME | GRADE | POINT | Percent | Existing Salary ( Actual Paid 2011 | Revised JER PHASE 5 | Revised Salary JER Phase 5 - Existing Salary | Arrears | 12.5% Arrears | 20% Arrears of Lodging | Total Arrears |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 51056 | KITIONE KULAVER | PL04 | 12 | 1 | $ 22,857.00 | $ 24,914.00 | $ 2,057.00 | $2,057.00 | $ 257.13 | $ - | $ 2,314.13 |

**2010**

| EDP NO. | NAME | GRADE | POINT | Percent | Existing Salary ( Actual Paid 2011 | Revised JER PHASE 5 | Revised Salary JER Phase 5 - Existing Salary | Arrears | 12.5% Arrears | 20% Arrears of Lodging | Total Arrears |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 51056 | KITIONE KULAVER | PL04 | 12 | 1 | $ 22,857.00 | $ 24,914.00 | $ 2,057.00 | $2,057.00 | $ 257.13 | $ - | $ 2,314.13 |