



**FIJI NATIONAL
UNIVERSITY**

ANNUAL REPORT 2018

PUSHING BOUNDARIES



PARLIAMENT OF FIJI
PARLIAMENT PAPER
NO.78 OF 2019



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ABOUT FIJI NATIONAL UNIVERSITY

Fiji National University (FNU) is a public, comprehensive, dual-sector university:

- **Public:** FNU is primarily funded by an annual Fiji Government operating grant and student tuition fees. Most Fijian students are eligible to cover their tuition fees and living costs by borrowing from the publicly-funded Tertiary Scholarships and Loans Board (TSLB). FNU is governed by a University Council appointed by the Minister of Education, Heritage and Arts.
- **Comprehensive:** FNU comprises five colleges, a specialist maritime academy and a national training centre. It offers a full range of disciplines, including agriculture and veterinary science, business and law, education, engineering and science, and medicine and nursing.
- **Dual sector:** FNU offers both sub-degree technical and vocational education and training (TVET) and the full range of higher education qualifications from bachelor's degrees to doctorates. Student numbers are fairly evenly split between TVET and higher education programmes.

FNU is the national university of Fiji. It was established in its current form by the merger of six tertiary government colleges in 2010, but its constituent colleges trace their roots back to the late 19th century. It currently has 10 major campuses, 2,000 staff and approximately 20,000 students. FNU is a registered university with the Fiji Higher Education Commission (FHEC), which regulates the tertiary education sector in Fiji, and is self-accrediting, in the sense that it has degree-awarding powers.

FNU is a vocational university, educating students to succeed in the labour market and contribute to the economic and social development of the nation. Its programmes focus on graduate employability. All programmes are jointly developed in consultation with employers and all students are required to undertake an 'industrial attachment' (internship) as part of their graduating requirements.

At the same time, the University's graduate profiles emphasise critical thinking and problem-solving, to ensure that graduates are prepared to adapt as 'Industrial Revolution 4.0' transforms the labour market.



OUR VISION

To be recognised as a key driver of Fiji's economic prosperity.

OUR MISSION

To support the economic and social development of Fiji through relevant, high-quality education and training that maximises graduate employability and applied research that has positive societal impact.

"Registered with the Fiji Higher Education Commission as a University under the Higher Education Promulgation 2008. Registration Certificate Number RC 0050".



CORPORATE GOVERNANCE

FIJI NATIONAL UNIVERSITY 2018 COUNCIL

Role of Council

The Council's primary role is to provide policy making leadership and development of long term strategies for the Fiji National University (FNU) to achieve the objectives of the University, and in doing so, to maintain control over its assets, and establish high standards of ethical behavior, robust corporate governance and risk management practices and procedures.

The Council shall ensure that Management meets the interests of shareholders and meet the expectations and needs of customers, employees, suppliers and local, regional and international communities as provided for under the enabling decree.

The Council is collectively accountable for maintaining established precedents of corporate governance practices, and all members are responsible for complying with their deemed legal and fiduciary obligations and duty of care.

Council Membership

Name	Info	Qualifications
Mr. Ikbal Jannif	Appointed by the Minister for Education, Heritage & Arts as Chancellor and Chair of Council on 21 April 2015.	Mr. Jannif was appointed as the Chancellor and Chair of Council on April 2015. He was appointed by the Honourable Minister for Education, Heritage & Arts Dr Mahendra Reddy. Mr. Jannif previously served as the Pro Chancellor and Chair of Council at the University of the South Pacific. He has also served on the boards for the Reserve Bank of Fiji, National Trust of Fiji, Small Claims Tribunal, PAFCO, FRCA, FIT and Fiji Public Trustee Corporation Ltd.
Prof. Nigel Healey	Fiji National University	Professor Healey joined FNU in August 2016 as the Vice Chancellor. Prior to joining FNU, Professor Healey held senior academic positions at Nottingham Trent University, the University of Canterbury and Manchester Metropolitan University, as well as teaching positions at the University of Leicester and Leeds Beckett University. Professor Healey has served as an Economic Policy Advisor to the Prime Minister of Belarus and the Deputy Minister of Economy of the Russian Federation. He had managed a number of multi-national research and economic development projects in different parts of the world.
Ms. Alison Burchell	Ministry of Education, Heritages & Arts	Ms. Burchell is the Permanent Secretary for Ministry of Education, Heritage & Arts. She was appointed to the FNU Council in January 2018.
Mr. Uday Sen	Fiji Institute of Accountants	Mr. Sen was appointed to the FNU Council in 2012. He has served on various Sub Committees of Council. He is the President of CPA Fiji and holds a Masters in Commerce, CPA, Post graduate Diploma in Accounting and Financial Management, Post Graduate Diploma in Banking and Finance, Bachelor of Arts Degree majoring in Accounting and Information System.
Mr. Nesbitt Hazelman	Fiji Commerce & Employers Federation	Mr. Hazelman is the Chief Executive Officer of the Fiji Commerce & Employers Federation. He was appointed to the FNU Council in March 2012. He holds a Master's Degree in HR/IR, Post Graduate HR, BA Sociology and Management.
Mrs. Silina Waqa Ledua	Fiji Nursing Association	Ms. Ledua was appointed to the FNU Council in 2012. She holds an Association Certificate in Midwifery from the Fiji School of Nursing, Certificate of Public Health from School of Nursing, and Bachelor in Nursing with Distinction from University of Sydney. She also holds a Postgraduate Diploma in Health Sciences from University of Auckland and a Professional Diploma in Business Leadership from the University of the South Pacific.
Mr. Robinson Prasad	Fiji Lawyers Association	Mr. Prasad was appointed to the FNU Council in 2012 He holds a Bachelor of Laws (LLB) and PDLP Law and is a Barrister and Solicitor.

Mr. Rajeshwar Singh	Fiji Public Service Association	Mr. Singh was appointed to the FNU Council in 2012. He is the General Secretary of the Fiji Public Service Association and holds a Masters in Philosophy from FNU.
Mr. Solomoni Nata	Fiji Institute of Valuation and Estate Management	Mr. Nata was appointed to the FNU Council in 2017. He holds a Bachelor of Arts majoring in Land Management & Development from the University of the South Pacific.
Mr. Kamlesh Prasad	Fiji Principals' Association	Mr. Kamesh Prasad was appointed to the FNU Council in 2017. He is the Principal of Labasa College. He holds a Post Graduate Diploma in Educational Leadership (PGDEL), Post Graduate Certificate in Education (PGCE), Bachelor of Science (BSc) and Secondary Teacher Training Certificate (STTC).
Prof. Ram Karan	Fiji National University	Mr. Karan was elected Dean's Representative from the Fiji National University. He holds a PhD in law from University of Technology, Sydney. He was elected in 2017.
Prof. Rajendra Prasad	Fiji National University	Mr. Prasad was the elected Professorial Representative from the Fiji National University. He holds a PhD from Indian Institute of Technology, Kanpur (India). He was elected in 2017.
Mr. Ledua Tamani	Fiji National University	Mr. Tamani was elected Non Professorial Representative from the Fiji National University. He holds a Diploma in Medical Laboratory Technology, Bachelor of Medical Laboratory Science, Post Graduate Certificate in Finance Administration, PGDip.PH, and PG Dip Hyg & Trop. Med, MSc PH (HSM), MBA (AMBA). He was elected in 2017.
Dr. Mumtaz Alam	Fiji National University	Mr. Alam was elected Non Professorial Representative from the Fiji National University. He holds a Doctor of Philosophy, History and Philosophy of Science and Technology from Aligarh Muslim University. He also holds a Post Graduate Diploma in Journalism and Mass Communication, Master's Degree in History and a Bachelor's Degree in History from Aligarh Muslim University. He was elected in 2017.
Mr. Ketan Lal	Fiji National University	Mr. Lal was elected Student Representative from the Fiji National University. He is currently pursuing his Bachelor's Degree in Civil Engineering at Derrick Campus, Samabula. He was elected in 2016.
Ms. Margaret Gabriel	Fiji National University	Ms. Gabriel was elected Student Representative from the Fiji National University. She was pursuing her Bachelor of Education in Secondary Education and Teaching. She was elected in 2018.

COUNCIL COMMITTEES

The Council committees are mandated to advise the Council on issues pertaining to the respective and specific areas handled by the Committees:

- Financial Resources Committee's is primarily responsible for considering, reviewing and advising the Council on policy and strategic matters as they relate to Financial Resources.
- Human Resources Committee's primary role is to advise and make recommendations to the Council on policy and strategic matters as they relate to Human Resources.
- Physical & Virtual Resources Committee's role is to advise and make recommendations to the Council on policy and strategic matters relating to physical resources, including its information and communications technology.

- Corporate Governance and Strategic Planning Committee's role is to advise the Council on matters relating to the University's strategic directions, including short (Corporate Plan) to long term (Strategic Plan) planning for all aspects of the institution, and for ensuring the implementation of the Corporate Governance Policy.
- The Audit & Risk Committee's role is to advise Council on systems of internal control and financial compliance, accurate external financial reporting, managing the relationships with the University's external auditors. And ensuring legal compliances as they relate to financial affairs of the University.

FINANCIAL RESOURCES COMMITTEE

Role and Responsibilities

The Committee is primarily responsible for considering, reviewing and advising the Council on the development and implementation of the University's Budgetary Plan. More specifically, the Committee shall:

Make recommendations or report to the Council on the following:

- annual operating and capital budget
- annual audited financial statements
- policies related to financial management

Monitor and report to the Council on:

- the University's financial performance against targets
- development, review and implementation of financial policies and delegations
- the status of University insurances
- proposals for capital expenditure
- all financial obligations and loans

Membership

Mr. Uday Sen	Chair
Mr. Ikbal Jannif	Member
Prof. Nigel Healey	Member
Ms. Alison Burchell	Member
Mr. Rajeshwar Singh	Member
Mr. Solomon Nata	Member
Prof. Ram Karan	Member
Mr. Ketan Lal	Member

HUMAN RESOURCES COMMITTEE

Role and Responsibilities

The primary role of the Committee is to advise and make recommendations to the Council on policy and strategic planning matters as they relate to Human Resources. In addition, the Committee shall:

- Develop a framework for remuneration and conditions of service of staff other than those in senior management positions;
- Develop adequate staff appraisal and staff development systems;
- Monitor the appropriateness of staff salary and benefit plans to ensure they are consistent with sound financial management principles;
- Give due regard to any relevant legal requirements and employer – employee relations conditions;
- Keep under review rules for the conduct, suspension, dismissal or disciplining of staff and procedures for grievance and appeal.

Membership

Ms. Silina Waqa Ledua	Chair
Mr. Ikbal Jannif	Member
Prof. Nigel Healey	Member
Ms. Alison Burchell	Member
Mr. Nesbitt Hazelman	Member
Mr. Robinson Prasad	Member
Ms. Margaret Gabriel	Member
Prof. Rajendra Prasad	Member



PHYSICAL & VIRTUAL RESOURCES COMMITTEE

Role and Responsibilities

The Committee's role is to provide a policy framework for the governance of all the University's physical resources including its information and communications technology. To achieve this, the Committee shall:

- Develop and recommend to the Council a physical resources management plan;
- Plan to include priorities for capital and ICT development and maintenance;
- Develop policy on the use of University sites and facilities to support the University's objectives; and
- Monitor the implementation of the policies on physical resources adopted by the Council and the Committee.

Membership

Mr. Ikbal Jannif	Chair
Prof. Nigel Healey	Member
Ms. Alison Burchell	Member
Mr. Solomon Nata	Member
Mr. Ketan Lal	Member
Dr. Mumtaz Alam	Member

CORPORATE GOVERNANCE & STRATEGIC PLANNING COMMITTEE

Appointment of Committee

Role and Responsibilities

The Committee's key role is to advise the Council on matters relating to setting a strategic direction for the University through short to medium term planning for all aspects of the University. The Committee shall:

- Consider and make recommendations on any matter of strategy and policy referred to it by the Council or its Executive Committee;
- Monitor progress against the University's Strategic Plan and Corporate Strategies;
- Monitor wider developments in Fiji, the Pacific and the world with a view to ensuring that the University continues to benefit from such developments, and at worst, that the University is not unduly affected adversely by such developments.

Membership

Mr. Ikbal Jannif	Chancellor & Chair of Council
Prof. Nigel Healey	Vice Chancellor
Mr. Uday Sen	Deputy Chair & Chair FRC
Mr. Robinson Prasad	Appointed Member & Chair ARC
Mr. Nesbitt Hazelman	Appointed Member & Chair NTPCAB
Ms. Silina Waqa Ledua	Appointed Member & Chair HRC
Mr. Warren Yee	Appointed Member & Chair PVRC



NATIONAL TRAINING AND PRODUCTIVITY CENTRE – ADVISORY BOARD

Appointment of the Board

The NTPC Board is an appointment under the Decree: Section 35A(3) of the FNU Decree as amended, provides: *(3) The Council shall establish a Board of the National Centre that shall consider and advise the Council on industry training needs.*

Roles and Responsibilities

- The role of the Board is to advise the Council of the FNU on the overall function of the National Training and Productivity Centre according to the amended Decree of the FNU. The Board shall act as advisor to the Council on all policy matters of the NTPC.
- The NTPC Board shall consider and advise the FNU Council on industry training needs.

Specifically, the Board shall advise the Council on:

- the business and affairs of NTPC in the context of the functions of the NTPC;
- whether the NTPC is meeting all industry training needs;
- strategies and approaches to be considered to strengthen the operations of the NTPC;
- the standards of training carried out at the NTPC;
- the risk management/regulatory compliance of NTPC
- ethical and corporate governance standard compliance of the NTPC;

Membership

Mr. Nesbitt Hazelman	Chair
Mr. Ikbal Jannif	Member
Prof. Nigel Healey	Member
Mr. Uday Sen	Member
Ms. Alison Burchell	Member
Mr. Rajeshwar Singh	Member
Prof. Rajendra Prasad	Member
Mr. Ledua Tamani	Member

AUDIT & RISK COMMITTEE

Appointment of the Committee

The Audit Committee is appointed by the Council and is accountable to the Council. This committee is assigned the oversight of the financial reporting and auditing process, and the auditor's major dealings within the Council will be 'through' the Audit & Risk Committee.

Roles and Responsibilities

The main responsibility of the Audit Committee via delegated authority from the Council is to apply an effective system of internal control and compliance and accurate external financial reporting, fulfilling its legal obligations in that respect, and for managing the relationships with the University's external auditors. KPMG and Ernst & Young are currently the Company's external-external and external-internal auditors respectively. At least once a year, KPMG and E&Y must meet the Committee. The Audit Committee should carry out the following responsibilities:

- Satisfy itself that the financial report is issued on a timely basis and fairly reflects the entity's financial position and the result of its operations;
- Make recommendations about accounting and disclosure policies and procedures;
- Monitor and assess the Council's inherent and control risk;
- Assess the impact of non-audit services on audit independence;
- Assist in the co-ordination of internal and external audit activities;
- Review the planning and scope of internal and external audit activities;
- Ensure that problem areas and irregularities are given prompt and adequate attention and significant problems are resolved in a timely manner;
- Review significant and unusual transactions including major period-end adjustments and related-party transactions;
- Ensure that all significant audit recommendations have been properly implemented by management;
- Ensure that the top management is made aware of all matters of concern which may require its attention, and
- Recognise the possibility of management fraud and ensure that effective controls are established to safeguard corporate assets.

Membership

Mr. Robinson Prasad	Chair
Mr. Ikbal Jannif	Member
Prof. Nigel Healey	Member
Ms. Alison Burchell	Member
Ms. Silina Waqa Ledua	Member
Mr. Kamlesh Prasad	Member
Prof. Ram Karan	Member



CHANCELLOR'S FOREWORD

Although my term as Chancellor and the term of all council members expired at the end of June 2018, it is my pleasure to write this foreword to the FNU 2018 Annual Report. This report summarises the activities of FNU during the year. Credit for the good work should go to the Vice Chancellor, who operated without the guidance of a Council for the second half of the year.

As Fiji's national university, our core objective has remained the education of Fijian students, and to prepare our graduates to meet the needs and expectations of employers. With the frequent changes in employer requirements, this is not always easy to achieve. However, by building work-experience and problem-solving skills into all its programmes, FNU has endeavored to ensure that our graduates are 'day-one work-ready'.

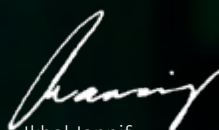
We are grateful for the increase in Government's commitment to the education sector. This has resulted in an increase in enrolment at all FNU campuses and courses. Increases in Government's capital grant to FNU has seen construction starting on more new facilities, and a resurgence in repairs and maintenance on many of the older iconic buildings that FNU inherited from the various institutions in 2010.

The long awaited Labasa Campus is finally off the ground, and steady progress has been made in its construction.

Special funding from Government also saw FNU making a major investment in its digital infrastructure. Connections to the Australian Academic Research Network (AARNet) and the DigitalFiji Initiatives have given staff and students access to superfast broadband and unlimited free wifi on campus.

I would like to acknowledge the work put in by all Council members through their participation at Council meetings, and through their membership of and contributions to the various Council Sub-committees. The Vice Chancellor and his team have worked well together to provide practical leadership.

FNU appreciates the support and guidance from the Fijian Government, our Minister, the Ministry's PS and staff and other stakeholders.



Ikbal Jannif
FNU Chancellor,
1 Jan 2018 to 30 June 2018



2018 SENIOR MANAGEMENT GROUP



1

MR. CHANDR ANUJ
Director ICT

2

PROF. RAM KARAN
Dean College of Business,
Hospitality and Tourism
Studies

3

**SHALENDRA
GOUNDEN**
Director Estates and
Facilities

4

PROF. MOHINI SINGH
Pro-Vice Chancellor
Research

5

PROF. PAUL IJI
Dean College of
Agriculture, Fisheries and
Forestry

6

**NIRANJWAN
CHETTIAR**
Director Capital Projects
and Infrastructure

7

DR ECI NABALARUA
Dean College of
Humanities and
Education

8

PROF. NIGEL HEALEY
Vice Chancellor



9

PROF. JOHN CHELLIAH
Acting Director
Human Resource

10

SALABOGI MAVOA
Acting Dean College of
Engineering, Science and
Technology

11

NILESH PRASAD
Director Finance

12

**DR. ISIMELI
TAGICAKIVERATA**
Director National Training
and Productivity Centre

13

DR. WILLIAM MAY
Dean College of
Medicine, Nursing and
Health Sciences

14

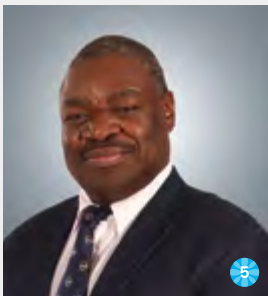
JENIES MUDILIAR
Director Marketing and
Communications

15

SARITA DEVI
University Registrar

16

PROF. JAMES POUNDER
Pro-Vice Chancellor
Learning and Teaching



1. PROFESSOR NIGEL HEALEY
Vice-Chancellor
 Professor Healey was appointed as Vice-Chancellor of Fiji National University on 1 August 2016. He has held senior academic positions at Nottingham Trent University, the University of Canterbury and Manchester Metropolitan University, as well as teaching positions at the University of Leicester and Leeds Beckett University. Professor Healey has served as an Economic Policy Advisor to the Prime Minister of Belarus and the Deputy Minister of Economy of the Russian Federation and managed a number of multinational research and economic development projects in different parts of the world. Professor Healey's research interests are the internationalisation of higher education and higher education policy.

2. PROFESSOR JAMES POUNDER
Pro-Vice Chancellor (Learning and Teaching)
 Professor Pounder joined FNU in 2018. He has held a range of senior posts in academia both in Hong Kong and the United Arab Emirates. The distinguished academic is also a registered Quality Assurance Council Accreditor for the University Grants Committee and a Specialist Accreditor for the Hong Kong Council for Accreditation of Academic and Vocational Qualifications. Professor Pounder was Director of Teaching and Learning at Lingnan University in Hong Kong, a top 100 university in Asia, prior to moving to Fiji.

3. PROFESSOR MOHINI SINGH
Pro-Vice Chancellor (Research)
 Professor Singh has an illustrious 30-year experience as an academic at Australian universities, where she has held several leadership positions. Professor Singh has extensive experience with Higher Degree by Research programs and students, and has delivered talks and lectures at a large number of international forums. Professor Singh currently holds Professorial Fellow and Adjunct Professor positions at a number of international universities. Professor Singh joined FNU in 2018 and was previously a Professor of Information Systems at RMIT University in Australia.

4. PROFESSOR RAM KARAN
Dean, College of Business, Hospitality and Tourism Studies

Professor Karan joined the then Fiji Institute of Technology (FIT) in late 2009. Professor has a wealth of experience having held a range of senior academic positions at The University of the South Pacific (Fiji), University of Waikato (NZ) and University of Ballarat (Aus) where he was the Coordinator of Research Higher Degrees as well as supervisor and co-supervisor of doctoral candidates in Accounting, Management and Marketing. He also served as the independent member of the Audit Committee of the City of Ballarat for five years.

5. PROFESSOR PAUL IJI
Dean, College of Agriculture, Fisheries and Forestry

Professor Iji joined FNU in 2018 having held positions across a range of institutions including Ahmadu Bello University (Nigeria), University of KwaZulu-Natal and University of Pretoria (South Africa), and University of New England (Australia), where he was Coordinator of Higher Degrees by Research of a large school. He has graduated close to 40 postgraduate students and is currently supervising 4 PhD students. Professor Iji is on the editorial board of a number of scientific journals and regularly reviews for other journals. He has published over 300 journal and conference papers.

6. DR. ECI NABALARUA
Dean, College of Humanities and Education

Doctor Eci Nabalarua has an academic career spanning four decades at The University of the South Pacific (Fiji), University of Waikato (NZ) and Fiji National University. She attained her Doctor of Philosophy (PhD), in Political Science and International Relations from the Australian National University, Canberra, Australia, Master of Arts in Rural and Social Development (MA in Rural Soc Dev) from University of Reading, Reading, United Kingdom and Bachelor of Arts (BA) from The University of the South Pacific.

7. DR. WILLIAM MAY
Dean, College of Medicine, Nursing and Health Sciences

Doctor May joined FNU in 2009 from the Ministry of Health and Medical Services, where he held senior medical positions and had worked for 14 years. He also served in various teaching positions at the Fiji School of Medicine and FNU. Dr May is a member of the Medical Deans Australia and New Zealand, the Fiji Medical Council and Fiji Dental Council. He chairs the Board of Management of the Fiji Medical and Dental Secretariat.

8. MR SALABOGI MAVOA
Acting Dean, College of Engineering, Science and Technology

Mr Mavoa started his career as Technical Assistant with TECAIR Ltd then joined the Fiji Broadcasting Commission (FBC) as Technical Assistant where he spent the next 12 years. He then joined Fiji Institute of Technology (FIT) in 1989 as an Assistant Lecturer in Broadcast Engineering. He climbed the ranks and held several key positions in FIT and Fiji National University before being appointed the Acting Dean College of Engineering, Science and Technology in 2015.

9. DR. ISIMELI TAGICAKIVERATA
Director National Training and Productivity Centre

Doctor Tagicakiverata started his career as a secondary school teacher before joining the Fiji Institute of Technology (FIT) as a Research Associate and part time lecturer. He completed his Doctorate at The University of Newcastle in Australia. Dr Tagicakiverata rejoined FNU as Chief Research Officer TVET, and later as Acting Director TVET. In October 2017, he took on the role of Director NTPC and NPO Head for Fiji. He is a member of FITVETA and IVETA and is the President of PATVET. He is a current Board Member for the National Employment Centre (NEC) and the Centre for Appropriate Technology and Development (CATD). He is the APO Alternate Director for Fiji, and a Council Member for the newly established APO Accreditation Council.

10. MS SARITA DEVI
University Registrar

Ms Devi was appointed as the Fiji National University Registrar in 2015. Prior to this, she served in various senior positions in the Academic Office, including Deputy and Assistant Registrar. Ms Devi has vast experience in teaching at Primary and Tertiary levels, curriculum development and project management.

11. MS JENIES MUDILIAR
Director Marketing and Communications

Ms Mudiliar joined FNU in late 2017 with 6 years of Marketing and PR experience in Higher Education across the Pacific. She is a creative Branding, PR and Communications professional with over 9 years of experience in International Trade and Higher Education sectors. She has successfully managed and coordinated marketing campaigns and events for the respective companies that she has worked for which included advertising, design, media liaison, public relations, brand building, fund control as well as market research.

12. PROFESSOR JOHN CHELLIAH
Acting Director Human Resources

Professor Chelliah is the Acting Director Human Resources. He also served as Acting Dean of College of Agriculture, Fisheries and Forestry. His substantive position is Professor in Management at the College of Business, Hospitality, and Tourism Studies. Prior to joining FNU, he held several senior academic and management positions at Universities in Australia and New Zealand. He holds a PhD in Human Resource Management from RMIT University, Australia and masters degrees in management and business administration from New Zealand universities.

13. MR NILESH PRASAD
Director Finance

Mr Prasad joined FNU in 2018 and has previously held senior finance positions at The University of the South Pacific and Coca-Cola Amatil Fiji Limited. Prasad holds a BA Accounting and Financial Management and Economics and Postgraduate Diploma in Professional Accounting from The University of the South Pacific.

14. MR CHANDR ANUJ
Director ICT

Mr Anuj is an IT expert who joined FNU as Director ICT in 2010. Before this, he held several executive management positions in Telecommunications Fiji Limited (TFL). During his career Mr Anuj has supervised many key projects related to the next generation network (NGN), including optical fibre transmission, microwave, satellite and CDMA wireless broadband systems, VoIP and ADSL, VDSL solutions for Internet access.

15. MR SHALENDRA GOUNDEN
Director Estates and Facilities

Mr Gounden joined FNU in 2017. He was previously Operations Manager and Acting Director with the Division of Estates and Infrastructure at The University of the South Pacific. Mr Gounden also worked in various engineering, construction and infrastructure related projects in Fiji and the Pacific. Mr Gounden is a registered project manager and member of AIPM; has worked with consultants on projects funded by the World Bank.

16. MR NIRANJWAN CHETTIAR
Director Capital Projects and Infrastructure

Mr Niranjwan joined FNU in January 2017 as Manager Projects and later was promoted to Director Capital Projects and Infrastructure. Prior to joining FNU, Mr Niranjwan was Manager Design and Engineering Services at The University of the South Pacific. He has worked as an Engineer at the then Ministry of Works, Transport and Public Utilities. He's also a Professional Member of the Fiji Institution of Engineers.



VICE CHANCELLOR'S FOREWORD

OVERVIEW OF 2018

2018 was a year when the hard work undertaken in the previous year began to pay off. In 2017, the University restructured and refreshed its entire undergraduate curriculum, standardising courses on a common credit size across colleges and moving to semester mode. The pedagogy, content and assessment were also sharpened to increase the focus on graduate employability. While existing students completed their qualifications on the old curriculum, all new undergraduate students started in 2018 on the new curriculum.

This curriculum overhaul was communicated to schools, potential students, parents, guardians and sponsors through a concerted marketing and outreach campaign in late 2017. It was very pleasing to see that after posting declines in 2015 and 2016, the recovery in full-time equivalent students (EFTS) that began in 2017 accelerated in 2018. The colleges' EFTS rose 13.2% between 2017 and 2018. This growth was accompanied by a relatively more rapid growth in female EFTS. By 2018, women comprised 57.0% of the student body by EFTS. However, there remain considerable imbalances in some colleges, notably the College of Engineering, Science and Technology, where the University is focusing on working to make science and engineering more attractive to young women.

Reflecting the growth in EFTS, student tuition income rose from \$61.2m in 2017 to \$65.4m in 2018. The baseline Government Operating Grant remained unchanged in 2018/19 from 2017/18 at \$53.1m. However, additional Government Operating Grant provided in 2017/18 allowed the University to upgrade its digital infrastructure and connect directly to Australian Academic Research Network (AARNet) in April 2018, increasing significantly broadband speeds and giving staff and students access to a range of educational support software. In 2018/19, additional Government Operating Grant allowed the purchase of the 'Banner' university information management system and installation began in the third quarter of 2018.

The other notable development on the revenue side in 2018 was the decision by the Tertiary Loans and Scholarships Board (TSLB) to allow residential students to 'unbundle' fees for hostels and meal plans, so that they could continue to charge the hostel fees to TSLB, but receive the meal allowance as a cash payment. This development had a significant impact on the revenue from hostel meals, which declined from \$7.0m in 2017 to \$5.9m in 2018. There was also a small reduction in revenue from hostel accommodation, as a rolling programme of comprehensive renovation meant that a proportion of beds was out of service at any one time.



On the expenses side, the largest item for any university is employee-related expenses. The introduction of a contribution margin model from 2017, where Deans are required to limit expenses to 60% of revenue, has encouraged tighter cost-control and productivity gains, so that employee-related expenses actually declined in 2018. The increase in other operating expenses from \$44.6m in 2017 to \$50.8m in 2018 is almost all accounted for by a planned increase in scheduled repairs and maintenance (up from \$6.1m to \$11.9m) and higher licence fees (up from \$1.7m to \$5.4m) associated with AARNet and the Banner university management information system, as well as the growing range of eJournals, eBooks and online databases used by the library. Overall, the University's operating surplus in 2018 was \$20.0m (12.1% of total income), up from \$12.4m (8.0%) in 2017.

Table 1 below shows the staffing levels over the last five years. The number of academic staff has fallen by approximately 10% since 2015. Part of this reduction reflects the growing focus of colleges on teaching efficiency and part is due to the increased time taken to hire academic staff as the University's essential requirements have been revised upwards, slightly increasing the number of positions vacant at any one time. The number of support staff has fallen more significantly since its peak in 2015, due to the streamlining of support services and the automation of formerly manual processes.

Table 1

	2014	2015	2016	2017	2018
Academic Staff	938	1,001	969	924	899
Support Staff	1,745	1,819	1,449	1,360	1,294
Total Staff	2,683	2,820	2,418	2,284	2,193
Support: Academic Ratio	1.9	1.8	1.5	1.5	1.4

Table 2 shows the productivity gains in terms of teaching, as reflected in the student: staff ratio (SSR). The table gives an estimate of SSRs, as the academic staff numbers represent headcount rather than full-time equivalent (FTE) staff, so may slightly underestimate the true figures. Nonetheless, on this basis, the data show that coupled with the gradual decrease in academic staffing, strong EFTS growth has increased the SSR from the low of 10.1 reached in 2016 to 13.2 in 2018. This SSR is still relatively low by international standards. For example, a report on the New Zealand tertiary education system found that in 2011, SSRs in universities averaged 16.0, while the figure was 18.5 in polytechnics¹. In terms of the average number of students taught, productivity per academic staff member at FNU increased by 31% between 2016 and 2018, despite a reduction in the number of support staff over the same period of 9%.

Table 2

	2014	2015	2016	2017	2018
Academic	938	1001	969	924	899
EFTS	12,289	10,277	9,754	10,511	11,897
SSR	13.1	10.3	10.1	11.4	13.2

In 2018, the University had a number of ongoing major Government-funded capital projects, including the new Labasa Campus, a new four-story business school and student services centre at the Nasinu Campus, a Veterinary Teaching Complex (including an animal hospital and suite of laboratories) at the Koronivia Campus and a three-storey building at Fiji Maritime Academy. In addition, the University is building a gymnasium at the Nasinu Campus and two new buildings (one a replacement for a building destroyed by fire) at the National Training and Productivity Centre's (NTPC) Lautoka Campus, funded from the University's own resources. In 2018, the University commissioned a Campus Master Plan exercise to determine what and where new buildings should be constructed over a ten-year horizon and what buildings should be demolished.

As part of its commitment to sustainable development, all new buildings are being designed to minimise their carbon footprint. In parallel, in 2018 the University began the process of shifting towards its campuses being energy self-sufficient. With technical support from the Japan International Cooperation Agency (JICA), the University designed solar panel arrays to meet 90% of its needs for the Namaka, Natabua and Labasa Campuses. Namaka will be the first campus to benefit from this new system in 2019.

In addition to the connection to AARNet and the installation of the Banner university information management system, there were three other significant investments in strengthening the University's digital infrastructure. Since 2016, the library has been switching from buying physical books to acquiring the licences for eJournals, eBooks and online databases. This has been accompanied by the transformation of the various campus libraries from book repositories to open learning commons, where students can work in groups using online learning materials. In mid-2018, the Fiji Government – through Walesi as part of the DigitalFiji initiative – provided the facilities so that students can enjoy unlimited free wifi anywhere on campus (previously wifi was only available in university buildings).

Looking forward, the University will turn 10 years-old in 2020. The major curriculum revisions already undertaken, the international accreditations in progress, and the major investments in digital and physical infrastructure set the scene for an exciting second decade, as FNU establishes itself as the leading vocational, dual sector university in the South Pacific. In the next decade, the University will be expanding the range of blended learning programmes significantly, to take advantage of greatly improved digital connectivity of Fijians through the Government's DigitalFiji project, so that learners in remote rural and maritime locations can access tertiary education. We will see delivery become increasingly flexible, with students studying content online and coming for short intensive periods to our campuses for 'hands on' laboratory and workshop teaching. The University will also see a growing emphasis on the creative and cultural industries, with the construction of a major creative arts building at the heart of the Nasinu Campus.

¹ New Zealand Ministry of Education (2011), The changing structure of the public tertiary education workforce.

KEY DEVELOPMENTS IN THE COLLEGES



COLLEGE OF AGRICULTURE, FISHERIES AND FORESTRY (CAFF)

One of the key achievements for 2018 was the signing of contracts for early civil works of the Veterinary Teaching Hospital, for work to commence in early 2019. The College also registered a number of programmes with the Fiji Higher Education Commission (FHEC) which includes new programmes in Agroforestry, Forestry and Fisheries.

Memoranda of Understanding (MoU) were signed with several stakeholders, including Ministry of Agriculture, Biosecurity Authority of Fiji, Rooster, Charles Sturt University and Vet Beyond Borders to support teaching and research.

The College successfully completed several projects in 2018. These included the tractor shed and students' foyer at the Crop Farm, a sow (pig) unit at the Livestock Farm and the agrometeorological facility at the Crop Farm. The aquaponic facility (fish and vegetable) went into production, and the College redeveloped its facilities for animal, crop and fish research.



COLLEGE OF ENGINEERING, SCIENCE AND TECHNOLOGY (CEST)

The Australia Pacific Training Coalition (APTC) moved its Fitting and Machining programmes to Derrick Campus, in Samabula, as the first step in a comprehensive new partnership to move all APTC's engineering facilities onto the campus and to co-deliver the programmes with FNU staff. The aim is that, over time, these will become FNU programmes accredited by TAFE Queensland.

The Mahatma Gandhi Centre of Excellence in IT (MG-CEIT), an initiative of the Indian Government under its bilateral agreement with the Fijian Government, was established at Derrick Campus and the first two FNU staff went to India with special scholarships for advanced training parallel computing. The MG-CEIT will begin teaching students in early 2019.

Reflecting the close relationship between CEST and employers, an MoU was signed with the Housing Authority to provide attachments and practical training for students studying Civil Engineering, Structural Engineering, Land Surveying, Architecture and Quantity Surveying. The Construction Industry Council (CIC), made up of 18 professional industry bodies, moved its headquarters to dedicated office space on the Derrick Campus.

In October 2018, a team from Engineering New Zealand (ENZ) visited the College as part of a mentoring program to assist in the international accreditation (Washington Accord/Dublin Accord) of its engineering programmes. The team reviewed the Bachelors of Engineering (Honours) and three Diplomas in Engineering (Civil, Electrical and Mechanical). Following the recommendations provided by the ENZ team, the programmes were revised and the changes approved in the Senate.



COLLEGE OF HUMANITIES AND EDUCATION (CHE)

A group of female students undertaking teacher training from the College's Natabua Campus, Lautoka, participated at the National Model United Nations Competition (MUN) in Washington, DC United States in November 2018. This was the first all-female delegation from Fiji to compete in this event and the team was awarded the honourable mention in the category of best delegation and best position paper award for showcasing excellent leadership qualities and setting a standard for others.

In October 2018, the Associate Dean Research, Dr Zakia Ali-Chand, received a Gender Grant from the Association of Commonwealth Universities (ACU) to organise a women's leadership workshop. The Gender Grant was announced by the ACU's patron, the Duchess of Sussex, during the royal visit to Fiji.

More than 300 early education centre teachers attended the annual Early Childhood Education (ECE) National Conference at the Natabua Camus in December which focused on the development of ECE programmes.

Blended course development commenced in 2018 to provide greater flexibility and accessibility for students to complete their programmes. About 14 courses from Secondary, Primary, Early Childhood Education, TVET and Communications, Language & Literature are in development and the piloting of the courses will be done in Semester 2, 2019.



COLLEGE OF MEDICINE, NURSING AND HEALTH SCIENCES (CMNHS)

The College signed MoUs with several universities and organisations including the Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG), Royal Australian and New Zealand College of Psychiatrists (RANZCP), Royal Australian College of Physicians (RACP), Australasian College of Medicine (ACEM) and University of Canberra. These partnerships provide the College an opportunity to collaborate, connect and establish relationship with external stakeholders and have supported the development of a range of new specialist masters programmes

The Office of the Associate Dean Regional was established and funded by DFAT to support training of Health Care Workers in the Pacific Region. The Office is led by the Associate Dean Regional, Dr Iobi Batio. In May 2018, the College held its first graduation ceremony in the Republic of Marshall Island (RMI) for students graduating with a Postgraduate Diploma in Advanced Nursing Practice.

The Pacific Islands Health Research Symposium was hosted by the College in October at the Pasifika Auditorium. The theme was 'Pacific Health Research – Innovations and Applications'. Research topics that were presented and discussed are currently relevant for Fiji and the Pacific, such as Communicable Diseases, Vital Medications, Clinical Research, Public Health and others.

In 2018, the College reviewed and restructured its existing postgraduate programmes, to ensure they remain relevant within the context of Fiji and the Pacific. In the process, important gaps were identified and new programmes developed. Over the course of the year, CMNHS held 24 College Learning and Teaching meetings to facilitate the approval processes of the three new postgraduate programmes and 42 existing postgraduate programmes.



COLLEGE OF BUSINESS, HOSPITALITY AND TOURISM STUDIES (CBHTS)

In response to demand from students who had gone overseas or taken up work assignments away from our campuses without completing their programmes, the College started offering courses through Distance and Flexible Learning (DFL) mode on a pilot basis beginning from mid-2018. More local and international students will be able to enrol as the College continues to develop resources and build capacity for this mode of delivery.

The College developed and refined the Master of Professional Accounting (MPA) programme which has an embedded CPA-Australia qualification. This will be offered from 2019. This is the first of its kind programme offered in Fiji. Upon completion of this programme, students will not only graduate with MPA degree, but will also attain CPA status which is a prestigious and internationally renowned professional qualification.

The Bachelor of Laws (LLB) programme received full accreditation from the Board of Legal Education, thereby allowing our students to proceed with undertaking Graduate Diploma in Legal Practice (GDLP) and seek admission to the bar. The first batch of LLB graduates were admitted to the bar in November 2018.

NATIONAL TRAINING AND PRODUCTIVITY CENTRE (NTPC)

In 2018, NTPC celebrated the 55th Anniversary of the National Apprenticeship Scheme, the 20th Anniversary of Fiji Business Excellence Awards and marked its fourth consecutive year of the National Trainers Conference. NTPC hosted the Asian Productivity Organisation (APO) Secretary-General Dr Santhi Kanoktanaporn's inaugural visit to Fiji and also held a week-long national awareness campaign of Non-Formal Education Week. It also launched the first-ever National Occupational, Health and Safety Conference in 2018.

The National Apprenticeship Department held a week-long series of events to promote the Apprenticeship scheme in March, visiting schools and employers in Fiji. The scheme had a total of 243 apprentices with 39 employers in 2018, including Energy Fiji Limited and the Fiji Sugar Corporation.

There has been continuous growth in the Fiji Business Excellence Awards. In 2018, NTPC received a total of 19 applications, of which eight were from organisations that are new to the Awards. The number of new applicants has been on a steady rate of more than five new applicants every award cycle. There is also an increase in the number of public sector organisations participating in the Awards. In 2018, eight applicants were from the Public sector and NTPC is optimistic that this figure will continue to rise.

Focus on Sustainable Livelihood Project

NTPC is committed to empowering sustainable livelihood in rural and maritime communities through its Non-Formal Education Department. The Government-funded Sustainable Livelihood Project (SLP) is in its seventh successful year. Under this scheme, NTPC conducted technical and vocational training programmes in seven different rural and maritime communities in 2018. The areas covered included Taveuni, Ra, Tailevu, Nadroga, Navosa, Serua, Rotuma and Naitasiri.

The primary objective of the project is to train and empower rural communities and villages with basic practical skills and knowledge, relevant to immediate and future sustainable needs. In doing so, it addresses the productive use of local natural resources as a means to alleviate poverty. This is also in line with government's National Development Plan in moving towards an educated and skilled population. A total of 4027 villagers graduated with Certificate of Participation in 2018.

Impact Assessment results have shown that the SLP skill training has paved the way for self-sufficiency for rural communities; there is notable progression towards further education and upgrading of qualifications for youths; participants are utilising their skills to gain reasonable income and securing employment; and there is a positive change in the mindset about improving lifestyles and development in the villages and communities



KEY DEVELOPMENTS IN THE SUPPORT SECTIONS

CAPITAL PROJECT AND INFRASTRUCTURE

The University carried out a total of \$23m worth of capital projects in 2018. The Labasa Campus, CBHTS Complex, Veterinary Training Hospital and Fiji Maritime Academy (FMA) projects which are currently in construction phase are all funded by the Government of Fiji. Major projects funded by the University includes the Nasinu Sports Complex, NTPC 2-Storey and NTPC Technical Training Buildings at Naceva Centre and Solar PV Project for Nadi Campus.

Labasa Campus: One of the most significant capital projects for the University is the construction of the Labasa Campus. It is a government funded project, as part of its 'Look North' policy to revitalise the economy of Vanua Levu. The \$34m first phase of the campus is expected to be completed by December 2019 which will be operational by first semester 2020.

The Labasa Campus will comprise of lecture theatres, tutorial rooms, computer labs and administrative spaces. This project will provide better access to education to students in the Northern Division. The contract was signed with Kartika Construction Plumbing Services Ltd in April 2018 and the contractor commenced works on the foundation, boundary fencing and surrounding retaining wall.

Veterinary Training Hospital: Veterinary Training Hospital at Koronivia Campus will provide the College of Agriculture, Fisheries and Forestry access to state-of-the-art facilities to provide Bachelor programmes in Veterinary Science and related disciplines which will assist in the development of the country's animal health care.

The building design incorporates Green Building principles which include solar PV system. In 2018 around 90% of design works was completed by the design team led by the Project Manager HLK Jacobs Ltd. The project is expected to be completed in 2020. The estimated cost of the project is \$30m.

College Business, Hospitality and Tourism Studies Complex: The new complex for College of Business, Hospitality and Tourism Studies will consist of a lecture theatre, tutorial rooms, staff spaces and student services hub.

The plans and contracts for the CBHTS Complex was approved and awarded in 2018. The project was commissioned by the Minister for Education, Heritage and Arts Honourable Rosy Akbar. The contractor Cope Constructions Ltd mobilised to site in November 2018 and commenced with the excavation works by year end. This project is expected to be completed by August 2020. The estimated cost of the project is \$25m.

Fiji Maritime Academy 3-Storey Building: The FMA 3 Storey Building commenced construction in August 2018. This project will incorporate lecture rooms, an auditorium, fisheries lab, computer labs, a marine high voltage training room to further develop the programs to meet the industry demands. The project also incorporates solar PV system.

This project is another step towards fulfilling FNU's vision of providing quality education to the people of Fiji. It will provide students with state-of-the-art facilities and access to modern technologies. The contractor Sambhu Lal Construction commenced works in August 2018 and completed excavation and pile driving works by year end. This project is expected to be completed in December 2019. The estimated cost of the project is \$12m.

Sports Complex Nasinu Campus: The FNU Sports Complex will be a state-of-the-art indoor sports and fitness gymnasium. The gymnasium will not only serve as a study facility for students undertaking studies in Sports Science under FNU's College of Humanities and Education but also seamlessly fits into the University's Health and Wellness initiative to combat non-communicable diseases (NCDs) which is a chronic problem in Fiji.

To encourage group sports, the facility will also have international level indoor courts for sports such as Volleyball, Basketball, Netball, Badminton and Futsal Soccer. The sports complex also features a rainwater harvesting system. The design documentation was completed in September and request for tender was sent out in October 2018. The construction tender is expected to be awarded by early 2019 and the complex is expected to be ready by Semester 1, 2020. The estimated cost of the project is \$9m.

NTPC 2-Storey Building, Naceva Centre, Lautoka: The 2-Storey Building at NTPC Naceva Centre in Lautoka will provide facilities such as lecture theatre, tutorial rooms, lecture rooms, sewing rooms and computer labs for NTPC students. This facility will enable NTPC to move out of rented properties and at the same time accommodate larger numbers of students in the Western Division.

The contractor Grace Road Construction completed the construction of the project by November 2018 with minor finishing works pending. The project is scheduled to be completed and handed over for Semester 1, 2019. The estimated cost of the project is \$3.9m.

NTPC Technical Training Building, Naceva Centre, Lautoka: The purpose of this project is to replace the NTPC building that burnt down in 2015. This building comprises of training rooms, computer labs, library, child care and administration spaces.

The contractor Permal Construction Ltd commenced works in May 2018 and completed 80% of the superstructure by December 2018. This project is expected to be completed by Semester 2, 2019. The estimated cost of the project is \$4.7m.

Solar PV for Nadi Campus: The University has embarked on utilising renewable energy as an alternative source of power and this project marks the beginning of the University's move to sustainable energy solutions. The project will not only provide savings to the University in terms of consumption, but also reduce our carbon footprint, provide limited level of protection against increasing electricity costs and provide a case study for student learning.

The project is deemed as self-fundable with a Return on Investment of 8 years and initial investment of approximately \$850,000 with a capacity to meet 80% of daytime demand for the campus. The tender was advertised in 2018 and is expected to be awarded in February 2019. The estimated cost of the project is \$850,000.

ESTATES AND FACILITIES

2018 marked the establishment of the five-year Asset Management Plan and the overall repair and maintenance planning initiatives for the University asset and built facilities. The repair and maintenance budget for 2018 was \$11.9m. The building maintenance activities included all works on the existing building, including the utility service and external infrastructure, to retain the asset in a condition in which it can perform its intended functions, preventing deterioration and failures or extend the life of the asset. The maintenance budget was largely focused on fixing some of the urgent needs of the institution such as renovation to the teaching and learning space, refurbishment works at the various libraries, upgrade of restroom facilities, electrical switch board and wiring upgrade works.

ICT

2018 was a significant year with FNU upgrading its virtual infrastructure with the commissioning of several key projects, which places FNU at the forefront of providing students and staff with faster broadband speeds and greater access to resources on the web.

Connecting to AARNet: Towards the end of April 2018, FNU was successfully connected to AARNet; the Internet capacity at FNU has increased fivefold, opening the highway to information for education, research and collaboration. The Government-funded \$2.7M project was completed bringing 1Gbps broadband to FNU and opening the doors for e-library, research and additional online collaboration services.

The key stakeholders of this project were AARNet, the internet provider, FINTEL, the international landing station where the Southern Cross Optical Cable terminates, and TFL, the national broadband carrier which interconnects FINTEL to all FNU Campuses.

The Routing, Switching and Firewall equipment were ordered and commissioned with a massive changeover of the network over a weekend. The involvement with so many major stakeholders in this project and establishing an international service has been a tremendous experience for the ICT staff involved.

With reliable broadband connection from AARNet, the Zoom video conferencing solution was subsequently introduced in FNU. This cloud-based service enabled collaboration between multiple remote sites. This reliable and easy to use service has assisted in the increase of remote teaching, online meetings and mobile collaboration, including sessions between Fiji and abroad.

DigitalFiji: Further improving FNU's digital transformation strategy was increasing student access to digital information. This was done when the Walesi division of the Government agreed to provide \$1m worth of Wifi equipment to cover all areas of FNU. This included coverage in Halls of Residences, teaching areas, lecture theatres and student sitting areas in all the 24 campuses of FNU. The Wifi access or digital capability provided students free, unlimited 24/7 access to the study portals, share information online and access to information on the internet. This project greatly assisted in making FNU a full player in the digital academic community. Students were thrilled with the greater access to internet at FNU while using their own devices - laptops, tablets and smart phones. This has become known as 'BYOD' – Bring Your Own Device.

University Information Management System: It was challenging to compile requirements from the entire university community for a new unified Student Management System to replace the three standalone systems, thus the need for a new and integrated HR and Finance system were incorporated. The project was called University Information Management Systems (UIMS), as it included two major components. The first being the Student Management System (SMS), which includes the entire student life cycle management from application, enrolment, programme management and graduation. The second component is the support systems, such as Finance, HR, Student Accommodation and Reporting. This project will enable students to use self-service portals and staff to manage relevant administrative functions efficiently. Ellucian was awarded the contract to supply the Banner 9 solution.

Cybersecurity awareness: Cybersecurity awareness was also initiated considering the recent major expansion of the FNU's cyber platform. Every student and staff at FNU is a consumer and has access to the university network, thus awareness was created for good cyber practices. The ICT department was also recognised for the work done towards ISO 9001 accreditation by the ISO body. They became a member of the Council of Australian Universities Directors of IT (CAUDIT).

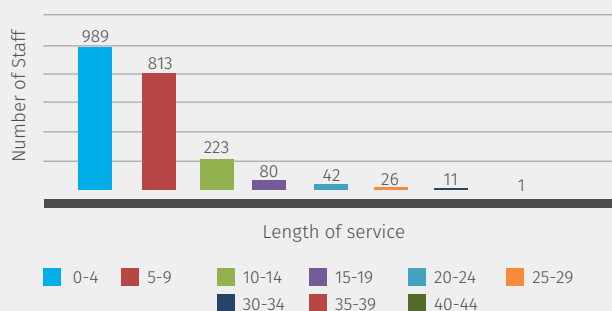
HUMAN RESOURCES

The Fiji National University (FNU), like other tertiary institutions in Fiji and abroad faces challenges in the recruitment of academic staff, particularly in the areas of TVET and senior academic positions. Some positions have had to be re-advertised to attract a strong pool of applicants, increasing recruitment times. Obtaining and renewing visa permits for, experienced expatriate staff – especially in areas which are scarce in Fiji – can be a lengthy process and the University works closely with the Fiji Immigration Office to minimise delays.

Table 3: Recruitment for year 2018

Stream	Number of positions advertised	Number of appointments	In process or readvertised
Academic	291	109	182
Administrative	243	131	112

Figure 1 : Length of service for staff at FNU



As a higher education provider, the most valuable asset for FNU is its human capital particularly its academic staff. Figure 1 above shows the length of service for staff at FNU. The majority of the staff have served 0-9 years, reflecting the fact that FNU has a relatively young workforce.

For 2018, FNU had a total of 361 cessation of staff contracts. This number was inclusive of resignations and deaths. This is a natural turnover rate for FNU as reflected in past trends. The University has an active Human Resource Division which provides training opportunities to staff to upgrade their qualifications as well as provides counselling services to assist staff to achieve their targets.

Table 4: Staff breakdown according to different employee groups 2018

Local	2,092
Expatriate	90
Adjunct	11
Total	2,193

For the propose adjacent category, 8 expatriate and 3 locals have been counted separately

Table 5: Academic and support staff for year 2018

	Female	Male
Academic	347	552
Support Services	691	603
Total	1,038	1,155

Table 6: Staff training & development

Particulars	No. of Staff Trained, supported for Studies/ Conference Leave
PTD Technical Workshops: In-house Training & External Training Nominations	578
PTD – Allowances: Full-Time Study Leave Education Allowances & Part-Time Study Leaves, Sabbatical Leave	708
Tuition Fees Concession & Fees Reimbursements: 100% Tuition Reimbursements & 75% Concessions	309
PTD Seminars & Conferences: Conference Leaves Funded	16

UniClinic: A number of screening and awareness programs were conducted by UniClinic with key partners such as OXFAM, Oakland Research Institute Medical Research Laboratory in California and the Ministry of Health to promote staff health and wellbeing. These included HIV/Hep B/Syphilis and Pap Smear, Chlamydia and Pap Smear for FNU staff and students.

A FNU staff nationwide voluntary medical screening for NCD, Prostate Cancer and Breast Cancer was also organised. For the year 2018, FNU UniClinic recorded a total of 767 staff visits. These were inclusive of those requiring consultation and treatment, medicals for renewal of work contracts, medicals for immigration and work permit purposes, medical boards and OHS related cases.

Occupational Health & Safety: OHS continues to conduct Fire drills for all campuses Fiji wide and Tsunami drills for coastal campuses. These Emergency Evacuation Drills are conducted twice annually and the second is with the observation of the National Fire Authority (NFA). Disaster Management (DM) plan is under review and this area will become more prominent from 2019 with a planned joint tsunami drill with USP and the improvement of our Disaster Management System.

Worksite inspections and committee meetings have been on-going. OHS training is continuous for staff throughout the year. Trainings include: Basic Fire Fighting; Basic First Aid; OHS modules 1 & 2; Food handlers, manual lifting; Working at Heights; Chainsaw handling & tree trimming and Chemical handling.

The OHS Policy commitment is communicated to all staff and students through staff and student inductions as well as regular email alerts. There is a dedicated OHS webpage that all visitors can familiarise themselves with. A plan is in place for online OHS inductions for all staff and students planned through Moodle software which OHS section is looking into for 2019.



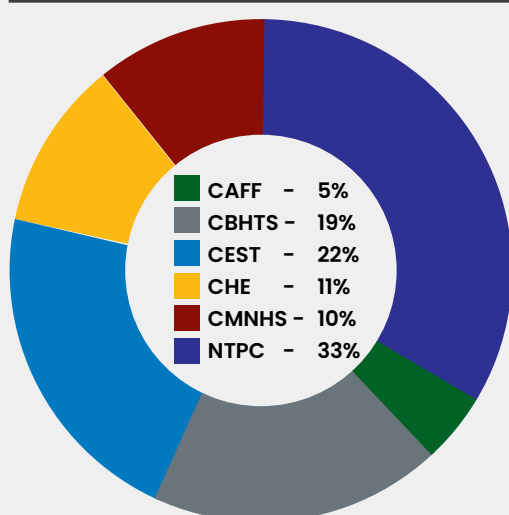
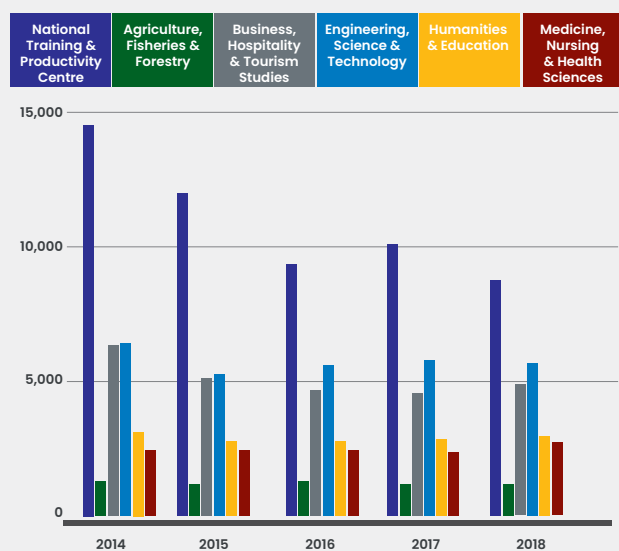
Professor Nigel Healey
Vice-Chancellor
Fiji National University



UNIVERSITY STATISTICS

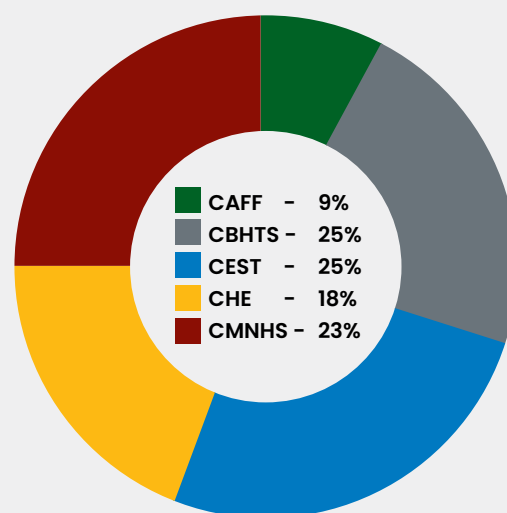
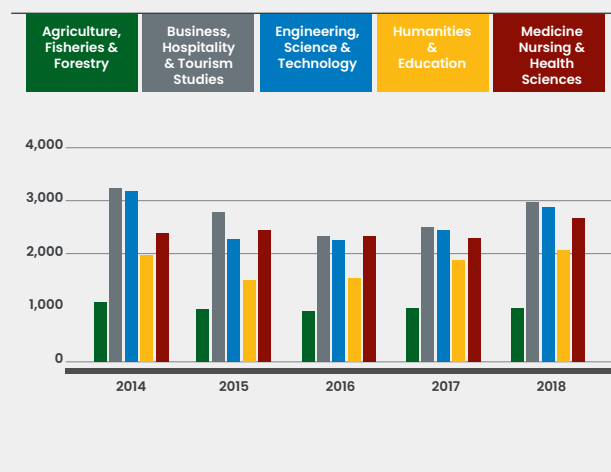
STUDENT HEADCOUNT BY COLLEGE

College	2014	2015	2016	2017	2018
National Training & Productivity Centre	14,671	12,024	9,363	10,148	8,791
Agriculture, Fisheries & Forestry	1,268	1,219	1,252	1,196	1,170
Business, Hospitality & Tourism Studies	6,407	5,180	4,703	4,602	4,957
Engineering, Science & Technology	6,492	5,331	5,589	5,814	5,718
Humanities & Education	3,201	2,788	2,650	2,911	2,939
Medicine, Nursing & Health Sciences	2,485	2,493	2,401	2,394	2,741
Total	34,524	29,035	25,958	27,065	26,316



EQUIVALENT FULL TIME STUDENTS (EFTS) BY COLLEGE

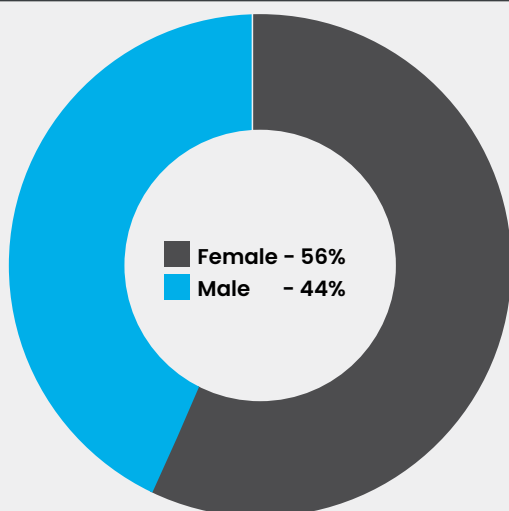
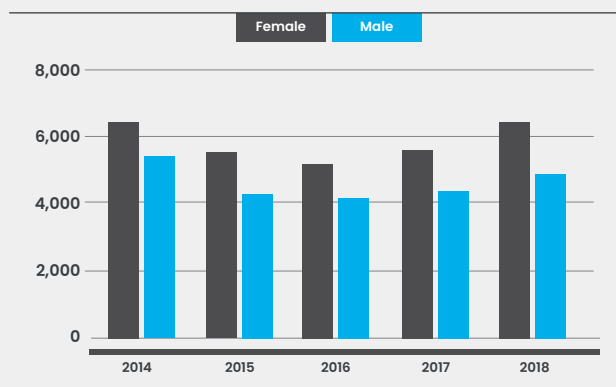
College	2014	2015	2016	2017	2018
Agriculture, Fisheries & Forestry	1,170	1,032	1,007	1,050	1,044
Business, Hospitality & Tourism Studies	3,304	2,830	2,401	2,578	3,040
Engineering, Science & Technology	3,257	2,352	2,331	2,525	2,942
Humanities & Education	2,073	1,570	1,614	1,964	2,130
Medicine, Nursing & Health Sciences	2,485	2,493	2,401	2,394	2,741
Total	12,289	10,277	9,754	10,511	11,897



NTPC - National Training & Productivity Centre
 CAFF - College of Agriculture, Fisheries & Forestry
 CBHTS - College of Business, Hospitality & Tourism Studies
 CEST - College of Engineering, Science & Technology
 CHE - College of Humanities & Education
 CMNHS - College of Medicine, Nursing & Health Sciences

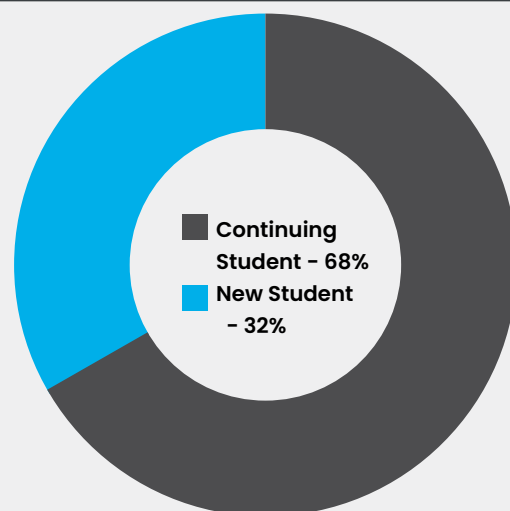
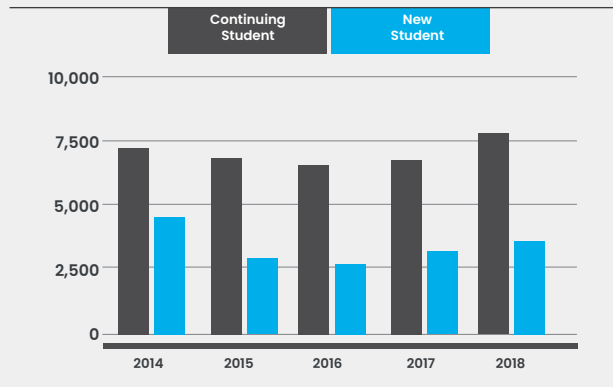
EFTS BY GENDER

Gender	2014	2015	2016	2017	2018
Female	6,621	5,770	5,412	5,803	6,693
Male	5,668	4,507	4,342	4,708	5,204
Total	12,289	10,277	9,754	10,511	11,897



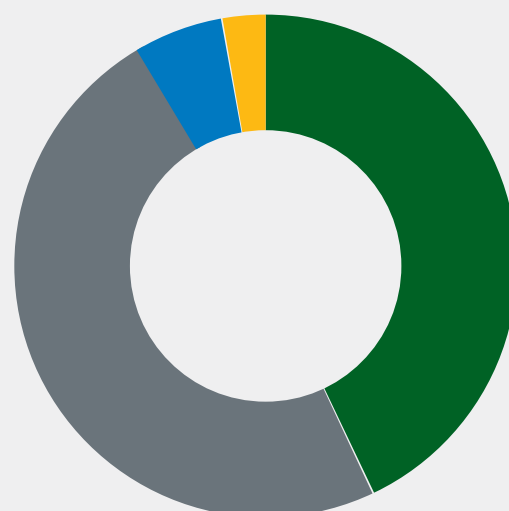
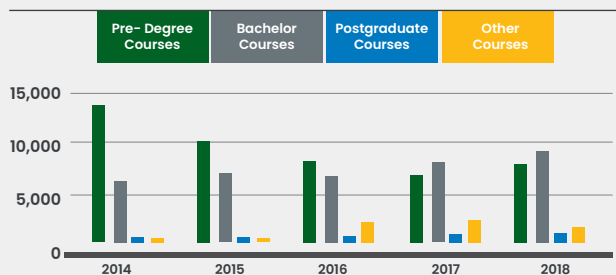
EFTS BY NEW/CONTINUING STUDENTS

Status	2014	2015	2016	2017	2018
Continuing Student	7,531	7,117	6,844	7,058	8,072
New Student	4,758	3,160	2,910	3,453	3,825
Total	12,289	10,277	9,754	10,511	11,897



HEADCOUNT BY COURSES

Courses	2014	2015	2016	2017	2018
Pre - Degree Courses	12,979	9,628	7,762	6,474	6,462
Bachelor Courses	5,904	6,543	6,323	7,580	8,629
Postgraduate Courses	519	482	585	773	1,014
Other Courses	451	358	1,925	2,090	1,420
Total	19,853	17,011	16,595	16,917	17,525

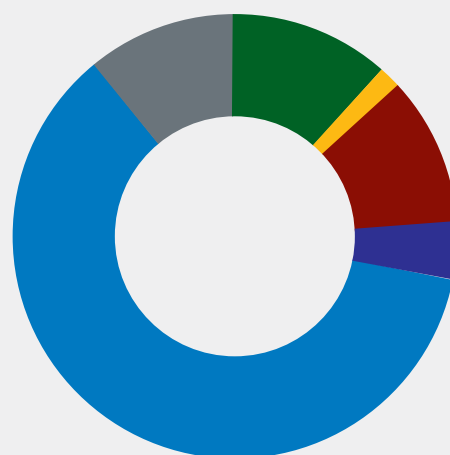
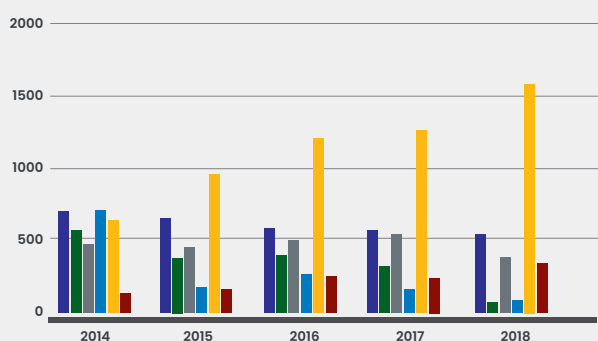


EFTS BY CITIZENSHIP

Citizenship	2014	2015	2016	2017	2018
Afghanistan	0	0	2	2	1
American Samoa	2	5	3	5	5
Australia	3	3	3	4	2
Bangladesh	0	0	2	0	0
Belgium	1	2	0	0	0
Cambodia	0	1	1	1	0
Canada	0	0	1	1	5
China	2	1	3	2	1
Congo	0	1	1	1	1
Cook Islands	12	15	9	6	7
Federated States of Micronesia	24	22	33	30	27
Fiji	11,530	9,571	9,019	9,668	11,078
Finland	0	0	1	0	2
Ghana	0	0	0	1	0
Guam	0	0	3	0	0
Guyana	0	0	0	5	8
Haiti	0	0	1	1	2
India	9	6	9	6	3
Japan	0	0	1	0	0
Kazakhstan	0	0	0	1	0
Kiribati	39	40	39	57	66
Marshall Islands	10	13	9	22	21
Mongolia	0	0	1	1	1
Nauru	21	16	7	9	11
Nepal	2	0	0	1	0
New Zealand	3	7	7	8	10
Nigeria	0	0	1	0	2
Niue	5	4	2	0	3
Pakistan	0	4	2	1	3
Palau	24	27	11	5	5
Panama	0	0	0	0	1
Papua New Guinea	23	10	13	21	16
Philippines	1	0	0	2	1
Samoa	39	30	35	33	23
Slovenia	0	0	0	1	0
Solomon Islands	248	234	270	379	368
South Africa	1	0	0	0	0
South Korea	10	10	7	7	6
Sri Lanka	3	3	0	1	1
Taiwan	1	1	1	1	1
Timor-Leste (East Timor)	4	3	3	3	6
Tokelau	3	1	7	4	8
Tonga	87	97	100	85	87
Tuvalu	77	50	39	42	40
United Kingdom	1	1	0	0	0
United States Of America	0	0	2	1	2
Vanuatu	104	99	106	93	73
Total	12,289	10,277	9,754	10,511	11,897

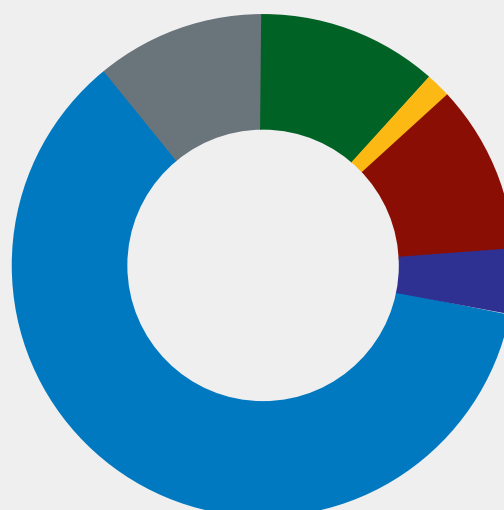
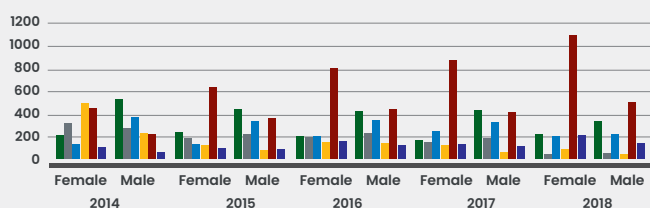
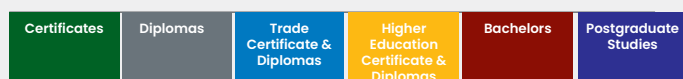
GRADUATION BY PROGRAMME

Programme	2014	2015	2016	2017	2018
Certificates	711	650	594	572	527
Diplomas	565	380	398	310	73
Trade Certificate & Diplomas	471	443	522	544	396
Higher Education Certificate & Diplomas	698	173	260	157	94
Bachelors	642	969	1,211	1,273	1,572
Postgraduate Studies	146	157	248	222	315
Total	3,233	2,772	3,233	3,078	2,977



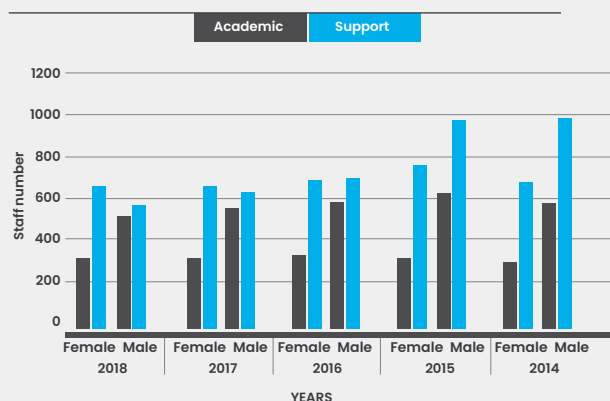
GRADUATION BY GENDER

Programme	2014		2015		2016		2017		2018	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Certificates	197	514	222	428	192	402	154	418	206	321
Diplomas	303	262	171	209	178	220	140	170	30	43
Trade Certificate & Diplomas	119	352	118	325	194	328	230	314	191	205
Higher Education Certificate & Diplomas	482	216	112	61	137	123	113	44	75	19
Bachelors	431	211	617	352	786	425	866	407	1,080	492
Postgraduate Studies	92	54	80	77	142	106	118	104	193	122
Total	1,624	1,609	1,320	1,452	1,629	1,604	1,621	1,457	1,775	1,202



STAFF NUMBERS

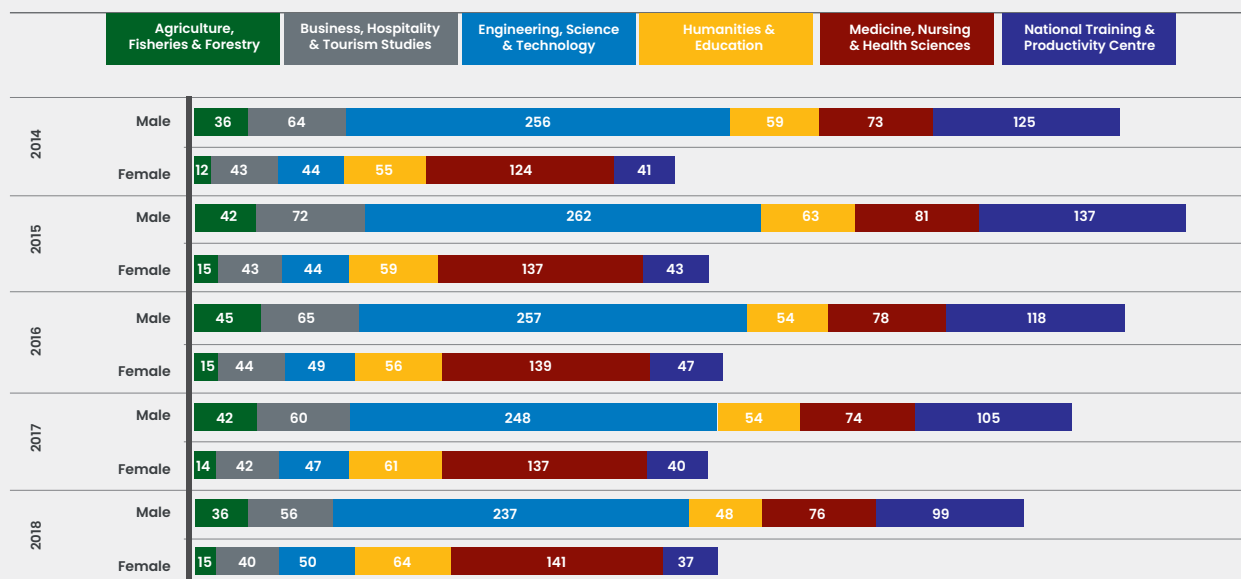
Staff Classification	2018		2017		2016		2015		2014	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Academic	347	552	341	583	350	619	341	660	319	619
Support	691	603	697	663	721	728	801	1018	718	1027
	1038	1155	1038	1246	1071	1347	1142	1678	1037	1646
Total	2193		2284		2418		2820		2683	



COLLEGE ACADEMIC STAFF BREAKDOWN

College Academic Staff	2018		2017		2016		2015		2014	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Agriculture, Fisheries & Forestry	15	36	14	42	15	45	15	42	12	36
Business, Hospitality & Tourism Studies	40	56	42	60	44	65	43	72	43	64
Engineering, Science & Technology	50	237	47	248	49	257	44	262	44	256
Humanities & Education	64	48	61	54	56	54	59	63	55	59
Medicine, Nursing & Health Sciences	141	76	137	74	139	78	137	81	124	73
National Training & Productivity Centre	37	99	40	105	47	118	43	137	41	125
Total	347	552	341	583	350	617	341	657	319	613

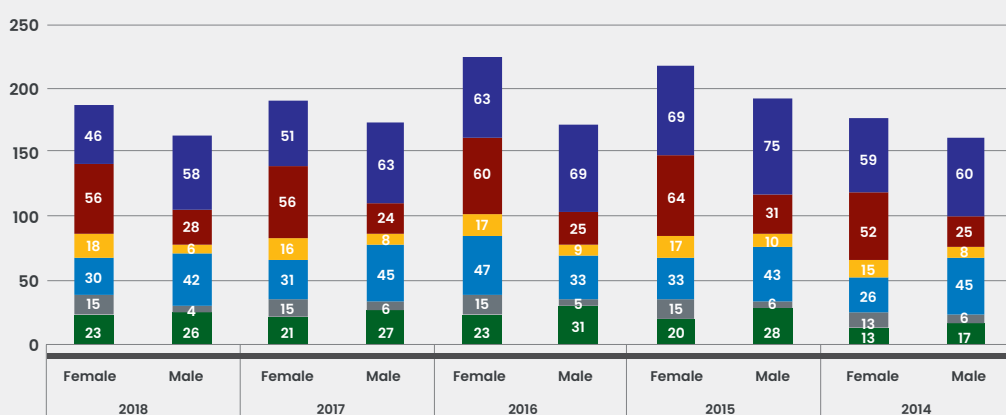
This won't match because there are some teaching staff in support services



COLLEGE SUPPORT STAFF BREAKDOWN

College Academic Staff	2018		2017		2016		2015		2014	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Agriculture, Fisheries & Forestry	23	26	21	27	23	31	20	28	13	17
Business, Hospitality & Tourism Studies	15	4	15	6	15	5	15	6	13	6
Engineering, Science & Technology	30	42	31	45	47	33	33	43	26	45
Humanities & Education	18	6	16	8	17	9	17	10	15	8
Medicine, Nursing & Health Sciences	56	28	56	24	60	25	64	31	52	25
National Training & Productivity Centre	46	58	51	63	63	69	69	75	59	60
Total	188	164	190	173	225	172	218	193	178	161

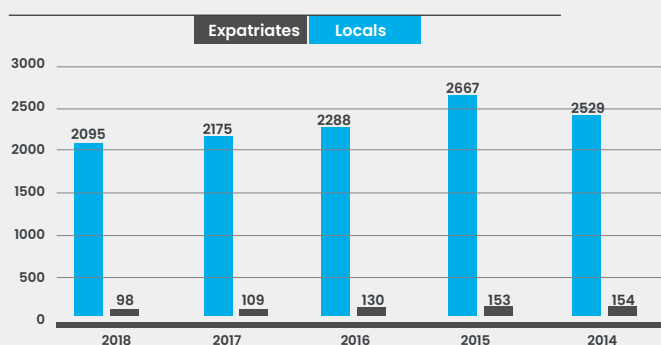
Agriculture, Fisheries & Forestry	Business, Hospitality & Tourism Studies	Engineering, Science & Technology	Humanities & Education	Medicine, Nursing & Health Sciences	National Training & Productivity Centre
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EMPLOYEE STATUS

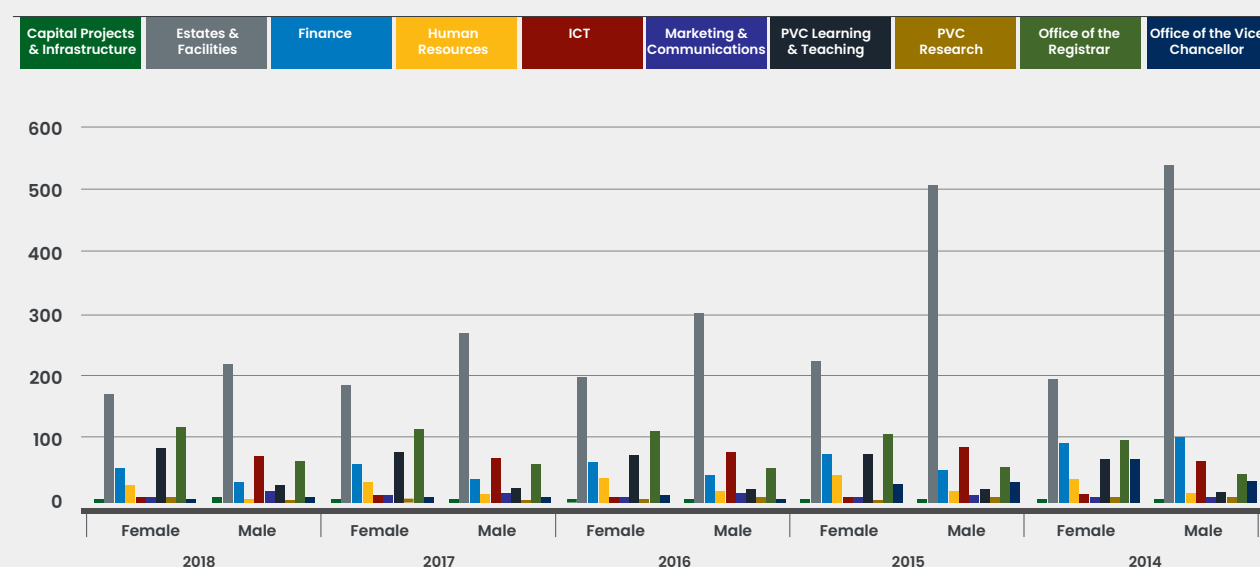
	2018			2017			2016			2015			2014		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Locals	1009	1086	2095	1009	1166	2175	1035	1253	2288	1097	1570	2667	991	1538	2529
Expatriates	29	69	98	29	80	109	35	95	130	42	108	153	45	109	154

	2018	2017	2016	2015	2014
Locals	2095	2175	2288	2667	2529
Expatriates	98	109	130	153	154
Total	2193	2284	2418	2820	2683



ADMINISTRATIVE SUPPORT BREAKDOWN BY DIVISION

Administrative Support Breakdown by Division	2018		2017		2016		2015		2014	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Capital Projects & Infrastructure	4	7	4	6	3	5	3	5	3	5
Estates & Facilities	172	222	185	268	197	299	224	504	194	534
Finance	55	32	62	33	60	42	76	50	93	101
Human Resources	29	7	31	12	35	16	43	17	32	17
ICT	9	70	8	68	6	77	6	85	9	66
Marketing & Communications	9	16	9	11	8	11	7	10	5	8
PVC Learning & Teaching	86	24	78	21	73	18	76	18	66	15
PVC Research	8	0	6	0	4	0	4	0	3	0
Office of the Registrar	119	63	114	57	109	51	106	52	97	42
Office of the Vice Chancellor	5	5	6	5	10	7	26	32	66	35



Disclaimer: The staff breakdown in terms of college and division will be different due to staff movement (acting positions) and change in structure. While the PVC L&T and PVC R offices were established in 2016, staff that were employed to undertake work in these areas were previously based in other colleges/divisions. This is similar for staff in other areas, hence staff numbers vary under college/divisions.



LEARNING AND TEACHING

STRATEGIC DEVELOPMENTS

2018 heralded some significant changes in the learning and teaching function within the University. 27 August saw the arrival of the new substantive Pro-Vice Chancellor (Learning and Teaching), Professor James Pounder.

Professor Pounder joined FNU with a significant record in the teaching and learning area, having been Director of Teaching and Learning at one of Hong Kong's eight accredited universities as well as being registered as an approved Quality Assurance Council auditor by the Hong Kong University Grants Committee and a registered audit specialist with the Hong Kong Council for Accreditation of Academic and Vocational Qualifications. He had previously held positions at a Provost, Associate Provost and Dean levels in various universities.

Towards the end of 2018, FNU saw the development of two major initiatives at the strategic level emanating from the new Pro-Vice Chancellor. The first was the development of an FNU Professional Certificate in Higher Education Leadership programme for Deans, Heads of School and Heads of support functions designed to provide professional development in leadership and management for key leaders in the University. This initiative was viewed as providing University leaders with a foundation in those abilities and skills necessary for effective functioning at a senior university level.

The second was the presentation of an institutional strategy for Learning and Teaching at FNU that provided a vision, mission, objectives and a set of key strategies aimed at providing a clear direction for learning and teaching covering the period 2018-2021.

QUALITY ASSURANCE

The Office of the Pro-Vice Chancellor (Learning and Teaching) has institutional responsibility for the quality assurance of programme design and delivery. Accordingly, the Quality Office which is housed within the Office of Pro-Vice Chancellor (Learning and Teaching) is able to take an overview of programme and curriculum developments in FNU. What follows is a summary of institutional-wide developments:

Semesterisation of University Programmes

During 2018, the five Colleges successfully completed the transition of the programme structures to a semester or quarter based delivery and were in the process of amending the programme documents to meet the requirements for recording in the Fiji Qualifications Framework.

The table below summarises the number of programmes types that were converted to either Semester or Quarter mode:

Programme Type	Term	Number
Certificates	Quarter/Semester	71
Diplomas	Semester	49
Bachelors	Semester	101
HE Certificate	Semester	1
Graduate Certificate	Semester	1
Post Graduate Certificates	Semester	8
Post Graduate Diplomas	Semester	30
Masters	Semester	18
PhD	Semester	5

Academic Portfolio Review (APR)

Fiji National University (FNU) has a wide portfolio of programmes (Certificates, Diplomas & Degrees). Many of these programmes were inherited from the previous Colleges and Institutions that had been amalgamated to make up FNU. Some of these programmes were recognised as leading programmes in the South Pacific whilst others are undergoing the process of International Accreditation.

FNU continues to strive to offer the highest quality programmes hence a system of Academic Portfolio Review was initiated in 2017. This system of monitoring programme delivery needs to be seen in the context of a Quality Action Plan that was initiated in 2018 and gave rise to the following improvements:

1. The restructure of many support services for better and more timely provision of learning and teaching resources and services to the Colleges and Centres.
2. The review and upgrading of programmes study.
3. Improvements in design and the process of development and review of programmes of study.
4. Programme rationalisation, and;
5. Improvement in programmes delivery.

Recording of Qualifications on the Fiji Qualifications Framework (FQF) - Fiji Higher Education Commission

The Fiji Higher Education Commission (FHEC) is a national body responsible for registration and regulation of all Higher Education Institutions in Fiji. The table below summarises the number of programmes by College that were found to be of the quality to merit recording on the FQF in 2018:

College/Centre	Number of Programmes Recorded in 2018
CHE	12
CEST	44
CMNHS	3
CAFF	3
CBHTS	0
TOTAL	62

Establishment of University Learning & Teaching Committee (ULTC)

2018 saw the establishment of the ULTC as a sub-committee of Senate to provide a forum made up of staff and students tasked with examining a variety of Learning & Teaching (L&T) and related issues with the objective of ensuring that FNU programmes are of the highest quality. The functions of the ULTC are:

1. To maintain quality programmes and academic excellence.
2. To ensure an enabling environment that enhances learning and teaching.
3. To promote the enhancement of quality teaching.
4. To develop a tertiary teaching certificate at level 6 with a focus on competency-based assessments.
5. To look at the range of student support services and promote an enhanced student experience.
6. To develop and promote initiatives for student success.
7. To drive the review of the Learning and Teaching Enhancement Policy (currently known as the L&T Policy).
8. To examine student accommodation and catering services options.
9. To oversee flexible learning needs and appropriate modes of delivery.
10. To ensure compliance and monitoring processes are in accord with quality standards and any other such functions identified by the ULTC.

LEARNING & TEACHING ENHANCEMENT

In 2018, the Centre for Learning & Teaching Enhancement was established with strategic responsibility for enhancing the FNU learning & teaching culture such that it engages staff and students in productive learning and teaching activities, including the development and delivery of high quality programmes and the enrichment of the learning environments throughout the University. The Centre is charged with demonstrating academic and strategic leadership in relation to policy development and the management of learning and teaching enhancement.

The Centre was established in the Nasinu Campus and housed in Quarters 52 and has the motto: "Your Success, Our Goal". The establishment of the Centre is 10 staff including an Associate Dean Learning & Teaching Enhancement (the Centre Head), an Educational Software Developer, a Faculty Development Coordinator, an Open Educational Resource Specialist, 5 Student Success Specialists and an Office Administrator. 2018 saw many of these positions filled ready to make a significant impact in 2019.

The guiding strategy of the Centre highlight four focus areas:

- Student retention – diversified learning support to enhance student retention and success.
- Learning experiences – appropriate transition programme, information, resources, learning spaces and opportunities for success-oriented learning experiences.
- Employability and entrepreneurship – embedding employability and enterprise skills in the curriculum.
- Teaching practices – building the capacity of teachers for improved student learning outcomes.



FLEXIBLE & E-LEARNING

Running alongside the Centre for Learning & Teaching Enhancement is the establishment of the Centre for Flexible & E-Learning (CFEL), also in 2018 that is charged with providing support for the enhancement of learning and the student experience through the facilitation of innovation, creativity and knowledge transfer with regard to e-learning. The core Flexible Learning activities at FNU are to be implemented through the Flexible & E-Learning Strategy which includes developing blended/online courses and programmes in collaboration with the Colleges, and delivering good practice workshops focusing on the effective use of FNU's learning systems (e.g. Moodle, Turnitin, Mahara). At CFEL, the Learning Design Team is responsible for blended/online course development and support, and the Learning Media Team is responsible for multimedia courseware development.

CFEL was officially established at FNU in March 2018 and located at Nasinu Campus, in Quarters 53. Its Official website is: <https://www.fnu.ac.fj/new/cfel> and its guiding motto is: **"Blending possibilities ..."** The CFEL organisational structure consists of 11 members of staff as follows: An Associate Dean Flexible & E-Learning (Centre Head), 3 Learning Designers, 3 Learning Technologists, an Assistant Learning Technologist, a Multimedia Producer, Multimedia Production Assistant and an Office Administrator. 2018 saw some of the positions filled and the process of recruitment was ongoing. 2018 also saw the Centre laying the groundwork for substantial initiatives in 2019.

CFEL is formally implementing its strategy with a focus on four areas:

- Quality Assurance – embedding quality in course design and delivery for Flexible Learning (FL).
- Learning Experience – development and support of appropriate learning experiences in FL.
- Teacher Development – equipping teachers to enrich FL experiences and facilitating them.
- Learning Environment – provision and support of appropriate and adequate systems for FL.

THE LABASA CAMPUS

Aside from the planning and initial stages of construction of the showpiece, purpose built Campus which took place in 2018 and mentioned elsewhere in this Report, the Labasa Campus which has a line reporting relationship to the Office of the Pro-Vice Chancellor (Learning and Teaching) engaged in a number of initiatives. For example, during the reporting period, Labasa was very active in community outreach. Among these activities was the establishment of climate change clubs in three local schools. Furthermore, Labasa launched a 'beat plastics pollution' campaign that included the distribution of brochures in Labasa town and market. One of the major outreach milestones in 2018 was a campaign to promote the educational offerings and opportunity for study at Labasa Campus that for the first time covered 97% of local schools.

In terms of staff development, during the reporting period, 42% of academic staff upgraded their qualifications ranging from an upgrade to trade diploma to PhD.

The Turaga na Tui Macuata Ratu Wiliame Katonivere was appointed as the Chair of the Fiji National University's Labasa Campus Stakeholder Advisory Committee (LCSAC). Whilst the campus is located in Labasa, FNU serves all the three provinces in the North namely; Cakaudrove, Bua and Macuata. The high chief was unanimously appointed to the position following the inaugural meeting on 25 May, held at the Commissioner Northern's office. The LCSAC is made up of representatives from government, industry, education sector, municipal council, business, women, youth and marginalised sectors. It also consists of FNU Labasa Campus reps from various Colleges and the National Training and Productivity Centre (NTPC). Labasa College Principal and FNU Council representative Mr Kamlesh Prakash was elected as Deputy Chairman.

THE BA CAMPUS

Along with Labasa, the Office of the Pro-Vice Chancellor (Learning and Teaching) carries with it line responsibility for the Ba Campus. There were a number of significant events in Ba including the College of Engineering, Science and Technology (CEST) engineering exhibition on 11 May, 2018, which attracted more than 1000 visitors. This forum allowed visitors to gain an understanding of the engineering discipline as a potential area of study and possible engineering related job opportunities.

In addition, in 8 August 2018, the Ba Campus Stakeholder Advisory Committee (BCSAC) was instituted chaired by the Senior Education Officer Ba/Tavua, Mr. Atendra Kumar. The BCSAC is made up of representatives from government, industry, and education. The purpose of the BCSAC is to ensure that programmes developed and offered at the Campus will be those that directly address the needs of the Ba and surrounding communities.

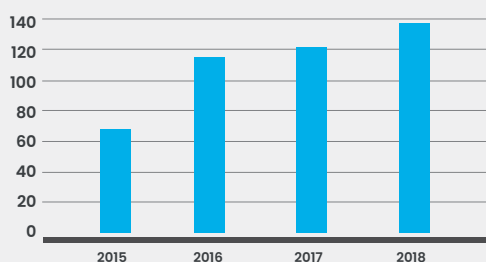
In the area of programmes, a CEST Certificate III in Welding and Fabrication was reintroduced after a 6 years interval due to a growing demand from industry for this skill and the College of Business, Hospitality and Tourism Studies produced its first batch of Ba graduates of the Post Graduate Diploma in Accounting.



RESEARCH

Research at Fiji National University has been supported and encouraged from early days with clear evidence of a steady growth in research outcomes and achievements. Journal paper publications increased from 69 in 2015 to 138 in 2018.

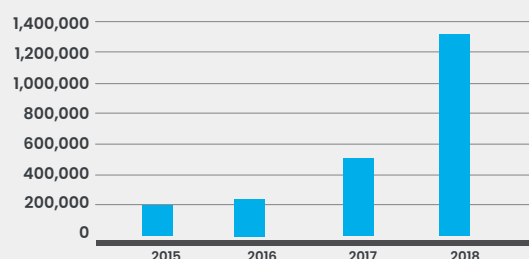
Research and Publications	2015	2016	2017	2018
Journal Articles	69	115	122	138
Conference Proceeding (Papers Presented and published in Conference/ Symposia)	96	34	41	6
Workshop/Conference Attendances	52	61	30	100
Books	12	10	11	4
Book Chapters	1	3	8	15
Technical Report	31	7	0	5
Research and Consultancy	33	26	20	15
Other	80	43	37	37
Total	374	299	269	320



EXTERNALLY FUNDED RESEARCH PROJECTS

FNU is progressively gaining recognition in being a highly proficient Higher Education Institute to undertake externally funded research projects for generating new knowledge in areas important for national development. Research and development foster a country's economic, social and environmental development. In 2018 a total of \$1.3 million dollars were attained from external sources for research at FNU.

Year	Number of Projects	Contracted Sum
2015	9	\$ 177,937.00
2016	9	\$214,057.00
2017	11	\$503,307.14
2018	5	\$1,320,231.00

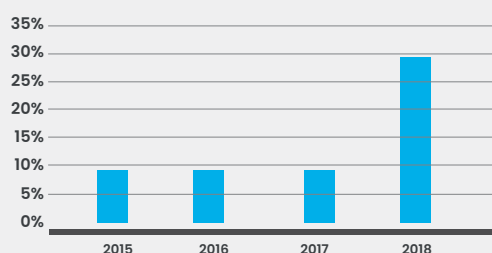


FNU is fast gaining recognition as the University in Fiji with the capacity to supervise Higher Degrees by Research students. This is evident with a sharp rise in the number of Higher Degrees by Research student enrollments in 2018. Research projects undertaken by Higher Degrees by Research students strengthen our capacity to generate value from new ideas and inventiveness. They are required in Fiji for innovation and for developing a knowledge economy.



HDR CANDIDATES

No. of Enrollment	2015	2016	2017	2018
Masters by Research	13	15	15	58
PhD	0	1	3	24



Research at FNU has become an important activity with all the Colleges at FNU. Our College of Medicine, Nursing and Health Sciences (CMNHS) is engaged in a number of large externally funded projects in collaboration with universities in the USA and Australia. One example is the strategic role CMNHS has on the RISE – Revitalising Informal Settlements and their Environments project which is headed by Monash University in Australia, in partnership with Fiji National University, Stanford University in the USA, Cambridge University in the U.K., University of Melbourne, Emory University, and the University of the South Pacific. Using a randomized control trial methodology involving 24 informal settlements, this research aims to improve the lives of women and men, girls and boys in urban informal settlements through improvements in environmental and human health by adopting a water sensitive cities (WSC) approach to informal settlement upgrading. This project is important for Fiji since Fiji has a large number of informal settlements. We very proudly report that our colleagues Dr Donald Wilson, Dr Amelia Turagabeci and Professor Paul Jagals are working closely with the elite international team headed by Professor Rebekah Brown, Senior Vice Provost (Research) at Monash University, and this project is strongly supported by the Dean CMNHS Dr William May.

Our College of Agriculture, Fisheries and Forestry is currently completing one externally funded project, five internally funded projects, published 19 peer reviewed journal papers in 2018, 2 book chapters, and several conference papers. The College commenced its own seminar series in 2018 and is in negotiation with several research groups for collaboration, including the Biosecurity Authority of Fiji and the Ministry of Agriculture. Professor Paul Iji, Dean of the College has implemented numerous research initiatives for his colleagues.

To emphasise on the importance of research, the College of Humanities and Education headed by the Dean, Dr Eci Nabalarua introduced College based research funding and seed grants amounting to \$23,000 for 2018 to help staff members participate in research. The College also ran Research Workshops and PhD Supervision Skills training facilitated by Professor Unaisi Nabobo-Baba.

In 2018, two staff from the College of Engineering, Science and Technology (CEST) won the inaugural FNU research awards. Dr Rajeev Bhat from the School of Applied Science, won the Vice Chancellor's Award for Research Excellence, and Dr Patrick Singh from the School of Mechanical Engineering received the Early Career Research Award. This is clear evidence of CEST research and publications being performed at above expectations. This is achieved with the strong support from the College Research Committee headed by Dr Jimaima Lako and the support from the Acting Dean of the College Mr Salabogi Mavoa.

College of Business, Hospitality and Tourism Studies developed and launched a website for a new journal, "Pacific Journal of Commerce, Culture and Governance" to help staff publish their research. This is an initiative strongly supported and initiated by the Dean of the College, Professor Ram Karan. The College noted a shift in publications from conference papers to highly ranked journal papers in 2018.







STUDENTS

The Student Academic Service and Student Support Services under the Office of the Registrar continued to work closely with the Colleges, sponsors and all stakeholders including Fiji National University Students' Association (FNUSA) to provide students ongoing support and guidance to attain their academic goals.

SPORTS

One of the key achievements for Fiji National University students was winning the Fiji University Sports Association (FUSA) title. FNU fielded a total of 64 teams in 20 sports. The FNU Team comprised of teams from the central (34), western (21) and northern (9) divisions. Approximately 800 students participated in the three day event between 23-25 September, which was one of the largest contingent to represent FNU to date. FNU won with 11 Gold and 7 Silver.

STUDENT ACHIEVEMENT

Following FNU's success at the FUSA Games, several students were selected by district and national teams. The FUSA Games provides a strong platform for students to further their development in sports. Below is the list of names of players that were chosen to play at district and national levels.

	Players
Rugby	Samisoni Nagata (Nadroga Provincial Team)
	Onosivoro Sukani (Tabadamu 7s Team)
	Peni Ratu (Naitaisiri Provincial team and Fiji U20 team)
	Jiowana Sauto (Fijiana Womens 7s team)
Volleyball	Nacanieli Goneniyali (Fiji Volleyball team - Oceania Gold Medalist)
	Jale Mailulu (Fiji Beach Volleyball team)

OCEANIA SPORTS EDUCATION PROGRAM (OSEP)

Thirty-eight students from the Fiji National University participated in the Oceania Sports Education Program which was held at two centres (Suva and Labasa). This program was introduced to improve the managerial skills of the students. At the end of the three day workshop the students were awarded certificates from OSEP and Oceania National Olympic Committees (ONOC).

WORKSHOP FOR YOUNG WOMEN

A workshop was organised by the Office of the Registrar for aspiring women student leaders in partnership with the Fiji Women's Rights Movement (FWRM). The workshop targeted students from different ethnic and cultural backgrounds between the ages of 18-30 years. The workshop was conducted over two days in the central, western and northern division.

AUTISM WORKSHOP

Autism, or Autism Spectrum Disorder (ASD), refers to a broad range of conditions characterised by challenges with social skills, repetitive behaviors, speech and nonverbal communication. It is a neurological disorder.

In April, the Disability Unit conducted a workshop at Natabua Campus, Lautoka targeting the final year teacher trainees. The training was facilitated by Jovesa Korovulavula who is a teacher and an expert in autism at the early intervention centre in Suva. Close to 50 students participated and feedback was positive. Similar trainings are being planned for 2019.

CAREERS FAIR

The annual FNU Careers Fair is an important event for students, especially for those who are nearing the end of their studies and are in the process of applying for positions in the job market.

This event provides an avenue in which students and employers are able to connect, have face to face discussions regarding employment opportunities, the type and quality of graduates organisations are seeking and other relevant information which is beneficial to students.

Around 3000 students participated in the Careers Fair which was held at the Central, Western and Northern divisions. 85 employers participated in this exercise.

FNUSA ACTIVITIES

Book Distribution

In 2017, the University started to digitalise our library by removing 70% of library books and providing electronic platform in same support to the government initiative. The FNUSA took those books and started the initiative of donating these library books to schools which do not have library books especially in the interior of Fiji and other Countries. Recently FNUSA donated 500 boxes of Library books to the Solomon Islands. These books were donated to the province of Makira Ulawa in the Solomon Islands. FNUSA also distributed books to Nakauvadra High School, Penang Sangam High School and Xavier College.

Cultural Night

The College of Medicine, Nursing and Health Sciences has a student body from all over the Pacific. This Branch of the Student Association looks after 15 affiliate associations, made up of students from countries like Samoa, Tonga, Vanuatu, Solomon Islands, Kiribati, Micronesia among others. Every year, the FSMedSA (Fiji School of Medicine Students' Association) organises a Cultural Night. 2018 marked the 13th year of the events existence. This is a night where students get together in their cultural groups to portray their culture to others in the form of traditional dances. This event is not only for our students, but open to the general public as well. In 2018, we had the privilege of partnering with Fiji TV, who broadcasted our program live on their livestream channel.



**CORPORATE
SOCIAL
RESPONSIBILITY**

The College of Engineering, Science and Technology continued its community outreach programs in 2018 through partnership and collaboration with Government Departments and other organisations. A total of 100 students from the School of Applied Science, who live in the Lami-Suva-Nausori corridor took part in the World Mosquito Program by taking home capsules containing the Wolbachia mosquito eggs to breed in specially prepared buckets until mosquitoes fly out in 2-3 weeks.

The College was also engaged by the Ministry of Rural and Maritime Development, to conduct four 2-week long carpenters training program. More than 100 carpenters in various parts of Fiji were trained in building houses in their villages and community as part of the Cyclone rehabilitation.

The training took place at the following locations:

- Naweni Village, Savusavu
- Bokuya Village, Ba
- Qelekuro Village, Tailevu
- Jiliva Village, Kadavu
- Nabukadra Village, Ra
- Vatukarasa Village, Tailevu
- Lakeba Village, Macuata
- Lakeba Village, Lau

On 13 July, 2018, students and staff from the School of Arts & Humanities went out on the first community service visit to Father Law home in Wailekutu just outside Lami. 16 students and 3 staff were transported by FNU to the Home which houses 60 residents. The students showcased their skills and knowledge by providing haircuts, hand, foot and scalp massage for the residents. The residents showed their appreciation by singing songs for the students and staff. It was quite an emotional visit as the residents were truly grateful for the time spent being pampered by the students.

The College staff also donated close to 100 gift packs to Dilkusha Home in Nausori and St Christopher's Home in Nakasi during Christmas.

Staff based at the Fiji National University, Natabua Campus, Lautoka visited the Golden Age Home to spread the joy of Christmas to the residents.

The contributions collected was used to purchase gifts for the senior citizens. Staff members provided entertainment and spend quality time interacting with the residents and making them feeling loved.

Fiji National University staff and students partnered with organisers of the Nadi International Airport Volleyball (NIAV) Tournament to raise funds to assist the WOW's kids Fiji in 2018.

With the theme "Sharing the Bula Spirit of Volleyball with WOW's" the NIAV tournament raised close to \$30,000 which was donated to WOW's Kids Fiji.

The College of Agriculture, Fisheries and Forestry received a group of cooperative farmers from the local community of Koronivia and held a farming workshop for another group in 2018.

The Veterinary Science Department also ran joint programmes later in the year with two of our partners overseas. The purpose was to educate the public on health and welfare and to spay and neuter stray dogs.

The College of Medicine, Nursing and Health Sciences participated in the World Oral Health Day celebration and launch of National Oral Health Week with Ministry of Health and Medical Services.

The School of Dentistry and Oral Health provided free dental checks and awareness on good oral health practices as part of the World Oral Health Day (WOHD) celebration which was held at Sukuna Park, Suva in March.

Hundreds of people who visited Sukuna Park benefitted from the free-clinics and education program. Those who needed further treatment were referred to the School of Dentistry and Oral Health Teaching Clinic at Pasifika Campus.

World Oral Health Day is celebrated globally every year on 20 March and was launched in 2013 to raise awareness of the importance of good oral health and its significance in safeguarding general health and well-being. In Fiji, the Ministry of Health has joined hands with the school and other stakeholders to jointly celebrate this important day.

Community Dentistry and Preventive Dentistry are vital components in all dental studies. Year 4 students doing Community Dentistry IV course (DNT 715) as part of Bachelor in Dental Surgery are required to be supported by a practical component whereby students are expected to conduct data collection through a dental oral health survey, data analysis and reporting on the findings.

After consulting with the office of the National Advisor Oral Health Services at the Ministry of Health and Medical Services, the village of Naqarawai in the province of Namosi was identified as a prospective site for the Epidemiology Practical Exercise.

A total of 45 students who were accompanied and supervised by 7 staff travelled to Namosi in September to conduct this important exercise.

A total of 113 people were screened by the student dentists during the weeklong tour.

The Naqarawai village is located about 146 km out of Suva in the interior highlands of the Namosi province.

The College of Business, Hospitality and Tourism Studies were actively involved in projects with Investment Fiji as well as the Young Entrepreneurship Scheme in developing educational programs for emerging entrepreneurs in 2018.

Staff also collaborated with Bureau of Statistics to carry out research relating to the national economy. Following the Research Talanoa in 2018, the College was part of an industry consultative group assisting the Ministry of National Employment in providing training to its five senior staff to assist them in undertaking research activities



**SUSTAINABLE
DEVELOPMENT
GOALS (SDGs)**

The Fiji National University (FNU) is committed to achieving the Sustainable Development Goals (SDGs) through its research, learning and teaching.

The SDGs aim to address 17 key global issues and are interconnected, many of which are relevant to the core operations of the University.

SDG Goal 4, which highlights the need for quality education, also aligns with the institution's aim to be the premier national University providing quality and relevant higher education, technical and vocational education and training, research and development in Fiji.

FNU has contributed to addressing various SDG Goals in 2018, through the following key projects:

GOAL 3 – GOOD HEALTH AND WELLBEING



- In October, FNU partnered with the Ministry of Health and Medical Services and Fiji Cancer Society in creating greater awareness on breast cancer. Education lectures and other awareness activities were organised at FNU campuses to advocate for early detection and prevention.
- In September, College of Medicine, Nursing and Health Sciences (CMNHS) dental student Mehwish Dean conducted a study on "Prevalence of Oral Squamous Cell Carcinoma (OSCC) at Colonial War Memorial Hospital (CWMH) Suva Fiji Islands 2011-2015". The research indicated that there were 74 OSCC cases diagnosed during the five-year study period. The occurrence of OSCC cases over this period was fluctuant, with 2013 recording the highest number of cases at 32 percent.
- FNU and The Pacific Community (SPC) has jointly developed a project called "Healthy Child Promising Future – Promoting health in primary school settings", targeting primary school children aged 7 to 9 living in Fiji and Wallis and Futuna, which was submitted by FNU for French Pacific Fund 2017.
- Free health screenings have been organised at FNU campuses throughout the year to develop a positive work and study environment for staff and students of the University. One hour per week is also dedicated to health and wellness activities for staff.

- The University is also vocal about the issues surrounding mental health and the need for more open dialogue and less stigma surrounding the condition. Vice Chancellor Professor Nigel Healey constantly urges parents and teachers to help build resilience in young people to ensure that youngsters are able to cope with everyday challenges at home, school and at university level.

These activities and projects addresses targets of Goal 3 that aim to strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks.

GOAL 4 – QUALITY EDUCATION



As Fiji's national university, the institution provides holistic learning. All programmes offered are reviewed at regular intervals in consultation with industry stakeholders locally. These programmes are then reviewed by international higher education institutions to ensure that the programmes meet global standards.

The University strives to get international accreditation for most of its programmes. More than 40 programmes offered by the College of Engineering, Science and Technology (CEST) were redeveloped and aligned to the accreditation of Dublin and Washington Accord.

This is a huge milestone marking the College's commitment in ensuring all its programmes are relevant and compatible not only in Fiji but anywhere in the world.

The Bachelor of Laws (LLB) programme offered by the College of Business, Hospitality and Tourism Studies (CBHTS) received full accreditation from the Board of Legal Education, thereby allowing our students to proceed with undertaking Graduate Diploma in Legal Practice (GDLP) and seek admission to the bar. The first batch of LLB graduates were admitted to the bar in November, 2018.

GOAL 8 – DECENT WORK AND ECONOMIC GROWTH



Through the industrial attachment course component FNU implements in its programmes, students are taught and trained in real-life work environments to ensure they are well-equipped with the relevant skills and knowledge for the industries.

The University also encourages entrepreneurship through its courses, which is a key target of Goal 8.

GOAL 9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE



- A newly-renovated dental clinic worth \$3.7 million was opened in August and is the biggest dental teaching clinic in the Pacific region. The Clinic provides general dental services at minimal cost to members of the public through prior bookings. Students in Fiji and around the region now have the opportunity to train at a facility which is on par with Australia and New Zealand standards.
- Fiji's first-ever \$50,000 Agro-Meteorology facility at Koronivia Campus was also unveiled in August and will enable students to increase their understanding and knowledge of weather patterns and use weather and climate information to increase or expand agricultural crops and or to boost crop production.

- Through a partnership with Drone Services Fiji, FNU will conduct Aviation Regulator approved license training on Remotely Piloted Aircraft Systems (RPAS) in Fiji and the Pacific Region. Successful candidates were awarded with Regulator approved Licenses or Certificates at the completion of each course. The partnership allowed FNU Civil Engineering students to learn how to use drones to survey land and ensure that Fiji's construction industry is better prepared to take advantage of the new technology.
- Through Government's DigitalFiji initiative, FNU campuses provide free Wi-Fi coverage to students to ensure easy accessibility to the internet. This enabled student's to access online study portals and resources for research and learning.

These infrastructure and digital technology developments and partnership addresses the Goal's need to develop quality, reliable, sustainable and resilient infrastructure, increase access to information and communications technology, and support domestic technology development, research and innovation.

GOAL 11 – SUSTAINABLE CITIES AND COMMUNITIES



FNU claimed the prestigious GUPES Green Gown Award for the Asia and Pacific region for its sustainable community project conducted in the interior of Ba Province. The Green Gown Awards recognises the exceptional sustainability initiatives being undertaken by universities and colleges across the world. The competition is the first of its kind with universities from five global regions - Asia and the Pacific, Latin America and the Caribbean, Europe and North America – going head to head to compete and showcase the different projects undertaken by the universities in their different countries to lead sustainable living. Prone to flash flooding and landslide in the rainy season, the climate smart landscape project aims to carry out watershed protection works using traditional Fijian agroforestry systems and slow conservation to enhance community resilience to climate change in the six upper watershed communities in Ba.

GOAL 13 – CLIMATE ACTION



FNU is at the forefront of climate action through various activities organised at its campuses. Clean up campaigns, tree planting initiatives and the sustainable use of natural resources within the institution and adopting environmentally-friendly practices are ways in which the institution contributes to the fight against climate change.

The University also announced that it will also host one scholarship for a student from the Caribbean in its new multidisciplinary Masters in Climate Resilience and Mitigation programme from 2019.

Solar PV for Nadi Campus

The University has embarked on utilizing renewable energy as an alternative source of power and this project marks the beginning of the University's move to sustainable energy solutions. The project will not only provide savings to the University in terms of consumption, but also reduce our carbon footprint, provide limited level of protection against increasing electricity costs and provide a case study for student learning.

Green campuses

FNU is committed to reducing its carbon footprint and implement the use of clean and sustainable energy. In the next three years, the University aims to generate 90 percent of its electricity through green initiatives at its Namaka, Natabua and Labasa campuses.

This has commenced with the installation of a 250-kilowatt solar photovoltaics (PV) plant with roof and ground mounted systems to generate clean energy at our Namaka Campus, meeting most of its energy needs.



FIJI NATIONAL UNIVERSITY

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STATEMENT BY APPOINTED OFFICERS

In our opinion, the accompanying Financial Statements give a true and fair view of the financial position of the Fiji National University as at 31 December 2018 and of its financial performance for the year ended on that date.

We are not aware of any circumstances which would render any particulars included in the financial statements misleading or inaccurate.


Dated at Suva, this 4th day of July 2019.



Chancellor & Chair of Council



Chair, Financial Resource Committee



Director Finance

DIRECTOR'S OVERVIEW

2018 Financial Overview

The university recorded positive financial results for the year, achieving an operating surplus of \$20.0m compared to \$2.9m projected in the budget and compared to \$12.4m in 2017. This operating surplus includes restricted items that cannot be spent on day-to-day operations.

The restricted items (such as capital expenditure grants, donor/project income and expenditure, 10% of tuition fees set aside for capital development purposes, Levy Income and Grant payment expenses) if excluded, the University recorded an operating surplus of \$10.9m in 2018 compared to a surplus of \$2.1m in 2017.

During the year, the net assets grew by \$20.0m, from \$296.1m in 2017 to \$316.1m in 2018.

The key highlights for the 2018 financial year are as follows:

	2018 \$m	2017 \$m	Change \$m	Change %
Operating Revenue	168.4	160.5	7.9	4.9%
Operating Expenses	148.4	148.1	0.3	0.2%
Operating Surplus	20.0	12.4	7.6	61.2%
Adjusted for: Restricted Items	(9.1)	(10.3)	1.2	11.5%
FNU Operating Surplus	10.9	2.1	8.8	41.7%

INCOME

Income for 2018 increased by 4.9% to \$168.4m from \$160.5m in 2017. Not all components of income have increased. There was a decrease in hostel income by 17.0% to \$8.98m from \$10.83m in 2017. This can be attributed to major renovation works for the student accommodation building. However, the major components which showed increase to income were:

- Government Grant which increased by 20.5% to \$59.85m. This was greatly attributed to the increase in grant for the AARNet (Australian Academic and Research Network) Project and the UIMS (University Information Management System) project.
- Tuition Fees increased by 6.9% to \$65.36m from \$61.16m in 2017. This is largely due to increase in EFTS by 13% from 10,511 in 2017 to 11,897 in 2018.
- Other Income comprising of consultancy income, enrolment fees, dividend income and finance income has increased by 10.0% to \$16.97m from \$15.37m in 2017.

Income from tuition fees at 38.8% remains the highest percentage of revenue source for the University. There is a continued growth of income from government grants over the last 5 years. Tuition income and government grant contribute approximately 74.4% of the revenue source for the University.

A portrait of Nilesch Prasad, a middle-aged man with short dark hair, wearing a dark suit, white shirt, and a blue patterned tie. He is standing with his arms crossed and a slight smile. The background is a blurred office setting with a computer monitor visible on the left.

EXPENDITURE

Total operating expenses increased slightly by 0.2% in 2018. The operating cost increased by 14.4% offset by decrease in personnel cost by 8.8%. The major increase in operating cost was due to expenditure on UIMS project offset by increase in government grant and increase in repair and maintenance costs. The decrease in personnel cost was due to decrease in staff allowances, this was one off payment due to job evaluation exercise taken in 2017.

CASH FLOW AND FINANCING

The University generated \$19.3m of net cash flow from the operating activities, compared to \$20.5m in 2017. The decrease is largely attributed to slower receipt of government grant.

The University spent \$35.5m on capital expenditure. Overall, there was a net decrease in cash and cash equivalent of \$43.8m compared to a net decrease of \$6.4m in 2017.

The available cash reserve at the end of the year was adequate to operate the University for 9.1 months, above the required 3 months of reserve. This is masked by capital projects scheduled in 2019. This will be slightly above the required reserve (4.4 months) if the University deploys all the resources allocated for its capital developments and projects.

FINANCIAL POSITION

The University's financial position remains strong as at 31st December 2018, with its net assets of \$316.01m, a slight increase of 6.8% compared to 2017 of \$296.05m.

The Capital Assets of \$248.07m includes investment in land, buildings and equipment and represents 62.3% of the University's total assets. The increase in total assets was driven by increase in lease hold buildings such as renovations to Maritime 2 Story Building, Pacifica Dental Clinic refurbishment & purchase of Waimanu Road property and increase in Grant receivable.

CONCLUSION AND FURTHER OUTLOOK

The 2018 financial result shows that the University continue to improve its financial performance. It will continue to exist as a going concern and remains sustainable over the long term. The position might change if there is a significant change to its main revenue sources.

A handwritten signature in black ink, appearing to read 'Nilesch Prasad'.

Nilesch Prasad

Director Finance

FIJI NATIONAL UNIVERSITY COUNCIL'S REPORT

For the year ended 31 December 2018

In accordance with a resolution of the Council of the Fiji National University, the Council members herewith submit the financial statements for the year ended 31 December 2018 and report as follows:

Council Members

The names of the Council members in office at the date of this report were:

Name	Title	Appointment Term
Prof. Rajesh Chandra	Official Member / Chancellor & Chair of Council	Appointed 03/04/2019
Prof. Nigel Healey	Official Member / Vice Chancellor	Appointed 01/08/2016
Ms. Alison Burchell	Official Member / PS Ministry of Education	Appointed 29/01/2018
Ms. Tessa Price	Appointed Member	Appointed 29/04/2019
Prof. Dharmendra Sharma	Appointed Member	Appointed 29/04/2019
Ms. Lala Sowane	Appointed Member	Appointed 29/04/2019
Mr. Raymond Prasad	Appointed Member	Appointed 29/04/2019
Prof. Barry McGrath	Appointed Member	Appointed 29/04/2019
Dr. Joseph Veramo	Appointed Member	Appointed 29/04/2019
Dr. Penuel Immanuel	Appointed Member	Appointed 29/04/2019
Dr. Nur Bano Ali	Appointed Member	Appointed 29/04/2019
Dr. Parakrama Dissanayake	Appointed Member	Appointed 29/04/2019
Prof. Ravi Naidu	Appointed Member	Appointed 29/04/2019
Dr. Akhila Nand Sharma	Appointed Member	Appointed 29/04/2019
Mr. Devanesh Sharma	Appointed Member	Appointed 29/04/2019
Mr. Vishnu Mohan	Appointed Member	Appointed 29/04/2019
Mr. Gordon Jenkins	Appointed Member	Appointed 29/04/2019
Dr. Eci Nabalarua	Elected Deans Representative	Elected 05/09/2018
Prof. John Chelliah	Elected Professorial Representative	Elected 05/09/2018
Dr. Mumtaz Alam	Re-Elected Non-Professorial Representative	Elected 05/09/2018
Ms. Makereta Batimoko	Elected Student Representative	Elected 05/10/2018

Most of the current Council members were appointed to the University's Council subsequent to 31 December 2018. The names of the Council members in office during the financial year ended 31 December 2018 are listed in Note 30 to the financial statements.

The current Council members have relied on the documents and financial information provided by the University's management. In reliance of management's undertaking that the financial information is accurate and verified, the Council members are signing off on these financial statements. No personal liability is attributed to the current Council members in this respect and the University agrees to fully indemnify the said Council members against all liability.

Formation of Fiji National University

Fiji National University ("the University") was established by the Fiji National University Decree 2009 (as amended by the Fiji National University (Amendment) Decree 2010) ("the FNU Decree").

Principal Activities

The principal activities of the University are the provision of post-secondary programmes of study in higher education, technical, vocational education and training that are responsive to the needs of industry, the market place and non formal sector of employment to students from Fiji and other countries in the South Pacific region.

Results

The operating surplus for the financial year was \$19,983,558 (2017: \$12,355,844).

Bad and Doubtful Debts

Prior to the completion of the University's financial statements, the Council members took reasonable steps to ascertain that action has been taken in relation to making of provision for doubtful debts. In the opinion of Council members, adequate provision has been made for doubtful debts.

As at the date of this report, the Council members are not aware of any circumstances, which would render the amount written off for bad debts, or the provision for doubtful debts in the University's financial statements, inadequate to any substantial extent.

Non Current Assets

Prior to the approval of the financial statements of the University, the Council members took reasonable steps to ascertain whether any non-current assets were unlikely to realise in the ordinary course of business their values as shown in the accounting records of the University. Where necessary, these assets have been written down or adequate provision has been made to bring the values of such assets to an amount that they might be expected to realise.

The Council believes that all property, including leasehold land, has been vested into the University under the FNU Decree. However, the Council notes that the finalisation of boundaries and allocations of land leases to certain properties have not been completed as at the date of this report. As a result, these financial statements include a number of estimates as explained in Note 13. The Council has made every effort to complete this process and is confident that the transfer of this remaining property will be finalised as per the FNU Decree.

Apart from the above, as at the date of this report, the Council members are not aware of any circumstances, which would render the values attributed to non-current assets in the University's financial statements misleading.

The Council notes that at the end of 2018 and at the date of this report, the University is in discussion with the following Ministries regarding outstanding grant payments to the University that were initially pledged but not paid to the University during the 2010 financial year:

- 1) Ministry of Health - \$563,602 (\$500,000 for FSM 4th quarter grant & \$63,602 short payment for FSN Grant); and
- 2) Ministry of Agriculture \$100,000 - short payment for FCA Grant.

These amounts have not been recorded as a receivable in the financial statements.

Significant Events

As at date of this report, the Council members are not aware of any other significant event, other than those already included in the financial statements.

Events Subsequent to Balance Date

There are no matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the University, the results of those operations, or the state of affairs of the University in future financial years.

Other Circumstances

As at the date of this report:

- 1) no charge on the assets of the University has been given since the end of the financial year to secure the liabilities of any other
- 2) no contingent liabilities have arisen since the end of the financial year for which the University could become liable; and
- 3) no contingent liabilities or other liabilities of the University has become or is likely to become enforceable within the period of twelve months after the end of the financial year which, in the opinion of the Council members, will or may substantially affect the ability of the University to meet its obligations as and when they fall due.

Other Circumstances (continued)

As at the date of this report, the Council members are not aware of any circumstances that have arisen, not otherwise dealt with in this report or the University's financial statements, which would make adherence to the existing method of valuation of assets or liabilities of the University misleading or inappropriate.

Council Members' Benefits

No Council member has received or become entitled to receive a benefit (other than those disclosed in the financial statements) by reason of a contract made by the University or by a related corporation with the Council member or with a firm of which he/she is a member, or with an entity in which he/she has a substantial financial interest, except members who have a contract of employment with the University.

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

Dated at Suva, this 4th day of July 2019.



.....
Chancellor & Chair of Council



.....
Chair, Financial Resource Committee



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Auditor's Independence Declaration to the Council of Fiji National University

As lead auditor for the audit of Fiji National University for the financial year ended 31 December 2018, I declare to the best of my knowledge and belief, there have been:

- a) no contraventions of the auditor independence requirements in relation to the audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the audit. This declaration is in respect of Fiji National University for the financial year.

Ernst & Young
Chartered Accountants

Sikeli Tuinamuana
Partner
Suva, Fiji
4 July 2019



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Independent Auditor's Report

To the Council of the Fiji National University

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of The Fiji National University ("the University"), which comprise the statement of financial position as at 31 December 2018, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the University as at 31 December 2018, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS).

Emphasis of Matter

Without qualifying the opinion expressed above, we draw attention to Note 13 of the financial statements which describes the uncertainty related to the finalization of the transfer of lease arrangements to the University in respect of certain leasehold land assets that were vested in the University under the Fiji National Decree 2009 (as amended by the Fiji National University (Amendment) Decree 2010). The transfer of these lease arrangements has not been completed at the date of approval of these financial statements.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the University in accordance with the International Ethics Standards Board for Accountant's Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Fiji and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the University Council and management for the Financial Statements

The University Council and management are responsible for the preparation and fair presentation of the financial statements in accordance with IFRS, and for such internal control as the University Council and management determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the University Council and management are responsible for assessing the University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the University Council and management either intend to liquidate the University or to cease operations, or have no realistic alternative but to do so.

The University Council and management are responsible for overseeing the University's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA will always detect a material misstatement when it exists. Misstatements can arise from fraud and error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

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Independent Auditor's Report (continued)

Auditor's Responsibilities for the Audit of the Financial Statements (continued)

As part of an audit in accordance with ISA, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the University Council and management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the University's ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures, are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the University to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the University Council and management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the University Council and management with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Report on Other Legal and Regulatory Requirements

In accordance with the requirements of the Fiji National University Decree 2009, in our opinion:

- a) Proper books of account have been kept by the University, so far as it appears from our examination of those books;
- b) the accompanying financial statements:
 - i) are in agreement with the books of account; and
 - ii) to the best of our information and according to the explanations given to us, give the information required by the Fiji National University Decree 2009 in the manner so required.

Ernst & Young
Chartered Accountants

Sikeli Tuinamuna
Partner
Suva, Fiji
4 July 2019

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STATEMENT OF COMPREHENSIVE INCOME

	Notes	2018 \$	2017 \$
Income			
Fiji Government operating grant		59,854,081	49,655,854
Student tuition fees	6	65,364,703	61,160,835
Project income	7	2,607,005	2,871,525
Hostel income	9	8,981,975	10,832,775
NTPC levy income	27 (b)	14,628,597	20,612,437
Net gain on change in fair value of equity instruments		2,438,834	-
Other income	8	10,429,101	11,582,574
Total income		164,304,296	156,716,000
Expenses			
Employee related expenses	10	(77,738,635)	(85,251,458)
Other operating expenses	11	(50,819,803)	(44,562,358)
Depreciation and amortisation	13,15	(11,214,619)	(10,682,877)
NTPC levy expenses	27 (b)	(8,475,222)	(7,646,379)
Total expenses		(148,248,279)	(148,143,072)
Interest expense		(178,616)	-
Finance income	12	4,106,157	3,782,916
Operating Surplus before income tax		19,983,558	12,355,844
Income tax expense	3(l)	-	-
Operating surplus for the year		19,983,558	12,355,844
Movements in fair value of equity instruments previously designated as available-for-sale		-	1,221,920
Total comprehensive income for the year		19,983,558	13,577,764

The accompanying notes form an integral part of this Statement of Comprehensive Income

STATEMENT OF FINANCIAL POSITION

As at 31 December 2018

	Notes	2018 \$	2017 \$
Current assets			
Cash and cash equivalents	16	38,998,983	82,777,820
Trade and other receivables	17	20,356,619	16,724,013
Inventories	18	602,429	588,877
Other financial assets	19	66,516,627	30,568,842
Other assets	20	23,840,499	4,477,915
Total current assets		150,315,157	135,137,467
Non-current assets			
Property, plant and equipment	13 (ii)	231,265,657	206,738,111
Biological assets	14	19,972	35,227
Intangible assets	15	431,250	457,743
Right-of-use assets	13 (i)	3,400,256	-
Other financial assets	19	12,952,637	10,107,505
Total non-current assets		248,069,772	217,338,586
Total assets		398,384,929	352,476,053
Current liabilities			
Trade and other payables	23	26,378,314	21,718,140
Employee benefits	24	4,865,332	4,556,281
Lease liability	26	492,728	-
Deferred income	22	2,515,081	3,119,846
Deferred levy liability	27	22,595,258	10,258,491
Total current liabilities		56,846,713	39,652,758
Non-current liabilities			
Deferred income	22	20,758,779	15,207,867
Employee benefits	24	-	1,864
Lease liability	26	2,942,496	-
Unexpended project income	25	1,800,378	1,560,559
Total non-current liabilities		25,501,653	16,770,290
Total liabilities		82,348,366	56,423,048
Net assets		316,036,563	296,053,005
Equity			
Other contributed equity	21(a)	188,856,243	188,856,243
Fair value reserve	21(b)	-	3,530,367
Retained earnings		127,180,320	103,666,395
		316,036,563	296,053,005

The accompanying notes form an integral part of this Statement of Financial Position

STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2018

	Other contributed equity \$	Fair value reserve \$	Retained earnings \$	Total equity \$
Balance at 1 January 2017	188,856,243	2,308,447	91,310,551	282,475,241
Comprehensive income for the year				
Operating surplus for the year	-	-	12,355,844	12,355,844
Movement in fair value of available for sale financial assets	-	1,221,920	-	1,221,920
Total comprehensive income for the year	188,856,243	3,530,367	103,666,395	296,053,005
Transactions with owners of the University, recognised directly in equity				
Balance at 31 December 2017	188,856,243	3,530,367	103,666,395	296,053,005
Balance at 1 January 2018	188,856,243	3,530,367	103,666,395	296,053,005
Transfer of fair value gain of equity instruments previously designated at FVOCI - IFRS 9 adjustments		(3,530,367)	3,530,367	-
Comprehensive income for the year				
Operating surplus	-	-	19,983,558	19,983,558
Movement in fair value of available for sale financial assets	-	-	-	-
Total comprehensive income for the year	-	-	19,983,558	19,983,558
Balance at 31 December 2018	188,856,243	-	127,180,320	316,036,563

The accompanying notes form an integral part of this Statement of Changes in Equity

STATEMENT OF CASH FLOWS

For the year ended 31 December 2018

	Note	2018 \$	2017 \$
Cash flows from operating activities			
Fiji Government grants received		41,702,820	49,472,521
Receipts from employers in respect of levy		24,709,149	22,187,627
Receipts from student fees		70,998,446	75,642,634
Receipts from trading activities		7,754,511	8,733,332
Payments to suppliers		(45,845,678)	(47,847,549)
Payments to employees		(77,431,448)	(83,983,690)
Payments of training grants to employers		(8,475,224)	(7,646,379)
Cash receipts in respect of projects		1,997,576	462,349
Interest received		3,928,715	3,483,941
Net cash flow from operating activities		19,338,867	20,504,786
Cash flows from investing activities			
Fiji Government capital grants received		7,461,228	-
Net payments for property, plant and equipment		(35,504,008)	(10,722,619)
Net transfers to term deposits		(35,099,697)	(16,510,000)
Dividends received		24,773	353,446
Net cash flow used in investing activities		(63,117,704)	(26,879,173)
Net (decrease)/increase in cash and cash equivalents		(43,778,837)	(6,374,387)
Cash and cash equivalents as at 1 January		82,777,820	89,152,207
Cash and cash equivalents as at 31 December	16	38,998,983	82,777,820

The accompanying notes form an integral part of this Statement of Cash Flows.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2018

1. Reporting Entity

Fiji National University (the “University” or “FNU”) was established by the Fiji National University Decree 2009 (as amended by the Fiji National University (Amendment) Decree 2010) (“FNU Decree”) to serve the needs of the post-secondary educational requirements for the Republic of Fiji.

The address of the University’s registered office is Lot 1, 5 ½ miles Nasinu, Fiji.

2. Basis of preparation

a) Statement of compliance

The financial statements have been prepared in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB) and the requirements of the FNU Decree.

The financial statements were approved by the University’s Council on 31 May 2019.

b) Basis of measurement

The financial statements have been prepared on a historical cost basis except for available-for-sale financial assets that are measured at fair value. The accounting policies have been consistently applied by the University.

c) Functional and presentation currency

The financial statements are presented in Fiji dollars, which is the University’s functional currency, and are rounded to the nearest dollar.

d) Use of estimates and judgments

The preparation of the financial statements in conformity with IFRS requires management to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected. Information about critical judgments in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements is included in the following notes:

Note 13 (ii) – Property, plant and equipment

Note 3 (k) – Revenue recognition

Note 3 (h) – Impairment

Measurement of fair value

When measuring the fair value of an asset or a liability, the University uses market observable data as far as possible. Fair values are categorized into different levels in a fair value hierarchy based on the inputs used in the valuation techniques as follows:

- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2: inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e.) derived from prices).
- Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs).

If the inputs used to measure the fair value of an asset or a liability might be categorized in different levels of the fair value hierarchy, then the fair value measurement is categorized in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement. The University recognizes transfers between levels of the hierarchy at the end of the reporting period during which the change has occurred. Further information about the assumptions made in measuring fair values is included in the following notes: Note 14 – Biological assets.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

2. Basis of preparation (continued)**e) Changes in accounting policies and disclosures**

New standards and interpretations

The University applied IFRS 15 and IFRS 9 for the first time. The nature and effect of the changes as a result of adoption of these new accounting standards are described below.

Several other amendments and interpretations apply for the first time in 2018, but do not have an impact on the financial statements of the University. The University has also decided to early adopt IFRS 16 Leases as of 1 January 2018.

i) IFRS 9 Financial Instruments

IFRS 9 Financial Instruments replaces IAS 39 Financial Instruments: Recognition and Measurement for annual periods beginning on or after 1 January 2018, bringing together all three aspects of the accounting for financial Instruments: classification and measurement; impairment; and hedge accounting.

The University has opted to use the modified retrospective approach when implementing IFRS 9. Relevant balances were recalculated at initial application date of 1 January 2018 and while comparative information for the year ended 31 December 2017 have not been restated.

The effect of adopting IFRS 9 is as follows:

Impact on the statement of comprehensive income (increase/(decrease)):	31 December 2018 \$	
Income:		
Net gain on change in fair value of equity instruments		2,438,834
Operating surplus for the year		2,438,834
Other comprehensive income for the year		
Movement in fair value of available for sale financial assets		(2,438,834)
Total other comprehensive income for the year		(2,438,834)
Impact on the statement of financial position (increase/(decrease)):	1 January 2018 \$	31 December 2018 \$
Asset	-	-
Liabilities	-	-
Net assets	-	-
Equity		
Fair value reserves	(3,530,367)	(2,438,834)
Retained earnings	3,530,367	2,438,834
Total equity	-	-

(a) Classification and measurement

Under IFRS 9, debt instruments are subsequently measured at fair value through profit or loss, amortised cost, or fair value through OCI. The classification is based on two criteria: the University's business model for managing the assets; and whether the instruments' contractual cash flows represent 'solely payments of principal and interest' on the principal amount outstanding.

The assessment of the University's business model was made as of the date of initial application, 1 January 2018, and then applied retrospectively to those financial assets that were not derecognised before 1 January 2018. The assessment of whether contractual cash flows on debt instruments are solely comprised of principal and interest was made based on the facts and circumstances as at the initial recognition of the assets.

The classification and measurement requirements of IFRS 9 did not have a significant impact on the University. The University continued measuring at fair value all financial assets previously held at fair value under IAS 39. The following are the changes in the classification of the University's financial assets:

Equity investments previously classified as AFS financial assets are now classified and measured as Financial assets at fair value through profit or loss.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

2. Basis of preparation (continued)

e) Changes in accounting policies and disclosures

New standards and interpretations (continued)

i) IFRS 9 Financial Instruments (continued)

(a) Classification and measurement (continued)

Debt instruments previously classified as Held to maturity investments financial assets are now classified and measured as Debt instruments at amortised cost. The University expects only to collect contractual cash flows and give rise to cash flows representing solely payments of principal and interest.

As a result of the change in classification of the University's equity investments, the Fair value reserve of \$3,530,367 related to those investments that were previously presented under accumulated OCI, was reclassified to Retained earnings as at 1 January 2018.

Upon the adoption of IFRS 9, the University's operating profit increased by \$2,438,834.

The University has not designated any financial liabilities as at fair value through profit or loss. There are no changes in classification and measurement for the University's financial liabilities.

In summary, upon the adoption of IFRS 9, the University had the following required or elected reclassifications:

As at 31 December 2018		IFRS 9 measurement category	
		Equity instruments at Fair value through \ profit or loss	Debt instruments at Amortised cost
	\$	\$	\$
IAS 39 measurement category			
Other financial assets			
<u>Current</u>			
Interest bearing deposits	66,516,627	-	66,516,627
<u>Non-current</u>			
Investments in Unit trusts:			
- Unit Trust of Fiji	12,364,446	12,364,446	-
- Fijian Holdings Trust Management Limited	583,334	583,334	-
FRDCL	4,857	4,857	-
	79,469,264	12,952,637	66,516,627

(b) Impairment

The adoption of IFRS 9 has changed the University's accounting for impairment losses for financial assets by replacing IAS 39's incurred loss approach with a forward-looking expected credit loss (ECL) approach. However, the Fund holds only trade receivables with no financing component and which have maturities of less than 12 months at amortised cost and, as such, has chosen to apply an approach similar to the simplified approach for expected credit losses (ECL) under IFRS 9 to all its trade receivables and financial assets at amortised cost. Therefore, the Fund does not track changes in credit risk, but instead, recognises a loss allowance based on lifetime ECLs at each reporting date.

ii) IFRS 15 Revenue from Contracts with Customers

IFRS 15 supersedes IAS 11 Construction Contracts, IAS 18 Revenue and related Interpretations and it applies, with limited exceptions, to all revenue arising from contracts with its customers. IFRS 15 establishes a five-step model to account for revenue arising from contracts with customers and requires that revenue be recognised at an amount that reflects the consideration to which an entity expects to be entitled in exchange for transferring goods or services to a customer.

IFRS 15 requires entities to exercise judgement, taking into consideration all of the relevant facts and circumstances when applying each step of the model to contracts with their customers. The standard also specifies the accounting for the incremental costs of obtaining a contract and the costs directly related to fulfilling a contract.

Based on the University's assessment, there is no impact from IFRS 15 in the Financial Statement as at 1 January 2018 and 31 December 2018 and no impact in the Financial Statement for the year ended 31 December 2017.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

2. Basis of preparation (continued)

e) Changes in accounting policies and disclosures (continued)

New standards and interpretations (continued)

iii) IFRS 16 Leases

IFRS 16 was issued in January 2016 and it replaces IAS 17 Leases, IFRIC 4 Determining whether an Arrangement contains a Lease, SIC-15 Operating Leases-Incentives and SIC-27 Evaluating the Substance of Transactions Involving the Legal Form of a Lease. IFRS 16 sets out the principles for the recognition, measurement, presentation and disclosure of leases and requires lessees to account for all leases under a single on-balance sheet model similar to the accounting for finance leases under IAS 17. The standard includes two recognition exemptions for lessees – leases of 'low-value' assets (e.g., personal computers) and short-term leases (i.e., leases with a lease term of 12 months or less). At the commencement date of a lease, a lessee will recognise a liability to make lease payments (i.e., the lease liability) and an asset representing the right to use the underlying asset during the lease term (i.e., the right-of-use asset). Lessees will be required to separately recognise the interest expense on the lease liability and the depreciation expense on the right-of-use asset.

Lessees will be also required to remeasure the lease liability upon the occurrence of certain events (e.g., a change in the lease term, a change in future lease payments resulting from a change in an index or rate used to determine those payments). The lessee will generally recognise the amount of the remeasurement of the lease liability as an adjustment to the right-of-use asset.

Lessor accounting under IFRS 16 is substantially unchanged from today's accounting under IAS 17. Lessors will continue to classify all leases using the same classification principle as in IAS 17 and distinguish between two types of leases: operating and finance leases.

Transition to IFRS 16

The University has adopted IFRS 16 using the modified retrospective approach. The University has elected to apply the standard to contracts that were previously identified as leases applying IAS 17 and IFRIC 4. The University will therefore not apply the standard to contracts that were not previously identified as containing a lease applying IAS 17 and IFRIC 4.

The University has elected to use the exemptions proposed by the standard on lease contracts for which the lease terms ends within 12 months as of the date of initial application, and lease contracts for which the underlying asset is of low value. The University has leases of certain office equipment (i.e., personal computers, printing and photocopying machines) that are considered of low value.

During 2018, the University has performed a detailed impact assessment of IFRS 16. In summary the impact of IFRS 16 adoption is expected to be, as follows:

Impact on the statement of financial position (increase/(decrease)) as at 31 December 2018:	\$
Assets	
Right-of-use assets	3,400,255
Liabilities	
Lease liabilities	3,435,224
Net impact on equity	(34,969)
Impact on the statement of profit or loss (increase/(decrease)) for 2018:	\$
Depreciation expense	529,680
Operating lease expense (included in administrative expenses)	(673,327)
Operating profit	143,647
Finance costs	178,616
Profit for the year	(34,969)

Due to the adoption of IFRS 16, the University's operating profit decreased by \$34,969. This is due to the change in the accounting for lease expenses that were classified as operating leases under IAS 17.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

2. Basis of preparation (continued)

f) Standards issued but not yet effective

The standards and interpretations that are issued, but not yet effective, up to the date of issuance of the University's financial statements are disclosed below. The University intends to adopt these standards, if applicable, when they become effective.

New or amended standards	Summary of the requirements	Possible impact on financial statements
IFRS 17 Insurance Contracts	In May 2017, the IASB issued IFRS 17 Insurance Contracts (IFRS 17), a comprehensive new accounting standard for insurance contracts covering recognition and measurement, presentation and disclosure. Once effective, IFRS 17 will replace IFRS 4 Insurance Contracts (IFRS 4 that was issued in 2005. IFRS 17 applies to all types of insurance contracts (i.e., life, non-life, direct insurance and re-insurance), regardless of the type of entities that issue them, as well as to certain guarantees and financial instruments with discretionary participation features.	IFRS 17 is effective for reporting periods beginning on or after 1 January 2021, with comparative figures required. Early application is permitted, provided the entity also applies IFRS 9 and IFRS 15 on or before the date it first applies IFRS 17. This standard is not applicable to the University.

3. Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these financial statements. Certain comparative amounts have been reclassified to conform with the current year's presentation.

a) Foreign currency transactions

Transactions in foreign currencies are translated into Fiji dollars at exchange rates at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated into Fiji dollars at the exchange rate at that date. The foreign currency gains or losses on translation are recognised in profit or loss.

b) Property, plant and equipment

Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses.

Property, plant and equipment that became assets of the University on 1 January 2010 and 30 November 2010 under the FNU Decree were valued by independent valuers as at 1 January 2010 and, for TPAF, 30 November 2010. These values became the 'deemed cost' to the University.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the assets to a working condition for their intended use, the costs of dismantling and removing the items and restoring the site on which they are located, and capitalised borrowing costs. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Gains and losses on disposal of an item of property, plant and equipment are determined by comparing the proceeds from disposal with the carrying amount of property, plant and equipment, and are recognised net within other income in profit or loss.

Subsequent expenditure

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefit embodied within the part will flow to the University and its cost can be measured reliably. The cost of the day-to-day servicing of plant and equipment is recognised in profit or loss as incurred.

3. Significant accounting policies (continued)**b) Property, plant and equipment (continued)***Depreciation*

Property, plant and equipment, with the exception of freehold land, is depreciated on a straight line basis over their estimated useful lives.

The depreciation rates for each class of assets are as follows:

Buildings and improvements	2%	Motor vehicles	20%
Plant and equipment	20% - 33%	Computers	33%
Furniture and fittings	20%	Leasehold land	Term of lease

Depreciation methods, useful lives and residual values are reviewed at each financial year-end and adjusted if appropriate.

c) Intangible assets*IT software*

IT software which is purchased, developed, or implemented, is recorded at cost and is amortised over its estimated useful life.

Computer software 33%

d) Financial instruments**(i) Financial assets**

Financial assets are classified, at initial recognition, as subsequently measured at amortised cost, fair value through other comprehensive income (OCI), and fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the University's business model for managing them. With the exception of trade receivables that do not contain a significant financing component or for which the University has applied the practical expedient, the University initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs. Trade receivables that do not contain a significant financing component or for which the University has applied the practical expedient are measured at the transaction price determined under IFRS 15. Refer to the accounting policies in section (e) Revenue from contracts with customers.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest (SPPI)' on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The University's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the University commits to purchase or sell the asset.

Financial assets and liabilities are offset and the net amount presented in the statement of financial position when, and only when, the University has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

For purposes of subsequent measurement, financial assets are classified in four categories:

- Financial assets at amortised cost (debt instruments and trade receivables)
- Financial assets at fair value through OCI with recycling of cumulative gains and losses (debt instruments)
- Financial assets designated at fair value through OCI with no recycling of cumulative gains and losses upon derecognition (equity instruments)
- Financial assets at fair value through profit or loss

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

3. Significant accounting policies (continued)

d) Financial instruments (continued)

(i) Financial assets (continued)

Financial assets at amortised cost:

This category is the most relevant to the University. The University measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows; and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured using the effective interest (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

The University's financial assets at amortised cost includes trade receivables, cash and cash equivalent, interest bearing deposits and term deposit with original term greater than 90 days.

Financial assets at fair value through OCI (debt instruments)

The University measures debt instruments at fair value through OCI if both of the following conditions are met:

- The financial asset is held within a business model with the objective of both holding to collect contractual cash flows and selling; and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

For debt instruments at fair value through OCI, interest income, foreign exchange revaluation and impairment losses or reversals are recognised in the statement of profit or loss and computed in the same manner as for financial assets measured at amortised cost. The remaining fair value changes are recognised in OCI. Upon derecognition, the cumulative fair value change recognised in OCI is recycled to profit or loss.

The University has not designated any financial assets as debt instruments at fair value through OCI.

Financial assets designated at fair value through OCI (equity instruments)

Upon initial recognition, the University can elect to classify irrevocably its equity investments as equity instruments designated at fair value through OCI when they meet the definition of equity under IAS 32 Financial Instruments: Presentation and are not held for trading. The classification is determined on an instrument-by-instrument basis. Gains and losses on these financial assets are never recycled to profit or loss. Dividends are recognised as other income in the statement of profit or loss when the right of payment has been established, except when the University benefits from such proceeds as a recovery of part of the cost of the financial asset, in which case, such gains are recorded in OCI. Equity instruments designated at fair value through OCI are not subject to impairment assessment.

The University has not designated any financial assets as equity instruments at fair value through OCI.

Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives, are also classified as held for trading unless they are designated as effective hedging instruments. Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model. Notwithstanding the criteria for debt instruments to be classified at amortised cost or at fair value through OCI, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at fair value through profit or loss are carried in the statement of financial position at fair value with net changes in fair value recognised in the statement of profit or loss.

This category includes derivative instruments and listed equity investments which the University had not irrevocably elected to classify at fair value through OCI. Dividends on listed equity investments are also recognised as other income in the statement of profit or loss when the right of payment has been established.

3. Significant accounting policies (continued)**d) Financial instruments (continued)****Derecognition**

The University derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets that is created or retained by the University is recognised as a separate asset or liability.

(ii) Non-derivative financial liabilities

The University initially recognises debt securities issued on the date that they are originated. All other financial liabilities are recognised initially on the trade date at which the University becomes a party to the contractual provisions of the instrument. The University derecognises a financial liability when its contractual obligations are discharged or cancelled or expire.

The University has trade and other payables as non-derivative financial liabilities.

Such financial liabilities are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition these financial liabilities are measured at amortised cost using the effective interest method.

e) Inventories

Inventories are measured at the lower of cost and net realisable value. The cost of inventories is based on the weighted average principle, and includes expenditure incurred in acquiring the inventories, production or conversion costs and other costs incurred in bringing them to their existing location and condition.

Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and selling expenses.

f) Leased assets

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of incentives received from the lessor) are charged to profit or loss on a straight line basis over the period of the lease.

g) Biological assets

Biological assets are measured at fair value less cost to sell, with any change therein recognized in profit or loss.

h) Impairment**(i) Non-derivative financial assets**

A financial asset not carried at fair value through profit or loss is assessed at each reporting date to determine whether there is objective evidence that it is impaired. A financial asset is impaired if objective evidence indicates that a loss event has occurred after the initial recognition of the asset, and that the loss event had a negative effect on the estimated future cash flows of that asset that can be estimated reliably.

Objective evidence that financial assets are impaired can include default or delinquency by a debtor, restructuring of an amount due to the University on terms that the University would not consider otherwise, indications that a debtor or issuer will enter bankruptcy and the disappearance of an active market for a security. In addition, for an investment in an equity security, a significant or prolonged decline in its fair value below cost is objective evidence of impairment.

Financial assets measured at amortised cost

The University considers evidence of impairment for financial assets measured at amortised cost (loans and receivables) at both a specific asset and collective level. All individually significant receivables are assessed for specific impairment. Those found not to be specifically impaired are then collectively assessed for any impairment that has been incurred but not yet identified. Assets that are not individually significant are collectively assessed for impairment by grouping together receivables with similar risk characteristics.

In assessing collective impairment the University uses historical trends of the probability of default, timing of recoveries and the amount of loss incurred, adjusted for management's judgement as to whether current economic and credit conditions are such that the actual losses are likely to be greater or less than suggested by historical trends.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

3. Significant accounting policies (continued)

h) Impairment (continued)

The recoverable amount of an asset or cash-generating unit ("CGU") is the greater of its value in use and its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset or CGU. For the purpose of impairment testing, assets that cannot be tested individually are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or CGUs.

An impairment loss is recognised if the carrying amount of an asset or its CGU exceeds its estimated recoverable amount. Impairment losses are recognised in profit or loss. Impairment losses recognised in respect of CGUs are allocated first to reduce the carrying amount of any goodwill allocated to the units, and then to reduce the carrying amounts of the other assets in the unit (group of units) on a pro rata basis. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

i) Employee benefits

Superannuation

Contributions are paid to the Fiji National Provident Fund on behalf of employees to secure retirement benefits. Costs are included in profit or loss as the services are rendered by employees.

Short-term benefits

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed in profit or loss as the related service is provided. A liability is recognised for the amount to be paid under short-term benefits if the University has a present or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be measured reliably. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

Other long term employee benefits

The University's net obligation in respect of long-term employee benefits other than pension plans is the amount of future benefit that employees have earned in return for their service in the current and prior periods; that benefit is discounted to determine its present value, and the fair value of any related assets is deducted. The discount rate is the yield at the reporting date on government bonds that have maturity dates approximating the terms of the University's obligations. Any actuarial gains and losses are recognised in profit or loss in the period in which they arise.

Bonus plans

The University pays bonuses to employees based on performance of the University and achievement of individual objectives by the employees. The University recognises a provision where contractually obliged or where there is a past practice that has created a constructive obligation.

j) Operating expenses

Expenses are recognised on an accrual basis.

k) Revenue recognition

Revenue comprises the fair value of the consideration received or receivable for the sale of goods and services in the ordinary course of the University's activities. Revenue is shown net of value-added tax, returns, rebates and discounts.

The University recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and when specific criteria have been met for each of the University's activities as described below. The amount of revenue is not considered to be reliably measurable until all contingencies relating to the sale have been resolved. The University bases its estimates on historical results, taking into consideration the type of customer, the type of transaction and the specifics of each arrangement.

3. Significant accounting policies (continued)**k) Revenue recognition (continued)**

Revenue is recognised for the major activities as follows:

(i) Government grants

The University treats operating grants received from the Fiji Government as income in the year of receipt or when entitlement to the grant is established. Government grant in respect of capex are recognised initially as deferred income when there is reasonable assurance that they will be received and the University will comply with the conditions associated with the grant and are then recognised in profit or loss as income on a systematic basis over the useful life of the asset.

(ii) Project income

Grants that compensate the University for expenses incurred are recognised in profit or loss as income on a systematic basis in the same periods in which the expenses are recognised.

(iii) Student tuition fees

Student tuition fee income is generated from fee-paying courses for local and overseas students. Revenue is recognised in the same period as the courses for which the fee income is derived are held. Upfront payments by students for courses being held in the next teaching year are treated as deferred income and recorded as revenue in the following year as the course is provided.

(iv) Non tuition fees and charges

Fees and charges comprise other services provided to students, which are recognised as the service is provided.

(v) NTPC Levy income

NTPC Levies collected from employers are recognised initially as deferred income. The deferred income is recognised in profit or loss as income in the period that training grants are made to employers or related training expenses are incurred. Any remaining amounts are recognised as income once the University has paid all grant claims to employers in respect of those levies and has no further obligation in respect of that levy period. Estimates of grants expected to be made are based on historical data.

(vi) Interest income

Interest income is recognised as finance income as it accrues using the effective interest method.

(vii) Trading activities

Revenue in respect of trading activities is recognised at the point of sale for goods, or as the service is performed.

(viii) Asset sales

The net gain on asset sales is included as other income and the net loss as an expense. The profit or loss on disposal of assets is brought to account when the significant risks and rewards of ownership of the assets have been transferred to the buyer.

l) Taxes**Income tax exemption**

The University is exempt from income tax in accordance with the provisions of the Fiji Income Tax Act 2015.

Other taxes

Revenue, expenses and assets are recognised net of the amount of Value Added Tax (VAT) except where the VAT incurred on a purchase of goods or services is not recoverable from the taxation authority, in which case the VAT is recognised as part of the cost of acquisition of the asset or as part of the expense item as applicable. Receivables and payables are stated with the amount of VAT included, if applicable.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

3. Significant accounting policies (continued)

m) Business combinations

Business combinations are accounted for using the acquisition method when control is transferred to the University. The consideration transferred in the acquisition is generally measured at fair value, as are the identifiable assets acquired. Any goodwill that arises is tested annually for impairment. Any gain on a bargain purchase is recognized in profit or loss immediately. Transaction costs are expensed as incurred, except if related to the issue of debt or equity securities. The consideration transferred does not include amounts related to the settlement of pre-existing relationships. Such amounts are generally recognized in profit or loss. Any contingent consideration payable is measured at fair value at the acquisition date. If the contingent consideration is classified as equity, then it is not remeasured and settlement is accounted for within equity. Otherwise subsequent changes in the fair value of the contingent consideration are recognized in profit or loss.

n) Comparatives

Certain previously reported amounts have been reclassified to conform with presentation in the current year.

4. Segment information

For management purposes, the University is organised into business units based on its products and services and has two reportable segments, as follows:

- The National Training & Productivity Centre ('NTPC') segment, which provide training to organisations to enhance their efficiency, productivity and enable them to compete in the domestic, national, regional and global market.
- The Uni-services segments, which is the commercial arm of Fiji National University aims to optimize service delivery to its customers (students and staff) in terms of cafeterias, accommodation, security, transportation and bookshops.

The Executive Management monitors the operating results of its business units separately for the purpose of making decisions about resource allocation and performance assessment. Segment performance is evaluated based on profit or loss and is measured consistently with profit or loss in the financial statements. However, the financing (including finance costs and finance income) are managed on a group basis and are not allocated to operating segments.

Transfer prices between operating segments are on an arm's length basis in a manner similar to transactions with third parties.

Year ended 31 December 2017	NTPC	Uni-services	Adjustments and eliminations	Total
Revenue				
Levy Income	20,612,437	-	-	20,612,437
Hostel income	-	3,790,110	-	3,790,110
Student fees	7,571,171	-	-	7,571,171
Other Trading Activities	32,267	10,175,000	-	10,207,267
Other Income	306,224	659,266	-	965,490
Total revenue	28,522,099	14,624,376	-	43,146,475
Expenses				
Depreciation and amortisation	(767,759)	(953,380)	-	(1,721,139)
Levy expense	(7,646,379)	-	-	(7,646,379)
Personnel expenses	(7,532,162)	(3,574,860)	-	(11,107,022)
Trading expenses	(24,472)	(6,044,974)	-	(6,069,446)
Other operating expenses	(3,667,734)	(5,234,256)	-	(8,901,990)
Total expense	(19,638,506)	(15,807,470)	-	(35,445,976)
Support allocation	(5,891,552)	(5,849,750)	-	(11,741,302)
Segment profit	2,992,041	(7,032,844)	-	(4,040,803)

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

4. Segment information (continued)

Year ended 31 December 2018	NTPC	Uni-services	Adjustments and eliminations	Total
Revenue	\$	\$	\$	\$
Levy income	14,628,597	-	-	14,628,597
Hostel income	-	3,112,838	-	3,112,838
Student fees	6,141,917	-	-	6,141,917
Other trading activities	12,747	9,289,668	-	9,302,415
Other income	345,585	460,440	-	806,025
Total revenue	21,128,846	12,862,946	-	33,991,792
Expenses				
Depreciation and amortisation	(755,120)	(369,085)	-	(1,124,205)
Levy expense	(8,475,222)	-	-	(8,475,222)
Personnel expenses	(5,131,974)	(3,264,332)	-	(8,396,306)
Other operating expenses	(3,115,217)	(5,828,570)	-	(8,943,787)
Total expense	(17,477,533)	(9,461,987)	-	(26,939,520)
Support allocation	(5,243,260)	(5,145,178)	-	(10,388,438)
Segment profit	(1,591,947)	(1,744,219)	-	(3,336,166)

5. Financial risk management

Overview

The University's has exposure to the following risks:

- (i) Credit risk;
- (ii) Liquidity risk; and
- (iii) Market risk

This note presents information about the University's exposure to each of the above risks, the University's objectives, policies and processes for measuring and managing risk. Further quantitative disclosures are included throughout these financial statements.

a) Risk management framework

The Council has overall responsibility for the establishment and oversight of the University's risk management framework. The University's risk management policies are established to identify and analyse the risks faced by the University, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the University's activities.

The University's risk management policies are established to identify and analyse the risks faced by the University, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the University's activities. The University, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment in which all employees understand their roles and obligations.

(i) Credit risk

Credit risk is the risk of financial loss to the University if a customer or counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the University's cash and cash equivalents, receivables and other financial assets.

The maximum exposure to credit risk at balance date to recognised financial assets, is the carrying amount, net of any provisions for impairment of these assets, as disclosed in the statement of financial position and notes to the financial statements. The ageing, gross of any impairment provision, of student debtors, levy debtors, sponsor debtors and staff debtors at the reporting date was as follows:

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

5. Financial risk management (continued)

a) Risk management framework (continued)

(i) Credit risk (continued)

0 – 90 days

91 – 365 days

> 365 days

2018 \$	2017 \$
18,853,701	12,670,366
3,005,836	5,233,625
6,470,314	9,917,045
28,329,851	27,821,036

Customer credit risk is managed by each business unit subject to the University's established policy, procedures and control relating to customer credit risk management.

An impairment analysis is performed at each reporting date on an individual basis for major customers. In addition, a large number of minor receivables are grouped into homogenous groups and assessed for impairment collectively. The calculation is based on actual incurred historical data. The maximum exposure to credit risk at the reporting date is the carrying value of each class of financial assets. The University does not hold collateral as security. The University evaluates the concentration of risk with respect to trade receivables as low, as its customers are located in several jurisdictions and operate in largely independent markets.

(ii) Liquidity risk

Liquidity risk is the risk that the University will not be able to meet its financial obligations as they fall due. The University's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the University's reputation. The University expects to settle its financial liquidity within 6 months of balance date.

The table below summarizes the maturity profile of the University's liabilities at 31 December based on contractual undiscounted payments:

	\$ Total	\$ On demand	\$ < 1 year	\$ 1 - 5 years	\$ > 5 years
31 December 2018					
Trade and other payables	26,378,314	1,274,979	25,103,335	-	-
	26,378,314	1,274,979	25,103,335	-	-
31 December 2017					
Trade and other payables	21,718,140	2,381,633	19,336,507	-	-
	21,718,140	2,381,633	19,336,507	-	-

(iii) Market risk

Market risk is the risk that changes in market prices, such as foreign exchange rates, interest rates and equity prices will affect the University's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

Foreign exchange risk

The University is exposed to fluctuations in foreign currencies arising from the purchase of goods and services in currencies other than the University's functional currency. The University does not have a material exposure to Foreign Exchange risk and accordingly does not adopt any foreign currency strategies.

Price risk

The University is exposed to equity securities price risk through its investments in Unit Trusts. This arises from investments held by the University and classified on the statement of financial position as available-for-sale. The University has no direct exposure to commodity price risk. There is no material exposure to price risk.

Interest rate risk

The University's interest bearing deposits are generally at fixed interest rates. The University does not have any interest bearing liabilities and accordingly exposure to interest rate risk is not considered material.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

6. Student Tuition Fees

	2018 \$	2017 \$
Private students	16,570,112	18,884,750
Sponsored students	38,576,942	32,903,053
Regional students	4,786,549	3,316,699
Short courses	5,165,975	5,974,642
Other tuition fees	265,125	81,691
	<u>65,364,703</u>	<u>61,160,835</u>

7. Project income

	\$	\$
AusAID	-	471,217
Sustainable livelihood project (SLP) grant	1,064,471	1,200,000
Others	1,542,534	1,200,308
	<u>2,607,005</u>	<u>2,871,525</u>

8. Other income

	\$	\$
Non-tuition fees and charges	1,353,693	1,488,692
Enrolment fees	1,008,458	1,456,027
Consultancy income	141,323	81,974
Dividend	431,071	353,446
Release of deferred income	2,515,081	3,119,846
Trading activities:		
Bookshop	415,220	729,928
Food and beverages	2,947,389	2,252,881
Farm	375,021	589,491
Other trading activities	579,052	714,614
Other income	662,793	795,675
	<u>10,429,101</u>	<u>11,582,574</u>

9. Hostel Income

	\$	\$
Hostel accommodation	3,112,838	3,783,729
Hostel meals	5,863,465	7,043,607
Hostel laundry	5,672	5,439
	<u>8,981,975</u>	<u>10,832,775</u>

10. Employee related expenses

	\$	\$
Wages and salaries, including leave benefits	65,126,847	63,299,070
Fiji National Provident Fund contribution	6,556,767	7,083,123
Key management personnel compensation		
- short term benefits	2,378,840	2,378,840
- termination benefits	-	-
Staff allowances	1,240,468	10,214,439
PAYE payable	-	-
Other personnel costs	2,435,713	2,275,986
	<u>77,738,635</u>	<u>85,251,458</u>

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

11. Other operating expenses (excluding employee related expenses)

	2018 \$	2017 \$
Advertising, promotions and publicity	1,173,630	1,371,156
Audit fees	53,753	53,753
– External audit		
– Project audit	4,830	4,830
– Other audits	-	-
Accounting and other services	103,598	134,552
(Release)/increase of impairment provision on receivables	(1,317,867)	(784,615)
Consultancy	1,077,597	807,015
Council expenses	92,194	246,569
Course related expenses	4,578,494	5,834,984
Franchise costs	1,165,195	908,727
Inventory obsolescence	11,111	312,510
Insurance	1,208,518	1,096,065
Impairment of non-current assets	-	(28,846)
Job evaluation fee	26,718	104,974
Legal	138,753	130,972
Licence fees	5,443,426	1,732,007
Operating lease and other rentals	263,629	945,316
Project disbursements	339,893	46,787
Publications	73,875	22,851
Repairs and maintenance	11,871,516	6,052,154
Security services	2,968,117	3,052,781
Stationery	748,992	890,504
Telecommunications	3,263,090	2,503,563
Travel	1,179,532	1,673,698
Trading and hostel expenses	5,544,146	6,386,357
Utilities	3,566,310	3,149,890
Hire charges	1,315,045	1,656,541
Cartage and freight	216,868	207,431
Contingency expense	-	3,342
Other expenses	5,708,840	6,046,490
	<u>50,819,803</u>	<u>44,562,358</u>

12. Finance income

	\$	\$
Interest income	4,106,157	3,782,916

13. (i) Right-of-use assets

	Land and Buildings \$	Other Leased Assets \$	Total \$
Cost			
At 1 January	-	-	-
Additions - IFRS adjustments	2,617,623	1,312,313	3,929,936
31 December	2,617,623	1,312,313	3,929,936
Depreciation and impairment			
At 1 January	-	-	-
Depreciation charge	(105,330)	(424,350)	(529,680)
31 December	(105,330)	(424,350)	(529,680)
Carrying amount at:			
1 January	-	-	-
31 December	<u>2,512,293</u>	<u>887,963</u>	<u>3,400,256</u>

The University early adopted IFRS 16 as of 1 January 2018. The above represent assets under lease contracts which have been recognised as assets in accordance with IFRS 16. The assets are written down over the term of their contracts. The University elected to use the modified retrospective approach in transition to IFRS 16. Consequently, there are no prior period comparatives.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

13. (ii) Property, plant and equipment

	2018 \$	2017 \$
Land and buildings - Freehold		
Cost		
At 1 January	1,361,000	1,361,000
Reclassification	-	-
31 December	1,361,000	1,361,000
Depreciation and impairment		
At 1 January	-	-
Depreciation charge	-	-
31 December	-	-
Carrying amount at:		
1 January	1,361,000	1,361,000
31 December	1,361,000	1,361,000
Land and buildings - Leasehold		
Cost		
At 1 January	220,935,973	221,119,149
Additions	7,882,585	30,906
Reclassification/adjustments	-	(214,082)
31 December	228,818,558	220,935,973
Depreciation and impairment		
At 1 January	(35,099,821)	(30,733,344)
Depreciation charge	(4,448,178)	(4,362,431)
Reclassification/adjustments	-	(13,135)
Disposals	-	9,089
31 December	(39,547,999)	(35,099,821)
Carrying amount at:		
1 January	185,836,152	190,385,805
31 December	189,270,559	185,836,152
Motor vehicles		
Cost		
At 1 January	5,906,032	5,843,616
Additions	1,340,800	95,950
Disposals	(512,211)	(33,534)
31 December	6,734,621	5,906,032
Depreciation and impairment		
At 1 January	(4,727,028)	(4,086,773)
Depreciation charge	(664,639)	(601,141)
Reclassification/adjustments	-	(56,681)
Disposals	486,535	17,567
31 December	(4,905,132)	(4,727,028)
Carrying amount at:		
1 January	1,179,004	1,756,843
31 December	1,829,489	1,179,004

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

13. (ii) Property, plant and equipment (continued)**Furniture and fittings****Cost**

	2018 \$	2017 \$
At 1 January	7,251,993	6,349,653
Additions	254,672	939,135
Disposals	(59,482)	(36,795)
31 December	7,447,183	7,251,993

Depreciation and impairment

At 1 January	(5,749,286)	(5,240,889)
Depreciation charge	(574,048)	(539,812)
Reclassification/adjustments	-	1,536
Disposals	59,283	29,879
31 December	(6,264,051)	(5,749,286)

Carrying amount at:

1 January	1,502,707	1,108,764
31 December	1,183,132	1,502,707

Plant and equipment**Cost**

At 1 January	35,875,403	32,020,532
Additions	5,336,774	4,143,134
Disposals	(98,287)	(288,263)
Transfer	378	-
31 December	41,114,268	35,875,403

Depreciation and impairment

At 1 January	(26,624,138)	(22,745,592)
Depreciation charge	(4,259,829)	(4,106,439)
Transfer	-	8,360
Disposals	87,928	219,533
31 December	(30,796,039)	(26,624,138)

Carrying amount at:

1 January	9,251,265	9,274,940
31 December	10,318,229	9,251,265

Computers**Cost**

At 1 January	11,784,806	11,227,693
Additions	3,014,679	569,339
Disposals	(200)	(12,226)
Transfer	(378)	-
31 December	14,798,907	11,784,806

Depreciation and impairment

At 1 January	(10,665,070)	(9,532,400)
Depreciation charge	(719,382)	(1,045,564)
Disposals	200	11,520
Transfer	-	(98,626)
31 December	(11,384,252)	(10,665,070)

Carrying amount at:

1 January	1,119,736	1,695,293
31 December	3,414,655	1,119,736

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

13. (ii) Property, plant and equipment (continued)

	2018 \$	2017 \$
Work in progress		
Cost		
At 1 January	6,488,247	1,356,666
Additions	25,050,490	5,242,688
Transfers	(7,650,144)	(111,107)
31 December	23,888,593	6,488,247
Depreciation and impairment		
At 1 January	-	-
Reclassification	-	-
31 December	-	-
Carrying amount at:		
1 January	6,488,247	1,356,666
31 December	23,888,593	6,488,247
Gross Carrying amount at:		
1 January	206,738,111	206,939,311
31 December	231,265,657	206,738,111

The finalisation of the transfer of lease arrangements to FNU in respect of certain leasehold land assets that were vested in the University under the FNU Decree has not yet been completed at the date of approval of these financial statements. This includes four (2017: four) land leases with a carrying amount of \$32,273,144 at 31 December 2018 (2017: \$32,707,128) where the land boundaries and/or certain Lots are subject to ongoing negotiations with the respective Government Ministries. The independent valuation of these land assets was prepared based on management's best estimate of the boundaries at the date of the valuations. The finalisation of the boundaries may result in material changes to the valuations of the assets which have been used as a basis to determine the fair value/deemed cost of these properties as at 1 January 2010.

In addition, as a result of the delay in the finalisation of the transfer of lease arrangements to FNU, the lease term for these properties has not been finally determined. The Land values for these properties have been determined by the independent valuers using management's best estimate of a 99 year lease term. Should the final lease term differ from the assumption of 99 years this will impact period over which these assets are depreciated. Any change in this estimate will be accounted on a prospective basis. A significant reduction in the lease term may also have a material impact on the carrying amount of the leasehold land in the financial statements. Any adjustments arising from the finalisation of the lease transfers will be reflected in the period in which the leases are finalised.

14. Biological assets**(a) Operations and principal activities**

At 31 December 2018, the University held 10 cattle (2017: 11), 33 sheep (2017: 47), 29 goats (2017: 38), 1 horse (2017: 11) and 12 pigs (2017: 27).

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

14. Biological assets (continued)

	2018 \$	2017 \$
(a) Operations and principal activities (continued)		
Reconciliation of carrying amounts of livestock		
Fair Value as at 1 January	35,227	200,000
Net increases due to purchases, births, deaths and transfers	4,420	35,227
Loss arising from changes in fair value less costs to sell	-	(15,160)
Decreases due to sales	(19,675)	(184,840)
Carrying amount at 31 December	19,972	35,227

(b) Measurement of fair values

The fair value measurements for livestock has been categorised as Level 3 based on the inputs to the valuation techniques used as follows:

Type	Valuation technique	Significant unobservable inputs	Inter-relationship between key unobservable inputs and fair value measurement
Livestock	Market comparison technique: The valuation model is based on the market price of livestock of similar age, weight, breed and purpose of use.	<ul style="list-style-type: none"> - Premium on the classification as breeders - Premium based on quality 	The estimated fair value would increase (decrease) if more (less) livestock were classified as breeders.

15. Intangible assets

Cost	Computer software \$	Favourable land sub-lease \$	Total \$
Balance as at 1 January 2017	1,648,813	575,000	2,223,813
Additions	-	-	-
Balance as at 31 December 2017	1,648,813	575,000	2,223,813
Additions	-	-	-
Balance as at 31 December 2018	1,648,813	575,000	2,223,813
Amortisation and impairment			
Balance as at 1 January 2017	(1,647,104)	(91,476)	(1,738,580)
Amortisation charge for the year	(1,354)	(26,136)	(27,490)
Balance as at 31 December 2017	(1,648,458)	(117,612)	(1,766,070)
Amortisation charge for the year	(355)	(26,138)	(26,493)
Balance as at 31 December 2018	(1,648,813)	(143,750)	(1,792,563)
Carrying amount			
At 1 January 2017	1,709	483,524	485,233
At 31 December 2017	355	457,388	457,743
At 31 December 2018	-	431,250	431,250

16. Cash and cash equivalents

	2018 \$	2017 \$
Cash on hand	55,509	87,829
Cash at bank - restricted	24,338,360	48,015,119
- unrestricted	14,605,114	34,674,872
	38,998,983	82,777,820

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

16. Cash and cash equivalents (continued)

Restricted funds consist of the following:

	2018 \$	2017 \$
Capital Development	794,568	5,658,587
Capital Project	2,256,075	502,986
Levy	17,575,691	35,967,171
Projects	3,054,179	3,682,399
Staff Welfare	657,847	638,759
Trust Account	-	1,565,217
	<u>24,338,360</u>	<u>48,015,119</u>

Restricted Funds

Capital Development – with effect from 1 January 2014, the University holds 10% of tuition fees for purposes of capital development of the University projects that could not be funded through Government grants.

Capital Project – this account holds funding for the development of the new Labasa campus funded through Government capital grant.

Levy – this account is restricted for payment of grants claimed/claimable by employers.

Projects – these accounts are funded by external donors for specific projects and research.

Staff Welfare – this account is held for the purposes of meeting staff medical costs. These are funded partly by salary deductions from staff and the balance by the University.

Trust Account – At 31 December 2017, \$1.5m was held in trust in respect of the purchase of Bayview Medical Clinic. This amount was transferred to the vendor following completion of the sale during the year.

17. Trade and other receivables

	\$	\$
Student debtors	1,437,904	2,859,827
Impairment allowance	(1,053,305)	(1,695,060)
	<u>384,599</u>	<u>1,164,767</u>
Levy debtors	20,726,311	17,041,084
Impairment allowance	(3,862,271)	(5,291,283)
	<u>16,864,040</u>	<u>11,749,801</u>
Sponsor debtors	432,989	2,803,260
Impairment allowance	(187,384)	(1,498,985)
	<u>245,605</u>	<u>1,304,275</u>
Staff debtors	854,953	893,243
Impairment allowance	(779,013)	(797,692)
	<u>75,940</u>	<u>95,551</u>
Other receivables	4,877,694	4,223,622
Impairment allowance	(2,091,259)	(1,814,003)
	<u>2,786,435</u>	<u>2,409,619</u>
Total trade and other receivables	<u>20,356,619</u>	<u>16,724,013</u>
Impairment allowance		
Opening balance	11,097,023	16,923,555
Movement during the year	(3,123,791)	(5,826,532)
Closing balance	<u>7,973,232</u>	<u>11,097,023</u>

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

18. Inventories

	2018 \$	2017 \$
Stationery/bookshop	269,076	265,058
Food and beverage	37,688	20,183
Gowns	155,103	157,548
Kitchen consumables	230,130	221,998
Provision for obsolescence	(89,568)	(75,910)
	<u>602,429</u>	<u>588,877</u>

19. Other financial assets

	\$	\$
<u>Current</u>		
Debt instruments at amortised cost	<u>66,516,627</u>	<u>30,568,842</u>
<u>Non-current</u>		
Equity instruments at fair value through profit or loss:		
- Unit Trust of Fiji	12,364,446	9,519,314
- Fijian Holdings Trust Management Limited	583,334	583,334
FRDCL	4,857	4,857
	<u>12,952,637</u>	<u>10,107,505</u>

Interest bearing deposits are at fixed interest rates between 2% and 4% (2016: 2% and 4%). Interest bearing deposits amounting to \$110,233 (2016: \$130,233) are held as letter of charges in respect of security against credit cards and indemnity guarantees. The University had only Level 1 fair value financial instruments, which is defined as quoted market price (unadjusted) in an active market for an identical instrument.

20. Other assets

	\$	\$
Other assets		
Government grant receivables	19,085,803	934,542
Prepayments	5,111,961	3,801,282
Less: provision for impairment	(357,265)	(257,909)
	<u>23,840,499</u>	<u>4,477,915</u>

21. Capital and reserves(a) Other contributed equity

The amount reflects the fair value of the net assets that have been transferred to the University from legacy institutions as at 1 January 2010 and 30 November 2010 (TPAF) under Section 44 of the FNU Decree by the Government of Fiji in its capacity as the owner of the University and the legacy institutions.

(b) Fair value reserve

Fair value reserve comprises the cumulative net change in the fair value of available for sale financial assets until the assets are derecognised or impaired. At 1 January 2018, the University adopted IFRS 9 Financial Instruments that replaces IAS 39 Financial Instruments: Recognition and Measurement. Upon the adoption of IFRS 9, Equity investments previously classified as AFS financial assets are now classified and measured as Financial assets at fair value through profit or loss. As a result of the change in classification of the University's equity investments, the Fair value reserve related to those investments that were previously presented under accumulated OCI, was reclassified to Retained earnings.

22. Deferred income

	\$	\$
Opening balance	18,327,713	21,397,975
Additions	7,461,228	49,584
Amounts released to other income	(2,515,081)	(3,119,846)
	<u>23,273,860</u>	<u>18,327,713</u>
Disclosed in the financial statements as follows:		
Current	2,515,081	3,119,846
Non-current	20,758,779	15,207,867
	<u>23,273,860</u>	<u>18,327,713</u>

Deferred income consists of Government grants in relation to capital expenditure projects and fixed assets acquired using donor funds.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

23. Trade and other payables

	2018 \$	2017 \$
Trade payables	1,274,979	2,381,633
Other payables and accruals	25,103,335	19,336,507
	<u>26,378,314</u>	<u>21,718,140</u>

24. Employee benefits

	Annual Leave \$	Long service Leave \$	Total \$
Liability at the beginning of the year	4,556,281	1,864	4,558,145
Movement during the year	309,051	(1,864)	307,187
Liability at the end of the year	<u>4,865,332</u>	<u>-</u>	<u>4,865,332</u>

Disclosed in the financial statements as follows:

	\$	\$
Current	4,865,332	4,556,281
Non-current	-	1,864
	<u>4,865,332</u>	<u>4,558,145</u>

Annual leave

Generally annual leave is taken within one year of entitlement and accordingly it is expected that a significant portion of the total annual leave balance will be utilised within the next financial year.

Long service leave

Long service leave is accrued for employees entitled to the same under their terms of employment.

25. Unexpended project income

Donor Name	Opening Balance \$	Project Receipts \$	Project Expense \$	Transferred to Capex \$	Total \$
Various Project Grants	365,872	395,880	575,192	-	186,560
Various Donors	55,590	-	6,302	-	49,288
SSCSP Fund 1	(79,717)	79,717	-	-	-
Canada Grant	-	79,479	168	-	79,311
DFAT project	-	306,665	23,132	-	283,533
Global Fund	30,132	-	25,905	-	4,227
DPD EU Project	1,162,585	1,094,568	1,119,300	-	1,137,853
CAFF Donor Fund	26,097	41,266	7,757	-	59,606
Total	<u>1,560,559</u>	<u>1,997,575</u>	<u>1,757,756</u>	<u>-</u>	<u>1,800,378</u>

26. Leased liability

		2018 \$	2017 \$
<u>Current</u>	<u>Effective interest rate</u>		
Lease liability	5%	<u>492,728</u>	<u>-</u>
<u>Non-current</u>	<u>Effective interest rate</u>		
Lease liability	5%	<u>2,942,496</u>	<u>-</u>

The University early adopted IFRS 16 as of 1 January 2018. The above represent liability under lease contracts which have been recognised as liability in accordance with IFRS 16. The University elected to use the modified retrospective approach in transition to IFRS 16. Consequently, there are no prior period comparatives.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

27. Deferred grant liability - NTPC

(a) Reconciliation of liability

Opening balance

Levy invoiced/collected for the year

Grants paid during the year

Amounts released to profit or loss

(b) Levy income

Amounts released to profit or loss

Grants

Collections for prior year invoices

2018 \$	2017 \$
10,258,491	7,703,353
24,811,989	21,659,867
(8,475,222)	(7,646,379)
(4,000,000)	(11,458,350)
22,595,258	10,258,491
5,722,258	12,324,251
8,475,222	7,646,379
431,117	641,807
14,628,597	20,612,437

The expenditure attributed to NTPC levy does not include employee related and other operating expenses.

28. Contingent liabilities

(a) Bank guarantees

\$	\$
110,233	110,233

(b) Claims

The University is defending a number of claims from various entities including suppliers, employees, etc. The University is confident that the claims will be defended successfully in its favour. However, the University has prudently provided for possible future cost outflows.

29. Commitments

(a) Capital expenditure

Expenditure approved and committed amounted to \$72,216,931 as at 31 December 2018 (2017: \$26,398,813).

30. Related parties

Identity and transactions

The University is controlled by the Government of Fiji in accordance with the FNU Decree.

(a) Operating grant

The University received grants from the Government of Fiji as follows:

Grants received

Renovations of buildings, purchase of large equipment and infrastructure*

Grants receivables

Other receivables

Total Operating grant

\$	\$
41,702,819	49,737,978
-	-
19,085,803	934,542
(934,541)	(1,016,666)
59,854,081	49,655,854

*

As part of the grant agreement, this portion of the operating grants was utilized for the purchase of property, plant and equipment. These grants are accounted for in accordance with note 3(k)(i) and accordingly, are included in 'Deferred income' (note 22).

30. Related parties (continued)**(b) Capital expenditure grant**

The Government of Fiji also provided capital expenditure grants during the year amounting to \$7.42m (2016: \$Nil). These grants are accounted for in accordance with note 3(k)(i) and accordingly, are included in 'Deferred income' (note 22).

(c) Other transactions

The University has received \$1,064,471 (2017: \$1,200,000) in respect to 2018 Sustainable Livelihood Project from the Ministry of Finance. This grant are accounted for in accordance with note 3(k)(ii) and accordingly, are included in 'Project income' (note 7).

(d) Council members

The following were Council members during the financial year and up to the date of this report:

Name	Status	Name	Status
Prof. Rajesh Chandra	Current	Mr. Ikbal Jannif	Term Ended 30/06/18
Prof. Nigel Healey	Current	Mr. Uday Sen	Term Ended 30/06/18
Ms. Alison Burchell	Current	Mr. Iowane Tiko	Term Ended 28/01/18
Ms. Tessa Price	Current	Mr. Nesbitt Hazelman	Term Ended 30/06/18
Prof. Dharmendra Sharma	Current	Mrs. Silina Waqa Ledua	Term Ended 30/06/18
Ms. Lala Sowane	Current	Mr. Robinson Prasad	Term Ended 30/06/18
Mr. Raymond Prasad	Current	Mr. Rajeshwar Singh	Term Ended 30/06/18
Prof. Barry McGrath	Current	Mr. Kamlesh Prasad	Term Ended 30/06/18
Dr. Joseph Veramo	Current	Mr. Solomon Nata	Term Ended 30/06/18
Dr. Penuel Immanuel	Current	Prof. Ram Karan	Term Ended 30/06/18
Dr. Nur Bano Ali	Current	Prof. Rajendra Prasad	Term Ended 30/06/18
Dr. Parakrama Dissanayake	Current	Mr. Ledua Tamani	Term Ended 30/06/18
Prof. Ravi Naidu	Current	Mr. Ketan Lal	Term Ended 31/12/18
Dr. Akhila Nand Sharma	Current	Ms. Margaret Gabriel	Term Ended 31/12/18
Mr. Devanesh Sharma	Current		
Mr. Vishnu Mohan	Current		
Mr. Gordon Jenkins	Current		
Dr. Eci Nabalarua	Current		
Prof. John Chelliah	Current		
Dr. Mumtaz Alam	Current		
Ms. Makereta Batimoko	Current		

(e) Transactions with key management personnel

Key management personnel comprised the above Council members and the following senior staff during the financial year:

Name	Title
Professor Nigel Healey	Vice Chancellor
Prof. James Pounder	Pro-Vice Chancellor (Learning and Teaching)
Prof. Mohini Singh	Pro-Vice Chancellor (Research)
Mr. Salabogi Mavoa	Acting Dean - College of Engineering, Science & Technology
Dr. William May	Dean, College of Medicine, Nursing & Health Sciences
Dr. Eci Kikau Nabalarua	Dean - College of Humanities & Education
Prof. Paul Iji	Dean, College of Agriculture, Fisheries and Forestry
Professor Ram Karan	Dean - College of Business, Hospitality & Tourism Studies
Mr. Chandr Anuj	Director - Information Communication Technology (ICT)
Dr. Isimeli Waibuta Tagicakiverata	Director - National Training & Productivity Centre
Mr. Shalendra Mani Gounden	Director Estates & Facilities
Mr. Niranjwan Chettiar	Director Capital Projects & Infrastructure
Ms. Jenies Mudiliar	Director Marketing and Communications
Ms. Sarita Harish	Registrar
Prof. John Chelliah	Acting Director HR Division
Mr. Nilesh Prasad	Director Finance

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

For the year ended 31 December 2018

30. Related parties (continued)

The University is not aware of any material transactions that may have been conducted with key management personnel or entities associated with the key management personnel.

Key management personnel compensation is disclosed under Note 10 and is made up of short-term benefits including medical benefits and allowances paid to Council members.

31. Significant Events

As at date of this report, the Council members are not aware of any other significant event, other than those already included in the financial statements.

32. Events subsequent to year end

There are no matters or circumstances that have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the University, the results of those operations, or the state of affairs of the University in future financial years.

DISCLAIMER ON ADDITIONAL INFORMATION

For the year ended 31 December 2018

Disclaimer

The additional financial information, being the attached Statement of comprehensive income - restricted vs. unrestricted income has been compiled by the management of the Fiji National University.

No audit or review has been performed by us and accordingly no assurance is expressed.

To the extent permitted by law, we do not accept liability for any loss or damage which any person, other than Fiji National University may suffer arising from any negligence on our part. No person should rely on the additional financial information without having an audit or review conducted.

DISCLAIMER ON ADDITIONAL INFORMATION

The University's income and expenditure is further categorized into restricted and unrestricted to give a clear reflection on the operational nature of events.

Restricted funds are those funds which by virtue of law or contract/funding agreement can only be expended for a specific purpose. Generally restricted funds for the University consist of capital expenditure grants, donor/project income & Expenditure, 10% of tuition fees set aside for capital development purposes, Levy Income and Grant payment expenses

Unrestricted funds are all other funds that are available for use in the University's operating activities at the discretion of the University's Management and Council.

	2018			2017		
	Unrestricted \$	Restricted \$	Total \$	Unrestricted \$	Restricted \$	Total \$
Income						
Fiji Government operating grants	53,235,985	6,618,096	59,854,081	49,655,854	-	49,655,854
Student tuition fees	58,828,233	6,536,470	65,364,703	55,044,752	6,116,083	61,160,835
Project income	-	2,607,005	2,607,005	-	2,871,525	2,871,525
Hostel Income	8,981,975	-	8,981,975	10,832,775	-	10,832,775
NTPC Levy income	5,462,860	9,165,737	14,628,597	6,061,244	14,551,193	20,612,437
Other income	10,352,854	2,515,081	12,867,935	8,462,728	3,119,846	11,582,574
Total income	136,861,907	27,442,389	164,304,296	130,057,353	26,658,647	156,716,000
Expenses						
Employee related expenses	(76,882,382)	(856,253)	(77,738,635)	(83,283,130)	(1,968,328)	(85,251,458)
Other operating expenses	(44,522,211)	(6,476,208)	(50,998,419)	(40,972,533)	(3,589,825)	(44,562,358)
Depreciation and amortization	(8,699,538)	(2,515,081)	(11,214,619)	(7,501,477)	(3,181,400)	(10,682,877)
NTPC levy expenses	-	(8,475,222)	(8,475,222)	-	(7,646,379)	(7,646,379)
Total expenses	(130,104,131)	(18,322,764)	(148,426,895)	(131,757,140)	(16,385,932)	(148,143,072)
Finance Income	4,106,157	-	4,106,157	3,782,916	-	3,782,916
Operating surplus before income tax	10,863,933	9,119,625	19,983,558	2,083,129	10,272,715	12,355,844
Income tax expense	-	-	-	-	-	-
Operating surplus for the year	10,863,933	9,119,625	19,983,558	2,083,129	10,272,715	12,355,844
Other comprehensive income:						
Movement in fair value of available for sale financial assets	-	-	-	1,221,920	-	1,221,920
Total comprehensive Income for the year	10,863,933	9,119,625	19,983,558	3,305,049	10,272,715	13,577,764



