

PSC CIRCULAR

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PSC Circular No. 23/2007

To: Permanent Secretaries
and Heads of Departments

File: 29/582

Subject: **STRIKE BY THE PUBLIC SECTOR UNIONS AND
ACTIVATION OF CONTINGENCY PLAN**

Date: 1st August, 2007

1.0 Introduction

- 1.1 This circular information is issued to guide you in crisis management at the departmental level during this strike action. As it is not exhaustive you are encouraged to liaise closely with the Commission Secretariat for further assistance.
- 1.2 Further to our meeting with the Cabinet Ministers this morning on the current strike situation the Fiji Council of Trade Unions (FICTU) affiliated public sector unions¹ notice states that they will pull out their members on strike from **8:00am** on **2nd August, 2007**. This strike action is taken over their trade dispute on these three (3) issues
- the 5% pay,
 - lowering of the retirement age and
 - the cancellation of the Partnership Agreement .
- Government has rejected these issues.

2.0 Current Union Membership Numbers and Distribution

2.1 The membership of the three (3) public service unions are as follows:

(i)	Public Employees Union	-	3,970
(ii)	Fijian Teachers Association	-	3,726
(iii)	Viti National Union of Taukei Workers	-	603

TOTAL 8,299

2.2 The distribution of the unionised and non-unionised workers in government establishment across Ministries/Departments are shown on **Appendix A**.

3.0 Contingency Plan - A Reminder

3.1 A Task Force needs to be established in each Ministry/Department to closely monitor the strike and resulting activities and to activate the contingency plans of your Ministry/Department.

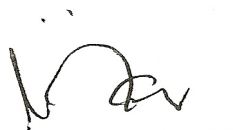
- 3.2 Key personnel of each Ministry/Department are to be identified in each division/section/ station as the Task Force monitors of the strike who can ensure continuity of work particularly in the delivery of essential services.
- 3.3 Permanent Secretaries will hold regular meetings for overall briefing on the staffing situation, service delivery and the security of Government facilities and infrastructure.
- 3.4 Permanent Secretaries will provide a daily status report to the Commission and the National Task Force at Office of the Prime Minister, Home Affairs, Immigration and Information on the situation regarding the operations in your Ministries/Departments.
- 3.4.1 You will ensure that staff attendance and movements are closely monitored, especially in the essential services. Conduct daily head counts of staff names, designation, EDP/FNPF number and Division/Section and Station.
- 3.4.2 You are required to make a list of officers participating in the strike in a special register opened and maintained in each Ministry/Department by Section/Division/Station
- 3.5 All leave –approved and pending- during the strike period are postponed until further notice or cancellation.

4.0 Conduct Advisories

- 4.1 All public employees including those who are intending to go on strike are reminded of the relevant provisions of the
- a. Public Order Act Cap 20; and the
 - b. Trade Disputes Act Cap 97
in terms of the public order, security and the conduct of striking workers, and the
 - c. the Public Service Act 1999 in terms of upholding the public service values and observing the public service code of conduct.

5.0 Contact

Your direct contact for clarification or other assistance is Mr Peni Naqasima, Director Employee Relations, Division, Public Service Commission, on telephone 3314588, Ext 407 or email : pnaqasima@psc.gov.fj



Taina Tagicakibau

**Permanent Secretary for the Public Service, Public Enterprises
and Public Sector Reform**